

FIS COUNCIL MEETING 24TH SEPTEMBER 2025

SUMMARY MINUTES

1. Opening of the Meeting

President Eliasch opened the meeting and welcomed the participants.

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2. Members present

Johan Eliasch, President (FIS)
Danielle Aravich, Athletes' Representative (USA)
Deidra Dionne (CAN)
Tove Moe Dyrhaug (NOR)
Alex Fiva, Athletes' Representative (SUI)
Anna Harboe Falkenberg (DEN)
Adam Hall, Athletes' Representative (NZL)
Michael Huber (AUT)
Freddy Keirouz (LBN)
Karin Mattsson (SWE)
Tzeko Minev (BUL)
Aki Murasato (JPN)
Alexander Ospelt (LIE)
Dexter Paine (USA)
May Peus (ESP)
Jean-Philippe Rochat (SUI)
Flavio Roda (ITA)
Fabien Saguez (FRA)
Franz Steinle (GER)
Fiona Stevens (NZL)
Verena Stuffer, Athletes' Representative (ITA)
Martti Uusitalo (FIN)

Michel Vion, Secretary General (FIS)
Urs Lehmann, CEO (FIS)

Observers:

Aoife Keane, FIS General Counsel
Stephan Netze, External Legal Counsel
Stefan Ruf, Chief Financial and Administrative Officer

3. Approval of the Agenda

The Council approved the agenda.

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A minute of silence was held in remembrance of Matteo Franzoso, the 25-year-old Italian ski racer who passed away following a training accident in Chile.

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4. Minutes of the Council Meeting 12th/13th June 2025

The summary minutes were published on the FIS Website on 30th June 2025.

The Council approved the confidential minutes.

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5. President's Report

World Ski Championship Rights

FIS has appointed Infront as exclusive sales agent for the World Ski Championship rights for 2026–2029. For the first time, all media and broadcast rights for the World Cup and the World Ski Championships are consolidated under one umbrella and can now be distributed in a centralised manner. This marks an important milestone for FIS, providing significantly stronger negotiating power and the potential to generate even higher revenues for our sport.

International Media And Broadcast Rights License Agreement with Ski Austria

FIS and Ski Austria have concluded a landmark agreement that will shape the future of snow sports broadcasting. Beginning with the 2027/28 season, FIS will oversee the distribution of international media and broadcast rights for FIS World Cup events in Austria across all platforms. The rights will be distributed by Infront as part of its existing exclusive agency agreement with FIS for the distribution of the international media rights to FIS World Cup events for all platforms. The agreement between FIS and Ski Austria spans seven seasons, running through the conclusion of the 2033/34 season. This agreement concludes the centralization of the international media and broadcast rights.

Appointments of Urs Lehmann and Alexandra Meissnitzer

FIS has further strengthened its leadership and administration with the appointment of Urs Lehmann as CEO and Alexandra Meissnitzer to the President's Office. With the appointment of a CEO, FIS is positioning itself to be in the strongest possible place to tackle the major challenges and seize the opportunities that lie ahead in the coming years. Alexandra, drawing on her unique dual perspective as a world-class athlete and a seasoned professional in the skiing and snowboarding industry, will lead key projects aimed at strengthening the sport and expanding its global reach – ensuring that FIS continues to honor its traditions while driving future growth.

FIS Named Finalist in Three Categories at Sport Positive Awards 2025

FIS has been shortlisted as a finalist in three categories of the Sport Positive Awards 2025: Education and Training, Inspired Innovation, and Transformation. The FIS Sustainability Education Plan earned recognition for its tailored approach to environmental education, including initiatives such as the Sustainability Webinar Series and the Combined For Change peer-to-peer learning program. The FIS CO₂ Calculator, a free tool that enables event organizers to simulate, measure, and reduce carbon emissions, was nominated in the Inspired Innovation category. Meanwhile, the FIS Impact Programme, which serves as the organization's comprehensive sustainability roadmap, was selected in the Transformation category. An international panel of judges will determine the winners, to be announced during the Sport Positive Awards ceremony on 7 October 2025 in London, held alongside the Sport Positive Summit.

FIS Awarded Erasmus+ Funding

FIS has been awarded Erasmus+ funding as part of the SLOPE project, which officially begins in October 2025 and will run for three years. This marks the first time FIS participates in an Erasmus+ initiative, in collaboration with the French Ski Federation (project leader), the Norwegian Ski Association, and the Estonian Ski Association, with academic support from the Sant'Anna School of Advanced Studies in Pisa. The total funding amounts to €400,000, allocated among the participating federations.

The SLOPE project aims to strengthen biodiversity knowledge and management within skiing by:

- Assessing biodiversity impacts of skiing activities across Alpine, boreal, and subarctic ecosystems.
- Implementing biodiversity actions, including governance integration, pilot mitigation measures, and supply chain traceability.
- Building capacity and raising awareness through training, webinars, and campaigns to embed biodiversity principles in winter sports governance.

Aligned with the EU Biodiversity Strategy for 2030, the European Green Deal, and Erasmus+ Sport Programme priorities, SLOPE represents an important step for FIS in advancing sustainability and ensuring winter sports coexist responsibly with fragile ecosystems.

ChiQ new official Ski Jumping Data Partner

FIS has expanded its portfolio of Official Partners by welcoming CHIQ as the Data Partner of the FIS Ski Jumping World Cup for the next three seasons. The Chinese electronics manufacturer, already a supporter of individual FIS World Cup events in recent years, now steps up to a global partnership, providing cutting-edge TVs and screens to enhance event infrastructure and offering the potential to drive growth and new opportunities in Ski Jumping.

IOC Appointments

IOC President Kirsty Coventry has announced one of her first major initiatives: the creation of four new working groups as part of the IOC's *Fit For the Future* process. President Eliasch has been appointed to the Commercial Partnerships and Marketing Working Group, which will review the IOC's existing programmes, platforms, and systems; evaluate how it engages with partners; and explore how it can evolve to remain competitive in today's market. IOC President Kirsty Coventry has also appointed President Eliasch to the IOC Coordination Commission for the French Alps 2030 Olympic Winter Games, working alongside Chair Pierre-Olivier Beckers-Vieujant and colleagues to help deliver a successful edition of the Games following Milano Cortina 2026.

Both new roles, together with his work on the IOC Sustainability and Legacy Commission – which guides the integration of long-term environmental, social, and economic practices into the Olympic Games and the wider Movement – are vital to developing innovative commercial strategies, ensuring the success of the French Alps 2030 Games, and strengthening the Olympic Movement for the future.

Eligibility Policy for Men and Women Competition

The creation of an eligibility policy for men's and women's competitions has been a top priority at FIS for over a year. FIS has taken the initiative and led this project, developing the policy you find attached to this working document. In doing so, we have engaged leading experts and ensured that the policy is firmly grounded in scientific evidence. Notably, World Athletics has recently adopted a policy that closely mirrors our approach.

Individual Neutral Athletes (AIN) at the Olympic Winter Games

FIS has been in close and ongoing contact with the IOC regarding the participation of Individual Neutral Athletes (AIN) at the Olympic Winter Games Milano-Cortina 2026. Today, 19 September 2025, the IOC informed us that it is encouraging all International Federations (IFs) to facilitate neutral athlete participation and underlined the importance of allowing all athletes to compete in international sport regardless of their passport.

To ensure fair and consistent criteria, the IOC will establish an Eligibility Review Panel to assess AIN athletes and their support teams in line with the Principles of Participation. Eligible athletes will then receive individual invitations from the IOC.

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6. Presentation of FIS Organisation

The Organisational Charts presented at the FIS Council Meeting can be found under annex 6.

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President Eliasch explained the draft Organisational Structure of the FIS Organisation as well as the Organisation of the Sports Department for the Seasons 2025/2026.

He also elaborated on how the tasks and responsibilities are divided among the President, the Secretary General, and the CEO.

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Safety

Following the recent tragic accident, the Council unanimously agreed to prioritise athlete safety across all disciplines. FIS will establish and enforce mandatory standards for homologation, equipment control, and training safety protocols. NSAs must comply as a condition for organising FIS Speed trainings. Collaboration with athletes, NSAs, and organisers is essential, and FIS reserves the right to prohibit unsafe training venues. Together with the Athletes' Health Unit the FIS Management will establish risk assessments

and education initiatives. A clear public communication will follow to signal FIS's commitment to safety.

Strategic Planning

President Eliasch informed that to strengthen strategic planning and corporate development, FIS has created a new dedicated role.

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7. Financial Report

Martti Uusitalo, Chair of the Finance Committee and Stefan Ruf, CEO presented the Financial Report and an update on the Financial Forecast 2025.

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8. Prize Money 2026/2027

The Council acknowledged the comprehensive prize money review led by Michael Huber. A long-term strategy will be developed, aiming to adjust future distributions from 2027/2028 onwards, prioritising sustainability, discipline market value, and gender equality. It was proposed that at the start of a transition phase in the 2026/27 competition season, FIS will pay the 20% prize money share as in the past for the last time, while the additional 10% increase introduced in the 2025/26 season should be borne by the organisers in 2026/27. Transitional support for 2026/2027 was discussed, with further coordination to follow.

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9. Inclusion of new FIS events (Park & Pipe Rail Events)

The Council approved the inclusion of a Rail Contest as a trial event at the 2026 Junior World Championships within the Park & Pipe discipline.

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10. Licence Change

The following requests for change of licence had been submitted to the FIS Council at its meeting of 12th/13th June 2025 with documents outstanding.

Alpine

- Thomas Burgschwaiger, change from Austria to Czechia
- Piera Hudson, change from New Zealand to United Arab Emirates
- Anastasia Papathomas, change from Cyprus to Azerbaijan
- Nathan Tchibozo, change from Togo to Benin

- Sebastian Tuma, change from Switzerland to Czechia
- Connor Verseveld, change from Netherlands to Ireland

Cross-Country

- Quinn O'Shea, change from Canada to Ireland

Para Snowsports

- Mike Minor, change from USA to Finland – passport pending

The Council approved the requests for change of licence except for Mike Minor

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11. AIN OWG 2026

The Council discussed the IOC's Individual Neutral Athlete scheme and its broader implications for Milano Cortina 2026. Further legal and strategic review will be conducted, with a final decision deferred to the next Council meeting.

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12. Requests for changes in Technical Committees

Alpine Executive Committee

Herbert Mandl (AUT) to be replaced by Christian Mitter (AUT)

Committee Alpine

Filip Rzepecki (POL) to be replaced by Tomasz Grzywacz (POL)

Sub-Committee for Alpine World Cup

Filip Rzepecki (POL) to be replaced by Mazurek Krzysztof (POL)

Sub-Committee for Alpine Courses

Krzysztof Horecki (POL) to be replaced by Mazurek Krzysztof (POL)

Sub-Committee for Alpine European Cup

Sasa Kurto (BIH) – open membership

Sub-Committee for Cross-Country Youth and Children's Questions

Cami Thompson (USA) to be replaced by Chris Grover (USA)

Committee Ski Jumping

Masahiki Harada (JNP) to be replaced by Chika Yoshida (JPN)

Sub-Committee for Ski Jumping Equipment and Development

Masahiki Harada (JNP) to be replaced by Chika Yoshida (JPN)

Sub-Committee for Ski Jumping Calendar Planning

Masahiki Harada (JNP) to be replaced by Chika Yoshida (JPN)

Sub-Committee for Ski Jumping and Nordic Combined Youth & Children's Questions
Masahiki Harada (JNP) to be replaced by Yoshitaka Usui (JPN)

Sub-Committee for Jumping Officials, Rules and Control
Jürgen Winkler (AUT) to be replaced by Christian Kathol (AUT)

Executive Board Nordic Combined
Tomoki Sato (JPN) to be replaced by Yoshitaka Usui (JPN)

Sub-Committee for Nordic Combined for Officials, Rules and Control
Tomoki Sato (JPN) to be replaced by Yoshitaka Usui (JPN)

Sub-Committee for Park & Pipe
Jussi Räsänen (FIN) to be replaced by Annukka Himmi Vassoney (FIN)

Committee Para Snowsports
Christof Baer (SUI) to be replaced by Peter Lämpü (SUI)

Committee Telemark
Franc Horvaticsek (SLO) to be replaced by Eva Ursej (SLO)

Committee Speed Skiing
Philippe Billy (FRA) to be replaced by Karine Dubouchet Revol (FRA)

Sub-Committee for Masters Racing
Filip Rzepecki (POL) to be replaced by Tomasz Grzywacz (POL)

Medical Committee
Chang Bae Kong (KOR) to be replaced by Gunyong An (KOR)

The Council approved the requested changes in FIS Technical Committees.

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13. FIS Rules and Terms for Technical Committees

An updated version with amendments after the approved FIS Statute changes at the FIS Congress 2025 had been submitted to the FIS Council together with the Working Document.

The Council approved the FIS Rules and terms for Technical Committees Edition 2025.

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14. Eligibility Policy for Mens and Womens Competition

The Council reviewed and agreed on the strategic direction for a new eligibility policy for men's and women's competitions. FIS will now collaborate with NSAs and stakeholders to develop detailed implementation guidelines. Until further notice, NSAs and organisers are

advised not to take any action regarding the policy. FIS will ensure timely communication and minimal disruption to competition planning.

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15. Any other business

Freeride – ICR 200 Rules

The Council agreed to extend the current Freeride competition framework for the 2025/2026 season, maintaining exemptions from selected ICR Article 200 provisions due to ongoing organisational challenges among NSAs. A review will follow in June 2026.

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Strategic Planning Committee

The Council approved the addition of Sirpa Korkatti (FIN) as a new member of the Strategic Planning Committee.

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FIS Alpine and Nordic World Championships 2029

Michel Vion informed about the discussions which are ongoing with Narvik (NOR) and Lahti (FIN) to determine optimal dates for the 2029 World Championships, considering logistical and commercial impacts. The Council acknowledged potential scheduling conflicts with the IBU Biathlon World Championships and will explore potential date changes provided that any financial consequences would have to be covered by Narvik 2029.

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FIS Junior Nordic World Championships 2026

The Council approved the venue change for the 2026 Nordic World Junior Championships from Trondheim to Lillehammer (NOR). The move ensures optimal facilities and organisational readiness.

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FIS Snowboard, Freestyle, Freeski World Championships 2031

The Council noted that so far no bids have been received by the extended 1st October deadline for the 2031 Snowboard, Freestyle, Freeski World Championships. A further extension to 31st January 2026 may be considered at the next Council meeting, with a likely decision to split the event to facilitate future hosting.

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Miscellaneous

FIS signed a Memorandum of Understanding with Virtus to support athletes with intellectual impairments through logistical and organisational collaboration.

Following the resignation of Enzo Smrekar (SLO), Stephan Netzle confirmed that, in accordance with the Statutes, the vacant seat will remain unfilled until the next Congress.

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16. Next meeting of the FIS Council

The next meeting will take place on 21st October 2025 (online)

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17. Closing of the meeting

President Eliasch closed the meeting at 18.30 hrs.

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Zurich, 24th September 2025

Michel Vion
Secretary General