



THE XXXIII ORDINARY GENERAL ASSEMBLY

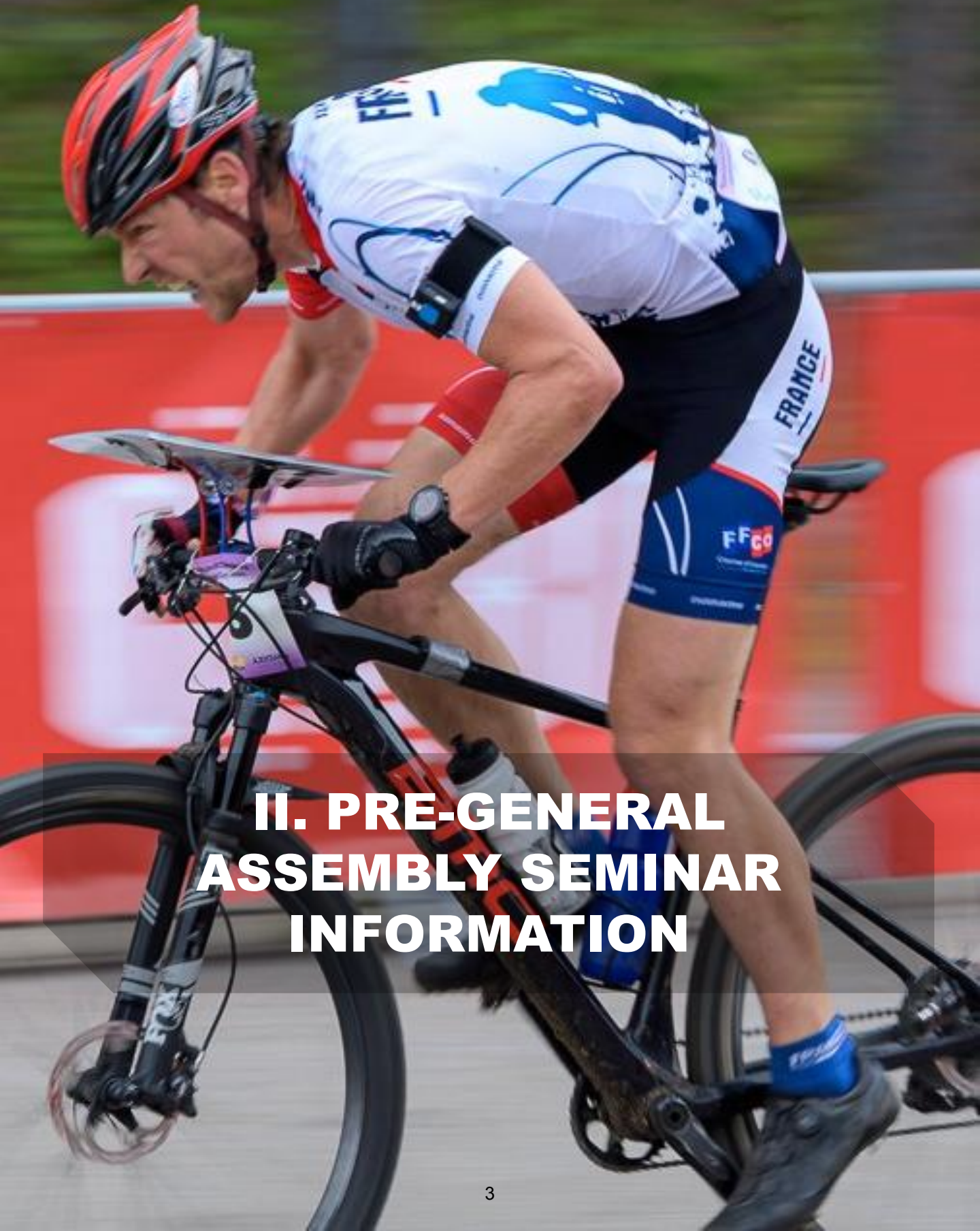
OF THE INTERNATIONAL ORIENTEERING FEDERATION

8 JULY 2026

AGENDA AND DOCUMENTS

TABLE OF CONTENTS

I.	Table of contents	Page 2
II.	Pre-General Assembly Seminar information	Page 3
III.	General Assembly presidium, consisting of a Chairperson and a Secretary; two persons to check the minutes and an independent election supervisor to supervise the digital election process	Page 5
IV.	XXXIII IOF Ordinary General Assembly Agenda	Page 7
V.	Minutes of the XXXII IOF Ordinary General Assembly 2024	Page 10
VI.	Report by the Council on the activities of the IOF since the previous Ordinary General Assembly	Page 29
VII.	Report of the IOF Ethics Panel	Page 51
VIII.	Auditors' Report, Income & Expenditure Account, Balance Sheet and Notes to the Accounts	Page 55
IX.	IOF Memberships	Page 81
X.	Proposals to the XXXIII IOF Ordinary General Assembly	Page 96
XI.	Strategic Directions 2026 – 2030 and focus areas for the years 2026 – 2028	Page 124
XII.	Membership fees and budget for the years 2027 and 2028	Page 129
XIII.	Appointment of a firm of auditors and a Governance Auditor from among the membership	Page 139
XIV.	Appointment of members to the Ethics Panel	Page 142
XV.	Election of the Council: Nominations and CVs	Page 144
XVI.	Annexes	Page 155



II. PRE-GENERAL ASSEMBLY SEMINAR INFORMATION



Pre-General Assembly Seminar

**Wednesday 24 June 2026
12:00 – 15:00 CEST**

Digital on Microsoft Teams

Programme

- 12:00-12:10 **Opening of Pre-General Assembly**
- 12:10-13:20 **Reports from Sustainable Event Program Working Groups**
Reports followed by discussions
- 13:20-13:40 **Candidate presentation to Council elections**
Opening for questions to the candidates
- 13:40-14:00 **IOF Strategic Directions 2026-2030**
- 14:00-14:10 **Membership proposals**
- 14:10-14:30 **Budget and Membership fees 2027 and 2028**
- 14:30-14:55 **Proposals to the General Assembly:**
- Proposal from SUI
 - Amendments IOF Statutes
 - Amendments Code of Ethics
- 14:55-15:00 **Closing remarks**



III. ELECTION OF A GENERAL ASSEMBLY PRESIDIUM



Proposal for election of a General Assembly presidium

Consisting of a Chairperson and a Secretary; two persons to check the minutes and an independent election supervisor to supervise the digital election process

Chairperson: Sondre Gullord, IOF Secretary General

Secretary: Jenny Nilsson, IOF Event Manager

Two persons to check the minutes:

Proposal to be presented at the General Assembly (after registration of delegates).

Independent election supervisor to supervise the digital election process:

Scott Collier (GBR)



**IV. XXXIII IOF Ordinary
General Assembly Agenda**



Agenda for the XXXIII IOF Ordinary General Assembly

Location: Palazzo della Borsa di Genova, Genova and digital with Lumi

Date: 8 July 2026

- 1 Opening of the XXXIII IOF Ordinary General Assembly
- 2 Confirmation of the number of voting members present
- 3 Election of a General Assembly presidium, consisting of a Chairperson and a Secretary; two persons to check the minutes and an independent election supervisor to supervise the digital election process
- 4 Approval of the agenda, and ruling on the urgency of any items not included
- 5 Approval of the minutes of the XXXII IOF Ordinary General Assembly held on 15 July 2024
- 6 Report by the Council on the activities of the IOF since the last Ordinary General Assembly, and approval of same
- 7 Report by the Ethics Panel on activities since the last Ordinary General Assembly, and approval of same
- 8 Auditors' report, approval of the accounts for the calendar years 2024 and 2025 and discharge of the Council
- 9 Applications for membership and decisions regarding suspensions and expulsions

Confirmation of new Provisional Members:

- 9.1 Algeria
- 9.2 Iraq
- 9.3 Mexico

Confirmation of new Members:

- 9.4 Costa Rica
- 9.5 Paraguay

Confirmation of suspensions:


- 9.6 Argentina
- 9.7 Mauritius

Expulsions:

- 9.8 Barbados
- 9.9 India



-
- 10 Proposals to the XXXIII IOF Ordinary General Assembly
 - Proposals from the Council:
 - 10.1 IOF Statutes amendments
 - 10.2 IOF Code of Ethics amendments
 - Proposals from Member Federations:
 - 10.3 Proposal from SUI: Possible European Championships 2030 in Switzerland
 - 11 Strategic Directions 2026 - 2030 and focus areas for the years 2026 - 2028
 - 12 Membership fees and budget for the years 2027 and 2028
 - 12.1 Membership fees for the years 2027 and 2028
 - 12.2 Budget for the years 2027 and 2028
 - 13 Appointment of a firm of auditors to audit the accounts for the current and the following financial period (fiscal years 2026 and 2027), and a Governance Auditor from among the membership to audit the governance of the IOF
 - 14 Appointment of up to five/seven members to the Ethics Panel
 - 15 Election of the Council
 - 16 Awards of Honour
 - 17 Closure of the XXXIII IOF Ordinary General Assembly



**V. Minutes of the
XXXII IOF Ordinary General
Assembly 2024**



Minutes of the XXXII IOF Ordinary General Assembly

Date Monday 15 July 2024.

Venue Pollock Halls, Edinburgh, Scotland, and digitally with LUMI meeting and voting platform

1. Opening of the XXXII IOF Ordinary General Assembly

The XXXII IOF Ordinary General Assembly was opened by President Leho Haldna. He thanked Czechia for submitting a proposal to the GA, an important part of the democratic process.

2. Confirmation of the number of voting members present

The number of voting members present at the time of the roll call was 31, each having one vote.

This number would change throughout the meeting as attendees logged in and out of the voting platform. The total number of votes would therefore vary during the General Assembly.

The attendance details for the General Assembly are shown in APPENDIX 1.

3. Election of a General Assembly presidium, consisting of a Chairperson and a Secretary; two persons to check the minutes and an independent election supervisor to supervise the digital election process

The General Assembly unanimously elected a Presidium consisting of

Sondre Sande Gullord – Chairperson

Kirsty McIntyre – Secretary

Michael Dowling (AUS) and Dominika Plochová (CZE) – Minute checkers

Scott Collier – Independent Election Supervisor

Voting 32 YES, 0 NO, 0 ABSTAIN.

4. Approval of the agenda, and ruling on the urgency of any items not included

The agenda was approved, with the removal of the following items:

- Item 9.6: Confirmation of suspension of Nepal

The IOF Council had already lifted the suspension of the member in Nepal following payments of membership fees. Therefore, no ruling was needed on this item.

- Item 10.4: Proposal from Czechia: Extension of the World Orienteering Championship program by one event

The proposal had been withdrawn by the Czech Orienteering Federation before the meeting. They felt that the intention of their proposal had been recognised and would be better addressed through the Event Sustainability Project.

Voting 31 YES, 0 NO, 1 ABSTAIN.

5. Approval of the minutes of the XXXI IOF Ordinary General Assembly held on 1 July 2022

The Minutes of the XXXI IOF Ordinary General Assembly, held in Kolding, Denmark, and in the digital platform LUMI on 1 July 2022, were unanimously approved as a true record of that meeting.

Voting 33 YES, 0 NO, 0 ABSTAIN.

6. Report by the Council on the activities of the IOF since the last Ordinary General Assembly, and approval of same

IOF President Leho Haldna (LH) presented the report on the activities of the IOF in the period since the last General Assembly. The full report could be found in the Annual Reports for 2022 and 2023.

The IOF Office had now fully transitioned to a digital way of working, with no physical office space. Instead, each employee worked from home and at co-working spaces, using teams and other digital tools to cooperate. This had the added benefit of a reduced carbon footprint, with maintained contact and communication. LH also noted that it had been a success to appoint Sondre Gullord and Henrik Eliasson as Secretary General and CEO respectively, reflecting that one plus one made three in this case.

The working methods of the organisation continued to be based on openness, transparency, consistency and regularity. One important part of this was thorough attention to consultation with members and stakeholders. This was a time-consuming process which had improved the quality of decisions by the Council. LH also highlighted the value of the many volunteers in the organisation.

There had been improvements to the governance of the IOF through the implementation of statutory changes. These had led to a significantly improved gender balance in Council. There was, however, still room for improvement in geographical balance in Council. There were currently only two members on the IOF Council from outside of Europe, as required by the IOF Statutes.

Another important improvement to the governance of the IOF was the implementation of Athlete representation in the Council, through two representatives elected independently by the athlete body themselves. This had given a much needed perspective and voice, as well as providing insight to the athletes into Council decisions, creating a bridge of understanding.

Looking ahead, LH highlighted a number of key success factors. Firstly, in order to achieve a sustainable event programme, it would be necessary to agree on realistic competition programme as a compromise between athletes, organisers, and Members. Continued improvement of Fair Play and an increase in external income were also essential to the development of the IOF. Lastly, constantly developing the organisation by improving good governance, and good cooperation between stakeholders and team spirit would be the key to success.

In closing his report, LH reflected on his own journey in the IOF, which started in 1999 as a member of the FootO Commission, and had continued in the Council since 2002, having served as President since 2016. He wished to thank the Members, Commissions, and Council for their trust and friendship over the years. He was proud of the event organisers and their enthusiasm in delivering successful events, setting high standards and always striving to deliver the best events. Finally, he promised to continue volunteering within orienteering in new ways in the years to come.

The General Assembly approved the report on the activities of the IOF since the XXXI Ordinary General Assembly (2022-2024).

Voting 34 YES, 0 NO, 1 ABSTAIN.

7. Report by the Ethics Panel on activities since the last Ordinary General Assembly, and approval of same

Bob Dredge (BD), Chairperson of the IOF Ethics Panel, reported on their activities since the last Ordinary General Assembly.

He reminded the General Assembly of the four principles of the Code of Ethics: Equality, Fair play, Respect, and Integrity. It is against these principles only that any referrals are judged.

The Panel had received four referrals during the period since the last General Assembly, all related to the decision on Russian and Belarusian participation. Two of these referrals had been deemed not within the Panel's remit. One referral had been investigated and found that the decision was not based on discrimination. The last referral concerned falsification of nationality by a Russian athlete to gain entry to IOF events, which had been investigated and found in breach of Code. There had been some mitigating circumstances and the athlete had been given a severe caution as to future conduct.

The revised Panel working processes of splitting investigation and hearing had worked well.

Regarding the appointments for the period 2024 – 2026, it was clarified that Bob Dredge and Michel Ediar would be eligible to stand for re-election. Since they had been in the IOF Ethics Commission, which preceded the statutory implementation of the Ethics Panel, it had been deemed that their term should be counted from the start of the Ethics Panel. This was confirmed by the IOF Governance Auditor.

BD thanked the IOF Office for diligently returning any queries for information. He also thanked the other panel members for their contributions to the Ethics Panel work.

The General Assembly approved the report on the activities of the Ethics Panel since the XXXI Ordinary General Assembly (2022-2024).

Voting 33 YES, 0 NO, 1 ABSTAIN.

8. Auditors' report, approval of the accounts for the calendar years 2022 and 2023 and discharge of the Council

IOF Chief Executive Officer Henrik Eliasson (HE) commented on the accounts for the calendar years 2022 and 2023.

The organisation had recovered quite well since the COVID pandemic and the recent years of high inflation pressure. The IOF had been operating with active cost control. Foot Orienteering events had generated most of the event related income, both directly and indirectly. The number of TV broadcasts and live streams had increased, with more than 100 000 EUR in revenue returned to the organisers and Members. There had also been a slight increase in sponsorship income during the period.

Matthias Kalle Dalheimer, IOF Governance Auditor, had found that the accounts and spending had been in line with the objectives and goals set forth in the Strategic Directions for the period 2022 – 2024, as directed by the IOF General Assembly.

The General Assembly approved the accounts for the calendar year 2022 and 2023.

Voting 36 YES, 0 NO, 0 ABSTAIN.

The General Assembly discharged the members of the Council from liability for the calendar years of 2022 and 2023.

Voting 35 YES, 0 NO, 1 ABSTAIN.

9. Applications for membership and decisions regarding suspensions and expulsions

Confirmation of new Provisional Members:

Since the last General Assembly, the IOF Council had granted Provisional Membership to four new Member Federations. The General Assembly was required to ratify these in accordance with the IOF Statutes.

9.1 Bosnia and Herzegovina

The Provisional Membership of the Orienteering Association in the Federation of Bosnia and Herzegovina was unanimously approved by the General Assembly.

Voting 36 YES, 0 NO, 0 ABSTAIN.

9.2 Luxembourg

The Provisional Membership of Luxembourg Orienteering was unanimously approved by the General Assembly.

Voting 36 YES, 0 NO, 0 ABSTAIN.

9.3 Mauritius

The Provisional Membership of Orienteering Mauritius was unanimously approved by the General Assembly.

Voting 36 YES, 0 NO, 0 ABSTAIN.

9.4 United Arab Emirates

The Provisional Membership of the United Arab Emirates Orienteering Sport Foundation for Rallies and Sport Tournaments Service was approved by the General Assembly.

Voting 34 YES, 0 NO, 2 ABSTAIN.

All new Provisional Members were warmly welcomed into the IOF family.

Confirmation of suspensions:

9.5 Barbados

IOF Secretary General Sondre Gullord introduced the item. In accordance with the IOF Statutes, members who do not meet their financial obligations may be suspended.

The General Assembly ratified the suspension of the Barbados Orienteering Federation.

Voting 30 YES, 0 NO, 6 ABSTAIN.

10 Proposals to the XXXII IOF Ordinary General Assembly

A: Proposals from the Council:

10.1 IOF Statutes amendments

The IOF Council proposed a number of amendments specifying the procedures for voting and elections, in order to further improve governance.

Scott Collier reminded the General Assembly that changes to the IOF Statutes would require a 2/3 majority vote.

The General Assembly unanimously approved the proposed amendments to the IOF Statutes.

Voting 35 YES, 0 NO, 0 ABSTAIN.

10.2 IOF Code of Ethics amendment

Upon the recommendation of the IOF Ethics Panel, the IOF Council proposed an amendment to the IOF Code of Ethics, which was to specify whether the IOF Council was subject to the IOF Code of Ethics. Council had proposed to specify that it was.

The General Assembly approved the proposed amendment to the IOF Code of Ethics.

Voting 33 YES, 0 NO, 1 ABSTAIN.

10.3 Celebration of the Leibnitz Convention

IOF President Leho Haldna (LH) introduced the proposal to celebrate and retire the Leibnitz Convention.

The Leibnitz Convention, made at the XX IOF General Assembly in 2000, had been successful in its intentions. The attractiveness of IOF Major Events has seen positive development thanks to this declaration. However, the IOF Council felt that the Convention was no longer relevant in its wording. Technological advances and best practices in orienteering sports presentation had made parts of the Convention irrelevant to the current work of the IOF. Furthermore, there was a need for differentiation in ambitions across the four disciplines and events which was not adequately represented in the Convention.

The delegate from Lithuania remarked regarding the IOF's Olympic ambition. They were concerned that this was the only remaining document where the Olympic ambition was mentioned, so that if it was retired this ambition would be gone from the IOF.

Sondre Gullord responded that this ambition was still anchored in other steering documents of the IOF.

The General Assembly made the following resolution:

We, the members of the IOF, wish to recognise the significant work done by event organisers, federations, and the IOF organisation in striving to achieve the goals set out in the Leibnitz Convention from 2000. This collective work has improved the profile, presentation, and attractiveness of our sport for competitors, officials, media, spectators, sponsors, and external partners.

We also recognize that the intent of the Leibnitz Convention remains highly relevant, but with its form and content has become less relevant to the current working of the IOF and resolve to celebrate its retirement.

We hereby resolve to work together to continue the development of attractive and exciting orienteering events for competitors, officials, media, spectators, sponsors, and external partners and to make select IOF events attractive for TV and digital broadcasting.

Voting 33 YES, 0 NO, 0 ABSTAIN.

11. Strategic Directions 2022 - 2026 and focus areas for the years 2024 – 2026

IOF Senior Vice President Astrid Waaler Kaas (AWK) presented the proposed new focus areas for 2024-2026, in line with the goals set out in the Strategic Directions for 2022-2026. The main goal remained to become a truly global and sustainable sport.

The delegate from Netherlands thanked Council for their work with the Strategic Directions, and wished to raise a question regarding sustainability of members. According to their calculations, out of 78 Members, only 62 had held World Ranking Events. They felt it was an important area for enquiry to find out why 16 Members had no international activity. They also remarked that the goal of 70% of the Members participating in the General Assembly was not achieved, as had been mentioned in the presentation.

AWK responded that World Ranking Events were one way to measure sustainability of the members, but not the only way. Several other factors were taken into account when assessing the sustainability of Members.

Regarding participation at the General Assembly, AWK clarified that the goal referred to voting members, which stood at 66, and that 45 of these had been registered to attend. The fact that some had not shown up was a disappointment that affected this figure, but had not been known in the preparation of the presentation.

The delegate from Finland thanked AWK for the presentation. Regarding the financial goal to increase external income to 500 000 EUR, they noted that it currently stood at 130 000, and wished to express their concern that this goal was set too high.

AWK replied that the definition of external income included several sources, and the scope should be specified. There were opportunities not just in the High Level events but also for example within recreational orienteering, such as World Orienteering Week.

The delegate from Italy thanked AWK for the presentation. They wished to add two comments. Firstly, they noted that the IOF would like to have more of a relationship with FISU. They therefore suggested directing efforts towards entering the FISU Summer World University Games. They also suggested to Council to strengthen cooperation with FISU as a route to reaching the Olympic Games.

AWK noted that the FISU Summer World University Games was indeed an attractive goal, however it would be much harder to enter than the FISU Winter World University Games.

The focus areas for the years 2024-2026 were unanimously approved by the General Assembly.

Voting 34 YES, 0 NO, 0 ABSTAIN.

12 Membership fees and budget for the years 2025 and 2026

12.1 Membership fees for the years 2025 and 2026

IOF Secretary General Sondre Gullord presented the item. The current Membership fee system with increased transparency had been agreed at the previous General Assembly, so the proposal was to continue in line with this system with an adjustment for inflation. The proposal was an adjustment of the fees by a total of 9.7 percent over the two years to 2026.

The General Assembly approved the Membership Fees for the years 2025 and 2026.

Voting 31 YES, 2 NO, 3 ABSTAIN.

12.2 Budget for the years 2025 and 2026

IOF CEO Henrik Eliasson (HE) presented the proposed budget for the years 2025 and 2026.

The process of drafting the Budget proposal had been conducted by a working group within the IOF Council. Overall, a conservative assumption had been used. This meant that the budget was lower than the goals of the IOF, however the goals remained high. The budget format had been updated in order to align the budget presentation with the annual report format. This would make it easier to follow and compare these documents over the years. Internal follow-up would still continue at a more detailed level. An exchange rate variation risk remained.

HE clarified in response to the earlier comment from Finland, that the current definition of external income was sponsor income in cash and TV rights income, and that these amounted to approximately 130 000 EUR each. Venue contributions were also seen as external income. With this definition, progress now stood at 80% of the goal. Along with growth in external income, HE would ask the new Council to further define the term “external income” to allow for easier tracking.

The General Assembly unanimously approved the Budget for the year 2025 and 2026.

Voting 38 YES, 0 NO, 0 ABSTAIN.

13. Appointment of a firm of auditors to audit the accounts for the current and the following financial period (fiscal years 2024 and 2025), and a Governance Auditor from among the membership to audit the governance of the IOF

The General Assembly appointed the Authorized Public Accountant Malin Palmqvist from Grant Thornton Sweden AB to audit the accounts for the current and the following financial period (fiscal years 2024 and 2025).

Voting 36 YES, 0 NO, 1 ABSTAIN.

Matthias Kalle Dalheimer (GER/SWE) was reappointed as Governance Auditor for the period 2024-2026 in a unanimous vote by the General Assembly.

Voting 33 YES, 0 NO, 1 ABSTAIN.

14 Appointment of up to five members to the Ethics Panel

The General Assembly appointed the following members to the Ethics Panel for the period 2024 – 2026.

Voting 37 YES, 1 NO, 0 ABSTAIN.

Re-appointment

Robert Dredge (GBR)

Michel Ediar (FRA)

Ari-Pekka Koivisto (FIN)

New appointment

Sophie Bordet (PER)

Henrik Nilsson (SWE)

The chairperson was to be appointed by the Ethics Panel itself.

15. Election of the Council

15.1 Election of President

One nomination for the position of President had been received. In accordance with the IOF Statutes, a confirmation vote was held.

The General Assembly unanimously elected Tom Hollowell (USA) as President of the IOF.
Voting 38 YES, 0 NO, 0 ABSTAIN.

15.2 Election of two Vice Presidents

Three nominations for the position of Vice President had been received, with two positions open for election.

Elections took place by way of secret ballot in the digital voting platform.

Laszlo Zentai	M	HUN	30 votes	<u>elected</u>
Linda Take	F	SWE	24 votes	<u>elected</u>
Ilze Straume	F	LAT	14 votes	

15.3 Election of Council Members

There were eight candidates for the position of Council Member, with four seats available.

Elections took place by way of secret ballot in the digital voting platform.

Ingrid Okkenhaug	F	NOR	24 votes	<u>elected</u>
Ildze Straume	F	LAT	23 votes	<u>elected</u>
Jürg Hellmüller	M	SUI	23 votes	<u>elected</u>
Takashi Sugiyama	M	JPN	22 votes	<u>elected</u>
Anne Straube	F	GER	18 votes	
Jukka Kokkonen	M	COL	15 votes	
Walther Rahbek	M	DEN	12 votes	
Jean-Philippe Stefanini	M	FRA	7 votes	

15.4 Confirmation of Athlete Representatives

The General Assembly confirmed the appointment of the following Athlete Representatives, elected by the athlete body in independent elections.

Voting 38 YES, 0 NO, 0 ABSTAIN.

Eline Gemperle SUI FootO

Jonatan Ståhl SWE SkiO

16. Awards of Honour

IOF President Leho Haldna presented the following Awards of Honour:

Bronze pins of Honour

No.124 to Eric Saintrond, for his contributions to the work of the Ethics Panel.

No. 125 to Florian Howald, for his contributions to the Fair Play project on behalf of the Athlete Advisory Group.

No. 126 to Janos Manarin, for his contributions to the Foot Orienteering Commission.

No. 127 to Jean-Philippe Stefanini, for his contributions to the Map Commission.

No. 128 to Libor Forst, for his contributions to the Trail Orienteering Commission.

No. 129 to Lok-Hin Ma, for his contributions to the Global Development Commission.

No. 130 to Per Forsberg, for his contributions to the presentation of the sport as a commentator at events.

No. 131 to Stefano Bisoffi, for his contributions to the Environment and Sustainability Commission.

No. 132 to Steven Hale, for his contributions to the MTB Orienteering Commission.

No. 133 to Walther Rahbek, for his contributions to the Global Development Commission.

No. 134 to Erik Blomgren, for his contributions as Athlete Representative on the IOF Council.

No. 135 to Teresa Janosikova, for her contributions as Athlete Representative on the IOF Council

Silver Pins of Honour

No. 65 to Zoran Milovanovic, for his contributions to the Global Development Commission.

No. 66 to Laszlo Zentai, for his contributions as IOF Council Member.

No. 67 to Tom Hollowell, for his contributions as IOF Vice President.

Gold Pins of Honour

No. 14 to Astrid Waaler Kaas, for her contributions as IOF Senior Vice President.

Newly elected President of the IOF Tom Hollowell presented Gold Pin of Honour no. 15 to Leho Haldna, for his contributions as IOF President.

Other awards

Leif Stormer, President of the Norwegian Orienteering Federation proposed on behalf of the Nordic and Baltic Federations to award Leho Haldna IOF Honorary President and Astrid Waaler Kaas IOF Honorary Member.

Tom Hollowell confirmed that the Council supported this, and formally proposed these awards to the General Assembly on behalf of Council.

This was approved by acclamation by the General Assembly.

17. Closure of the XXXII IOF Ordinary General Assembly

Newly elected IOF President Tom Hollowell (TH) thanked the delegates for placing their faith in him as new IOF President.

He remarked that in approving the Focus Areas of the Strategic directions for 2024-2026, the General Assembly had given Council the map for the way forward for the coming years. TH's prioritised activities in order to follow the map included improving external financing and financial sustainability, as well as finding the way towards a sustainable event programme. Development of a communication strategy based on the values of the IOF was also key to this process. He also noted that World Orienteering Week was an area where improved communication was necessary in order to better explain its importance to the community. He asked for the Members' engagement in this task.

TH also addressed the topic of the Olympic ambition. He felt that this was an area where focus on the process would lead to the goal, meaning that by fulfilling the goal of becoming a truly global sport, orienteering would one day be asked to join the Olympics.

Tom Hollowell closed the XXXII IOF Ordinary General Assembly and declared the new General Assembly period open.

Tom Hollowell
Tom Hollowell (Sep 3, 2024 08:23 GMT+2)

Tom Hollowell
IOF President

Sondre Gullord

Sondre Gullord
Chairperson

Kirsty McIntyre
Kirsty McIntyre (Sep 4, 2024 12:33 GMT+2)

Kirsty McIntyre
Secretary

Minutes verified by

Michael Dowling
Michael Dowling (Sep 3, 2024 07:34 GMT+10)

Michael Dowling

Dominika Plochová
Dominika Plochová (Sep 3, 2024 16:08 GMT+2)

Dominika Plochová

Attendance Details

Page: 1
Date: 15 Jul 2024
Time: 15:31

Meeting: International Orienteering Federation General Assembly 2024
15 July 2024

	<u>Attendees</u>	<u>Votes</u>
Delegate 1	43	39
Delegate 2	12	1
Delegate 3	10	
Governance Auditor	1	
Total	66	40

Delegate 1 43

Votes

AUSTRIAN ORIENTEERING	1
FEDERATION, ELISABETH KIRCHMEIR	
BELGIAN ORIENTEERING FEDERATION,	1
ERIC HULLY	
BRITISH ORIENTEERING FEDERATION,	1
DAVID ROSEN	
CHINESE RADIO SPORTS AND	1
ORIENTEERING ASSOCIATION, YANG	
DONG	
COLOMBIAN ORIENTEERING	1
FEDERATION, JUKKA KOKKONIEMI	
CROATIAN ORIENTEERING	1
FEDERATION, TOMISLAV KANIŠKI	
CZECH ORIENTEERING FEDERATION,	1
DOMINIKA PLOCHOVÁ	
DANISH ORIENTEERING FEDERATION,	1
POUL KRISTIAN MOURITSEN	
DOMINICAN ORIENTEERING	
FEDERATION, MARTÍN QUEZADA	
EGYPTIAN ORIENTEERING	
FEDERATION, AHMAD SAAD ABDEL	
HADI	
ESTONIAN ORIENTEERING	1
FEDERATION, SIXTEN SILD	
FEDERACIÓN URUGUAYA DE	1
ORIENTACIÓN, VICTOR PEREZ	
FEDERATION FRANÇAISE DE COURSE	1
D'ORIENTATION, STEFANINI	
FEDERAZIONE ITALIANA SPORT	1
ORIENTAMENTO, SERGIO ANESI	
FINNISH ORIENTEERING FEDERATION,	1
MR MIKA ILOMÄKI	
GEORGIAN ORIENTEERING	1
FEDERATION, AKAKI KHVEDELIDZE	
HUNGARIAN ORIENTEERING	1
FEDERATION, LASZLO ZENTAI	
IRAN ORIENTEERING ASSOCIATION, ALI	
FEIZASA	
ISRAEL ORIENTEERING FEDERATION,	1
SHALEV FELDMAN	
JAPAN ORIENTEERING ASSOCIATION,	1
SHIN MURAKOSHI	
KOMOAAP - CYPRUS	1
MOUNTAINEERING, SPORTS CLIMBING	
& ORIENTEERING FEDERATION, DIANA	
BRIDGER	
LATVIA ORIENTEERING FEDERATION,	1
ILDZE STRAUME	
LITHUANIAN ORIENTEERING	1
FEDERATION, JURGIS RUBAZEVICIUS	
LUXEMBOURG ORIENTEERING, DAVID	
ROACH	
NETHERLANDS ORIENTEERING	1
FEDERATION, PIM VAN DER WIJK	
NORWEGIAN ORIENTEERING	1
FEDERATION, LEIF STØRMER	
ORIENTEERING ASSOCIATION OF	1
HONG KONG, CHINA, MIKE SZE	
ORIENTEERING ASSOCIATION	1
SINGAPORE, EUGENE CHOW	
ORIENTEERING AUSTRALIA, MICHAEL	1
DOWLING	
ORIENTEERING FEDERATION OF INDIA,	1
JAYANT MISRA	
ORIENTEERING IRELAND, PAUL O'SULLI	1
VAN-HOURIHAN	
ORIENTEERING USA, CLARE DURAND	1
ORIENTERING GERMANY, STEFFEN	1
LÖSCH	
POLISH ORIENTEERING FEDERATION,	1
ŁUKASZ CHARUBA	
ROMANIAN ORIENTEERING	1
FEDERATION, IONUT PATRAS	
SLOVAK ORIENTEERING FEDERATION,	1
ANDREJ PATRÁŠ	
SLOVENIAN ORIENTEERING	1
FEDERATION, JAKA PILTAVER	

Attendance Details

Page: 2
Date: 15 Jul 2024
Time: 15:31

SOUTH AFRICAN ORIENTEERING FEDERATION, IAN BRATT	1
SPANISH ORIENTEERING FEDERATION, FRANCISCO GÓMEZ COBAS	1
SWEDISH ORIENTEERING FEDERATION , ANDERS SAHLÉN	1
SWISS ORIENTEERING, KONRAD GRABER	1
TÜRKIYE ORIENTEERING FEDERATION, MR. TEKIN COLAKOGLU	1
UKRAINIAN ORIENTEERING FEDERATION, KOSTIANTYN SHCHUKIN	1

Delegate 2 12

Votes

AUSTRIAN ORIENTEERING FEDERATION, ROBERT DITZ	1
BRAZILIAN ORIENTEERING FEDERATION, FABIO SOLAGAISTUA DE MATOS	
CHINESE TAIPEI ORIENTEERING ASSOCIATION, SHEN YUNG-HSIEN	
JAPAN ORIENTEERING ASSOCIATION, KAZUHIRO TAKASHIMA	
LATVIA ORIENTEERING FEDERATION, DAGNIS DUBROVSKIS	
ORIENTEERING FEDERATION OF INDIA, SACHIN KUMAR SADH	
ORIENTEERING USA, JOSEPH HUBERMAN	
POLISH ORIENTEERING FEDERATION, WOJCIECH DWOJAK	
SPANISH ORIENTEERING FEDERATION, ROGER CASAL FERNÁNDEZ	
SWEDISH ORIENTEERING FEDERATION , SUSANNE MAARUP	
SWISS ORIENTEERING, CHRISTOPHER GMÜR	
TURKISH ORIENTEERING FEDERATION, MR. Umut DAVUT BASOGLU	

Delegate 3 10

Votes

AUSTRIAN ORIENTEERING FEDERATION, MATHIAS STEINDL	
BRAZILIAN ORIENTEERING FEDERATION, GILSON SCHROPFER	
CHINESE TAIPEI ORIENTEERING ASSOCIATION, LIN CHIH-YUAN	
ISRAEL ORIENTEERING FEDERATION, ILAN GLAZER	
JAPAN ORIENTEERING ASSOCIATION ORIENTEERING ASSOCIATION OF HONG KONG, CHINA, KELVIN SO	
ORIENTEERING AUSTRALIA, ARPAD KOCSIK	
ORIENTEERING FEDERATION OF INDIA, GAURAV GAUTAM	
SPANISH ORIENTEERING FEDERATION, MARTA ARMISÉN	
TURKISH ORIENTEERING FEDERATION, MR. GOKHAN UNAL	

Governance Auditor 1

Votes

DALHEIMER, KALLE	
------------------	--












XXXII IOF General Assembly Minutes


Final Audit Report


2024-09-04


Created:	2024-09-02
By:	Sondre Gullord (sondre.gullord@orienteering.sport)
Status:	Signed
Transaction ID:	CBJCHBCAABAAMIZ9XU1e_AHDffPlxQdBdJozBH88KBRc


"XXXII IOF General Assembly Minutes" History


-  Document created by Sondre Gullord (sondre.gullord@orienteering.sport)
2024-09-02 - 8:24:45 PM GMT
-  Document emailed to Kirsty McIntyre (kirsty.mcintyre@orienteering.org) for signature
2024-09-02 - 8:24:50 PM GMT
-  Document emailed to Tom Hollowell (tom.hollowell@orienteering.sport) for signature
2024-09-02 - 8:24:50 PM GMT
-  Document emailed to Dominika Plochová (dominika.plochova@orientacnisporty.cz) for signature
2024-09-02 - 8:24:50 PM GMT
-  Document emailed to Michael Dowling (thesmazteam@gmail.com) for signature
2024-09-02 - 8:24:51 PM GMT
-  Email viewed by Dominika Plochová (dominika.plochova@orientacnisporty.cz)
2024-09-02 - 8:24:57 PM GMT
-  Email viewed by Kirsty McIntyre (kirsty.mcintyre@orienteering.org)
2024-09-02 - 8:28:41 PM GMT
-  Email viewed by Michael Dowling (thesmazteam@gmail.com)
2024-09-02 - 9:33:09 PM GMT
-  Signer Michael Dowling (thesmazteam@gmail.com) entered name at signing as Michael Dowling
2024-09-02 - 9:34:13 PM GMT
-  Document e-signed by Michael Dowling (thesmazteam@gmail.com)
Signature Date: 2024-09-02 - 9:34:15 PM GMT - Time Source: server
-  Email viewed by Tom Hollowell (tom.hollowell@orienteering.sport)
2024-09-03 - 5:50:53 AM GMT

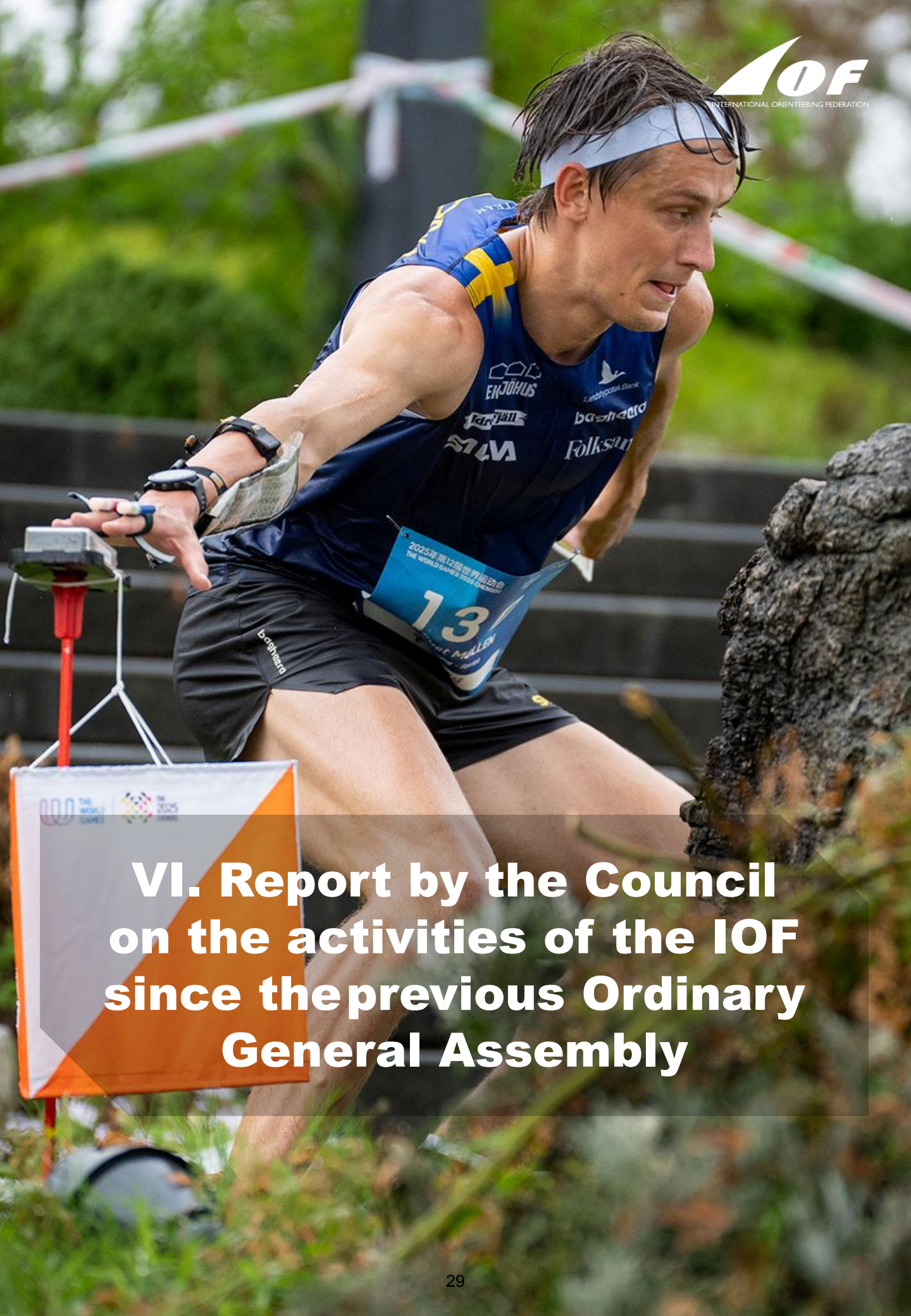
 Signer Tom Hollowell (tom.hollowell@orienteering.sport) entered name at signing as Tom Hollowell
2024-09-03 - 6:23:09 AM GMT

 Document e-signed by Tom Hollowell (tom.hollowell@orienteering.sport)
Signature Date: 2024-09-03 - 6:23:11 AM GMT - Time Source: server

 Document e-signed by Dominika Plochová (dominika.plochova@orientacnisporty.cz)
Signature Date: 2024-09-03 - 2:08:53 PM GMT - Time Source: server

 Document e-signed by Kirsty McIntyre (kirsty.mcintyre@orienteering.org)
Signature Date: 2024-09-04 - 10:33:33 AM GMT - Time Source: server

 Agreement completed.
2024-09-04 - 10:33:33 AM GMT



VI. Report by the Council on the activities of the IOF since the previous Ordinary General Assembly

ANNUAL REPORT

2024



ANNUAL REPORT 2024

4

Foreword by Tom Hollowell, IOF President

6

Management report 2024

8

Financial statement 2024

10

IOF Major events in photos

12

Thrilling sprint-WOC in Edinburgh

14

Young Leaders Academy expanded in 2024

15

New president, VPs and Council elected

16

Athletes pick new representatives

17

Guidelines and checklists for sustainable events

Text: Tom Hollowell, Sondre Gullord, Erling Thisted

Photos: Kristina Lindgren, Marci Kriza, Peter Krappe, Petr Kaderávek, Kiril Panayotov, ETOC2024, Mari Anttila, Terje W. Pettersen, Donatas Lazauskas, Erling Thisted

Published by IOF Office, March 2025



Foreword by IOF President, Tom Hollowell

The 32nd IOF General Assembly was held in connection with the World Orienteering Championships in Edinburgh and marked a historic step in the governance of the IOF. For the first time term limits, which were introduced in the IOF Statutes in 2014, affected elections to the Council. Leho Haldna, who had held the post of President since 2016 reached the end of his term-limit and the same was applicable to Senior Vice-President Astrid Waaler Kaas. Both have been strong supporters of the good governance efforts so there was no drama in this.

One positive side of term-limits may be that retiring Council members seem to maintain an interest and passion for the sport. At least this has been the case for Leho and Astrid. Leho immediately renewed his IOF Event Advisers accreditation and was elected President of the Estonian Orienteering Federation. Astrid has remained in the IOF organisation as Chairperson of the Global Development Commission. So, we will all be able to benefit from their experience and knowledge for the foreseeable future.

I would once again like to thank both Leho and Astrid for their excellent service and dedication to the IOF and the sport of orienteering.

The World Orienteering Championships (WOC) in Edinburgh were indeed a highlight of the year and I have a lasting memory of the Sprint final held with the iconic backdrop of Edinburgh Castle. The WOC and the 2024 Orienteering World Cup also brought about new levels of visibility for orienteering.

A record number of broadcasters attained rights to broadcast orienteering productions during the year, both live and as highlights. One part to this was the agreement with the European Broadcasting Union (EBU) for live broadcasting across their streaming platform.



The IOFs livestreaming platform IOF TV once again saw a significant increase in viewership and income, increasing nearly 30% from 2023 to 2024. In addition to IOF events, member federations have used IOF TV to increase visibility for an increasing number of national events. Basically, more orienteering fans than ever were able to view orienteering productions delivered by the IOF.

The WOC in Edinburgh and the increasing visibility of orienteering via digital media are however not without challenges. The cost of organising a WOC in a major tourist city like Edinburgh due to security requirements, and the increasing cost for productions, put focus on the financial and organisational sustainability of our major events. Being able to capitalize on increased visibility is a key element. The IOF Council has during 2024 taken steps to review the sustainability of the event program in all disciplines.

This sustainability review has already led to a number of changes regarding the three disciplines MTB Orienteering, Ski Orienteering and Trail Orienteering. The IOF has seen increasing difficulties in finding organisers for events in these disciplines. During 2024 a Council working group investigated reasons for this and during the fall proposed changes in the IOF sanction fee structure to improve the financial sustainability for event organisers and member federations. These changes have been implemented at the end of the year.

2024 was also a year of increased focus on global development by way of regional activities. Regional championships were held very good success in 5 of the 6 IOF regions. I personally had the opportunity to participate in the South American Orienteering Championships (SAOC) in Colombia in the fall. The level of organisation was excellent in all technical aspects, and I humbly noted that the IOF has a lot to learn from our regional members about cultural and visibility activities around events. The members in South America have also created the regional organisation, the South American Orienteering Association, and signed a Memorandum of Understanding with the IOF regarding regional activities and cooperation.

The IOF members in Asia have created a corresponding organisation, the Asian Orienteering Association, with corresponding MoU. These organisations are an important step to becoming a global sport and the IOF will continue to support their development as they take on further responsibilities and authority for orienteering in the region. They are important for improved discussions with other sporting bodies at the regional level and to enhance cooperation within the region. A good example of this was the highly successful Asian Youth Leaders Academy and Asian Coaching Clinic which was held in connection with the Asian Orienteering Championships in Thailand in December 2024. The efforts were led by the Global Development Commission Senior Development Consultant for Asia with the support of the AOA.

Sustainability is not only environmental and financial, but also social. As a sport we can be very proud of the societal footprint that orienteering demonstrates in nearly all of our activities. Attractiveness to all age groups, promoting a healthy lifestyle for both mind and body and being a truly lifetime sport are aspects which are appreciated and respected. We have seen a number of research and scientific articles referencing orienteering when discussing healthy aging.



IOF President Tom Hollowell speaks at the XXXII General Assembly in Edinburgh.

A great example of this in 2024 is the World Masters Orienteering Championships in Finland which achieved record participation of over 4200 masters' athletes between the ages of 35 and 97. The truly remarkable thought however is that many of these athletes were introduced to orienteering as youths, just as we can be proud of the sports attractiveness to youths today.

The IOF has in 2024 shown good progress in a number of areas and has done so with stable finances and strong and dedicated management both professionally and by our many volunteers. I am extremely impressed by the work carried out by our various commissions, panels, experts and event advisers. We still have many challenges ahead, but I feel confident that we together will continue to develop orienteering as a global and sustainable sport.

I wish to thank all IOF Members, the IOF Council, the IOF volunteer organisation and our various partner organisations for excellent cooperation in 2024. It is an honour to serve as the IOF President knowing the strength of this organisation.

A handwritten signature of Tom Hollowell in black ink, written over a horizontal line.

Tom Hollowell
IOF President

Management report 2024

General Information about the operations

The International Orienteering Federation (IOF), registered in Karlstad, Sweden, is the global governing body for the sport of orienteering. The IOF is recognized by the International Olympic Committee (IOC) and is a member of the Association of IOC Recognized Sports Federations (ARISF).

The mission of the IOF is to spread orienteering globally and to create and manage a program of international competitions in four orienteering disciplines. For this purpose, the IOF shall sanction World Orienteering Championships and other major orienteering events, shall create, monitor, and update a set of international rules and shall rule in any conflicts. The organisation shall also represent its members interests in the global sporting community and shall follow The Olympic Charter, the World Antidoping Code, the UN Global Sustainability Development Goals and shall work for equality in participation and representation in the sport of orienteering.

Information relevant to the federations mission and activities

The IOF's mission is to promote the global growth of orienteering and develop competitive and recreational orienteering. The main objective is to become a global and sustainable sport, supported by a four-year strategic plan with dedicated focus areas until 2026, decided by the Ordinary General Assemblies in 2022 and 2024. This strategic plan provides the following key strategic priorities, which reflect the work and priorities of the IOF in 2024:

1. Actively improve the performance and sustainability of the IOF and Member Federations
2. Improve the IOF brand and orienteering's visibility
3. Develop the IOF's global competition program
4. Upgrade governance further

The IOF's working methods have continued to evolve towards greater sustainability and transparency. The transition to digital meetings, webinars and training has continued successfully in 2024.

Digital meetings and webinars have provided both wider participation and more efficient operations. The IOF Office operates in a fully digital manner, with employees in Sweden, Norway, Denmark and Hungary working closely together through digital means.

The consequences of the war in Ukraine have also affected the operations and activities of the IOF in 2024. The IOF Council decided in early 2022 to suspend the membership of the members of Russia and Belarus in the IOF, and the decisions were ratified by the Ordinary General Assembly in July 2022. As a result of the suspensions, athletes from these countries have not been allowed to participate in IOF events in 2024, including World Championships in all disciplines. However, the IOF has introduced an "IOF Independent Athlete Status" in 2024, which provides an opportunity for some athletes with Russian and Belarusian citizenship to participate in World Ranking Events.

All planned international championships and world cup competitions have been delivered in 2024. Overall, the events have been delivered with good quality. Related to the third strategic initiative, the discipline commissions of the four disciplines under the IOF have led the work to extract learning from the held events to increase event quality and delivery through feed forward and learning arenas, together with the event advisors, the IOF Office and local organisers. In 2024, further systematisation of this work has been achieved.

Related to the main events and the second strategic initiative, the growth of IOF TV has continued in 2024. This has contributed to a significant increase in viewership of international orienteering competitions through the platform, and increased revenue streams for the IOF and local organisers. Good governance has remained a focus in 2024. Strengthening diversity in the IOF organization, a climate change action plan and guidelines and checklists for organizing sustainable events have been among the deliverables this year.

Global development projects have also progressed in 2024. Webinars, development clinics and local and regional development projects with financial support from IOF have largely been implemented as planned. The IOF Young Leaders Academy 2024, organized in Italy in July 2024, is a strategic initiative that started in 2023 and has had strategic priority also in 2024. The Academy was successfully delivered with the participation of 27 young leadership talents from the global orienteering community.

Significant activities during the year and after its completion

2024 was another year of stable financial results for IOF. Sponsorship revenue and total turnover increased further compared to previous years, but some costly TV productions, including in Great Britain, balanced the results so that they landed slightly above budget. The popular TV broadcasts from the Orienteering World Cup and WOC are attracting a growing TV audience, and thanks to a new partnership with the European Broadcast Union, we are reaching new and more countries.

Streaming productions on the IOF TV portal continued to grow in both scope and revenue, and in 2024, IOF was able to return a record-high amount to the organisers and member federations that collaborated with IOF on Pay Per View streaming.

Following the precautionary principle, the level of external revenue from TV rights and sponsorships after the first quarter guided the level of budget funds allocated to operations later in the year. The IOF Office has worked closely with a working group within the IOF Council to continuously monitor the financial situation and explore opportunities for new external revenue streams. On the cost side, we saw expenses increase in 2024 due to inflation in previous years. Costs for services, salaries, travel, and accommodation continued to rise. Since parts of the revenue side are fixed through agreements and fee systems established several years ago, and IOF does not wish to pass costs on to our member federations, this has had a negative impact on finances.

Members

The IOF had at the end of the year 78 members.

The Federation's financials in summary (in thousands EUR):

	2024	2023	2022	2021
Operational net income	1 213	1 094	1 042	512
Result for the year	25	23	6	84
Solidity %	73,5 %	66,8 %	65,6 %	67,5 %
Balance Sheet total	415	420	392	372

Change in Equity (in EUR)

	Balanced Capital	Result for the year	Equity Capital
Opening balance	257 316	22 956	280 272
Disposition of results	22 956	-22 956	0
Result for the year		24 662	24 662
Closing balance	280 272	24 662	304 934

Financial statement 2024

Profit and loss statement

	2024 SEK	2023 SEK	2024 EUR	2023 EUR
Income				
Net income from operations	13 926 808	12 562 340	1 213 401	1 094 519
Membership fees	2 272 999	2 232 805	198 040	194 538
Grants and Gifts	336 778	346 685	29 342	30 206
Other income	0	0	0	0
Total income	16 536 585	15 141 830	1 440 783	1 319 262
Costs				
Costs of operations	-11 429 268	-10 960 347	-995 798	-954 942
Other external costs	-835 871	-843 976	-72 827	-73 533
Staff costs	-3 985 410	-3 124 486	-347 237	-272 227
Depreciation	-27 042	-27 156	-2 356	-2 366
Total Costs	-16 277 591	-14 955 965	-1 418 218	-1 303 068
Profit/Loss	258 993	185 864	22 565	16 194
Investments and financing				
Interest income and similar items	26 023	78 689	2 267	6 856
Interest costs and similar items	-1 955	-1 076	-170	-94
	24 069	77 613	2 097	6 762
Result after investments and financing	283 062	263 478	24 662	22 956
Result for the year	283 062	263 478	24 662	22 956

The financial statement 2024 can be found in its entirety with additional information, notes etc. at the [IOF homepage via this link](#).

Balance statement

	2024 SEK	2023 SEK	2024 EUR	2023 EUR
ASSETS				
Non-current assets				
<i>Tangible assets</i>				
Machinery and equipment	20 749	26 735	1 808	2 329
	20 749	26 735	1 808	2 329
Total non-current assets	20 749	26 735	1 808	2 329
Current assets				
<i>Inventory etc.</i>				
Inventory	219 793	117 764	19 150	10 260
	219 793	117 764	19 150	10 260
<i>Short-term assets</i>				
Accounts receivable	203 247	1 396 187	17 708	121 646
Other short-term assets	8 700	13	758	1
Prepayments and accrued income	404 946	201 863	35 282	17 588
	616 893	1 598 064	53 748	139 234
<i>Cash in hand and at banks</i>	3 902 931	3 074 748	340 051	267 893
	3 902 931	3 074 748	340 051	267 893
Total current assets	4 739 617	4 790 575	412 949	417 388
TOTAL ASSETS	4 760 366	4 817 310	414 756	419 718

	2024	2023	2024	2023
BALANCE STATEMENT				
EQUITY AND DEBTS				
<i>Equity</i>				
Balanced gains	3 216 822	2 953 343	280 272	257 316
Result for the year	283 062	263 478	24 662	22 956
	3 499 884	3 216 822	304 934	280 272
<i>Short-term debts</i>				
Accounts payable	118 096	254 643	10 289	22 186
Other short-term debts	475 395	763 158	41 420	66 492
Accruals and deferred income	666 992	582 687	58 113	50 768
	1 260 482	1 600 488	109 822	139 446
TOTAL EQUITY AND DEBTS	4 760 366	4 817 310	414 756	419 718

Major Events in 2024

Numerous IOF Major events were held all over the world in 2024. Here is a look back on some of them.



World Ski Orienteering Championships
Ramsau, Austria
21 - 27 January



World Orienteering Championships
Edinburgh, Scotland
12 - 16 July

European Trail Orienteering Championships
Turku, Finland
8 - 12 May



World Masters Orienteering Championships
Turku, Finland
3 - 9 August



Junior World Orienteering Championships
Pilsen, Czechia
1 - 7 July



CX80 World MTBO Championships
Shumen, Bulgaria
9 - 15 September

On the following pages, we will dive into some of the international orienteering events and initiatives, that took place in 2024.



Thrilling sprint-WOC in historic Edinburgh

Scotland hosted the World Orienteering Championships for the fourth time in history, as Edinburgh welcomed for the most prestigious races in the world of orienteering from 12-16 July 2024.

A total of 45 nations took part in the championships, which were the second sprint-only World Orienteering Championships.

Swedish athletes dominate sprint

It all kicked off with the sprint discipline, which had a scenic start in the courtyard of the Old College in the historic Old Town and finished in the central park, Princes Street Gardens at the foot of Edinburgh Castle.

Here, the well-filled spectators' stands in the park and television viewers around the world could watch Sweden dominate the opening day by winning both gold medals.

Tove Alexandersson claimed her 20th WOC gold with a comfortable 15-second lead over Simona Aebersold, while another Swiss, Natalia Gemperle, took bronze four seconds back.

In the men's event, Martin Regborn became world champion and won his first World Championship medal. Switzerland's Tino Polsini also made his WOC podium debut with a silver medal, while Emil Svensk (SWE) took home the bronze.

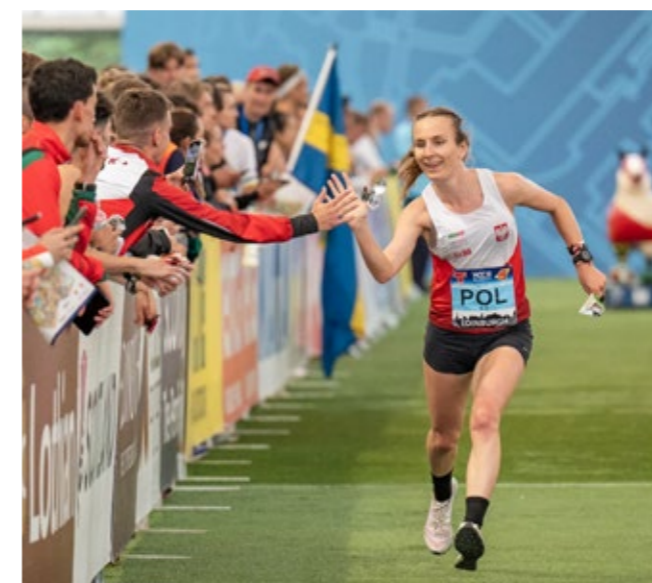


Switzerland claims back relay gold

Two days later, it was the Swiss' turn to take the top spot on the podium after the sprint relay, which was held on the campus of Heriot-Watt University in the western part of the Scottish capital.

After just under 59 minutes of running, Natalia Gemperle, Riccardo Rancan, Joey Hadorn and Simona Aebersold celebrated their victory by running together across the finish line in the university's indoor football field – securing Switzerland's first Sprint Relay gold since 2014.

Sweden was in second position on the last leg, but mispunched close to the finish – and thus the silver medals went to Finland, while Norway ran in for bronze.



Intense KO finals on the cobblestones

The Knock-Out Sprint took athletes and spectators back to central Edinburgh for a thrilling finale to the championships.

During the women's final, the crowd went wild when home favourite Megan Carter-Davies dared to take her own route choice and went into a small lead.

Eventually Tove Alexandersson was too strong at the end and defended her Knock-Out title ahead of compatriot Karolin Ohlsson, who outsprinted Simona Aebersold in the final metres.



The men's final was equally nail-biting. The six-man group was almost united until the final controls. Here, three athletes ran into a dead end, paving the way for Riccardo Rancan (SUI) to hold on to the lead all the way to the finish and become individual world champion for the first time. Behind him, Jørgen Baklid (NOR) came in for silver, while Jonatan Gustafsson (SWE) won Knock-Out bronze for the second time in a row.



Parallel to the WOC, the IOF's WOC Clinic was held for the 13th time. It gives athletes from less economically strong orienteering federations to develop as orienteers and succeed at WOC.

Next WOC takes place in the Finnish forests near Kuopio from July 7 – 12, 2025.



Young Leaders Academy in both Europe and Asia

25 young orienteering leaders from around the world were selected to take part in the IOF Young Leaders Academy (YLA) 2024 in Italy in the beginning of July.

YLA was organised for the first time in 2023, and its purpose is to support their talent and their competencies on key topics such as event organising, coaching and mapping. The academy is also about exchanging experiences and making new friends within the global orienteering community.

The academy is organised by the IOF Global Development Commission in cooperation and supported by the organisers of 5 Days Italy. The participants took part in this event both as athletes and could also experience the event from “the inside”.

The program also consisted of several activities, lectures and workshops enabling the participants to improve their personal orienteering, organisation and coaching skills.

Knowledge sharing sessions were given on: Mapmaking and course setting, Event organising, Prevention of injuries, Sustainability, Maze orienteering and Use of Sport Ident

In December, the very first regional version of YLA, the Young Leaders Academy 2024 Asia, was held in Chiang Mai, Thailand alongside the 2024 Asian Orienteering Championships.

In July 2025, IOF Young Leaders Academy takes place in Madonna di Campiglio, Italy.



New President, VPs and Council Members elected by GA

IOF XXXII Ordinary General Assembly took place on Monday, July 15th at the 2024 World Orienteering Championships event centre in Pollock Halls in Edinburgh.

Delegations from 39 member federations were present – either on site or through the hybrid meeting solution online.

First, all the reports and proposals put forward were reviewed and put to a vote.

During the Council elections Tom Hollowell (USA) was the only candidate for the seat as President and he was unanimously elected.

Hollowell has been Vice President since 2022 and worked as Secretary General / CEO for IOF for seven years prior to that.

He takes over the role from Leho Haldna (EST), who has served as IOF President from 2016 – 2024.



Leho Haldna (left) and Tom Hollowell.

Laszlo Zentai (HUN) and Linda Take (SWE) were elected for the two vacant positions as Vice Presidents.

After a closed vote, four candidates were elected for the vacant positions in IOF Council and the General Assembly approved the two candidates for Athletes Representatives in the IOF Council.

The IOF Council for the congress period 2024-2026:

Tom Hollowell (USA) – President
 Laszlo Zentai (HUN) – Vice President
 Linda Take (SWE) – Vice President
 Tatiana Kalenderoglu (TUR) – Vice President
 Dusan Vystavel (CZE) – Member
 Blair Trewin (AUS) – Member
 Hannu Kottonen (FIN) – Member
 Jürg Hellmüller (SUI) – Member
 Ingrid Okkenhaug (NOR) – Member
 Ildze Straume (LAT) – Member
 Takashi Sugiyama (JPN) – Member
 Eline Gemperle (SUI) – Member and Athlete Representative
 Jonatan Ståhl (SWE) – Member and Athlete Representative





Athletes pick new representatives

During the spring of 2024, Athlete Representatives to the IOF Athletes' Advisory Groups for the new two-year term 2024-2026 were elected by the athletes for all four disciplines.

The elected IOF Athlete Representatives represent the voice and interests of athletes and are part of consultation- and decision-making processes within the IOF organisation. Empowerment of athletes is a key element in development of international orienteering.

There is one Athlete Advisory Group (AAG) for each discipline with a minimum of 4 members and a maximum of 6 members. The groups must have one or more members from outside Europe and at least two of each gender.

One of the first tasks for the Advisory Groups was to pick two members from each IOF discipline, who together constitute IOF Athletes' Commission.

The representatives chosen for the period 2024 - 2026, were:

Gustav Bergman, FootO
 Eline Gemperle, FootO
 Will Whittington, MTBO
 Karin Gustafsson, MTBO
 Doris Kudre, SkiO
 Jonatan Ståhl, SkiO
 Pinja Mäkinen, TrailO
 John Kewley, TrailO

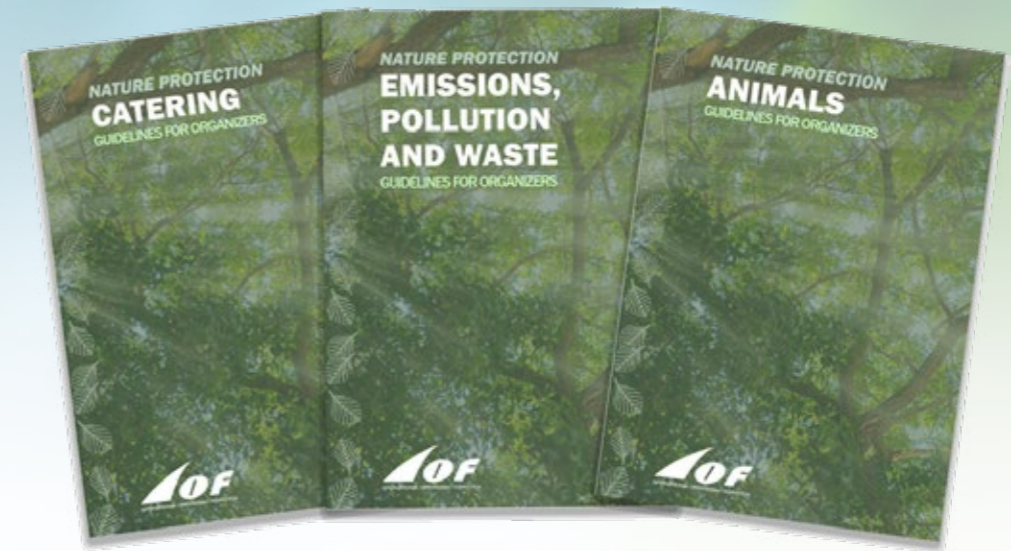
Eline Gemperle and Jonatan Ståhl was further appointed by the Athletes' Commission to represent the athletes at IOF Council in the General Assembly period 2024 - 2026.



Jonatan Ståhl during the SkiO World Cup in Norway, January 2025



Eline Gemperle on her way to 10th place in the WOC 2024 Sprint in Edinburgh.



Guidelines and checklists for sustainable events

What should you consider in relation to e.g. Animals, Catering and Emissions when organising a sustainable orienteering event?

A new set of guidelines and checklists, available on orienteering.sport, can help answer these questions.

The IOF's Environment and Sustainability Commission has created the tools, which consist of eight digital booklets.

The guidelines and checklists should not be read as a handbook or rules to be followed to the letter, but rather as a list of points that should be considered by organisers and adapted to the local context and event size.



Sustainable is an IOF value

"Sustainable" is one of IOF's values and IOF therefore commits itself to being, among other things, "respectful of the natural environment and promote environmental good practice".

Furthermore, IOF is one of several hundred signatories of the UNFCCC and IOC Sports for Climate Action initiative, which aims at supporting and guiding sports actors in achieving global climate change goals.

[Find all the booklets on the Environment and Sustainability section on orienteering.sport](https://orienteering.sport)

IOF Official Partners



Title Partner of WMTBOC & MTBO World Cup



World Orienteering Week Partners



ANNUAL REPORT 2025



ANNUAL REPORT 2025

4

Foreword by Tom Hollowell, IOF President

8

Management report 2025

10

Financial statement 2025

12

IOF Major events in photos

14

Finland hosted well-attended WOC in July

16

YLA brought together 27 young leaders

17

New sustainability guides and plans arise

18

Strengthening partnerships across communities

19

Honouring the memory of Mattia Debertolis

Text: Tom Hollowell, Sondre Gullord, Erling Thisted

Photos: Kristina Lindgren, Silke van Rooy, Timo Mikkola, Anu Uhotoinen, WOC 2025, Wilcze.OK, Romy Wendy (WMOC2025), Annarita Scalzotto, Joni Solonen, Michal Eliáš, Torino 2025 FISU Games

Published by IOF Office, March 2026



Foreword by IOF President, Tom Hollowell

It would not be fair to call the year in international orienteering anything other than challenging. We saw some real highlights during the year but also tragedy.

At The World Games in Chengdu, China in August, Italian national team athlete Mattia Debertolis collapsed during the middle-distance competition. He received the very best care possible from the medical staff and authorities in China. However, he could not recover from his injuries and passed away just a few days after the competition, with his family and teammates present.

His passing was of course a shock to those around him and the international orienteering community, and this annual report will honour his memory. Personally, I still find it difficult to fathom what has happened.

The IOF Council established an Independent Investigation Panel to look into the conduct of the event in Chengdu so that we can better understand what happened and how we as an organisation can learn from this. The independent panel has not yet finalised its report, but it will be released transparently once ready.

The conditions in Chengdu were challenging for all the athletes, with extreme heat conditions. We continue to see increasing challenges posed by climate change, with a higher prevalence of extreme weather conditions affecting all sports.

The IOF Council has taken decisive action during 2025 to establish a heat policy with exact limits on when competitions can safely be held



A preliminary policy has been issued by an IOF-established team of medical and climate experts and will be followed by a final policy prior to the 2026 international season. Further work is also being carried out to establish guidelines for mitigation measures, education programs for athletes and organisers and determining how the international calendar should be arranged to avoid extreme conditions. The focus of these efforts is to put athlete safety first.

The year was otherwise characterised by a number of successful events and development measures.

I will remember fondly the World Orienteering Championships in Kuopio, Finland for the great event atmosphere, very exciting competitions and the record visibility in TV broadcasting and live streaming. The relay was watched by approximately 10 000 ticketed spectators in the arena. Orienteering is not only a well-produced TV sport but also an arena sport. This is something that we need to communicate to a larger degree than today.

The Orienteering World Cup had very good participation and a solid concept has been built together with our organising partners. The World Cup continues to see increased visibility, and I would like to congratulate the round 1 organisers in Sweden, the EOC organisers in Belgium and the World Cup Final organisers in Switzerland on their excellent work. We still need to improve the longer-term financial sustainability of the World Cup but I am sure we will be able to achieve this also working together with our partners.



IOF President Tom Hollowell speaks at the WOC 2025 Opening Ceremony in Tahko, Finland.

I am happy to be able to report that for Foot Orienteering we have a good outlook on future organisers for all our major events. This allows us as an organisation to focus on event quality and development.

We have also in 2025 taken an important step for the 3 smaller disciplines MTB Orienteering, Ski Orienteering and Trail Orienteering. We introduced a new event service fee system which significantly lowered organisers fees. We believe that we have seen the first signs of this helping the outlook for future organisers, but we will continue to evaluate together with the respective discipline commissions. We were able to conduct full event seasons with quality events in all 3 disciplines in 2025 and solved 2026 season programs.



Vojtech Ludvik on his way to the Mass Start gold at the CX80 World MTBO Championships in Poland in August 2025.

The next seasons programs are also looking better than has been the case in recent years. We will continue to strengthen the sustainability of these disciplines, and it is important to get the input of our members and the respective communities regarding their national programs and visions for the disciplines. There is no doubt that additional grassroots development is needed to grow here.

Global development activities have been strengthened during the year with many good programs in place. There has been some focus on education. A series of webinars have been held with very good attendance, and a very successful Youth Leaders Academy was held in Italy in July. The notable thing here was that it was the academy was led by youths who had attended the previous YLA.

I would also like to acknowledge the structured approach now being used by our Senior Development Consultants in the various regions. IOF membership is now back up to 80 members with several more in the pipeline. It was very exciting to see that one of our most recent new members, Mexico, already in their first year had participation at the WOC, through the WOC Clinic program run by the IOF Global Development Commission. Regional activities are also being strengthened through regional cooperation, particularly in Asia, and this is a model for the future.

Another area where the IOF Council has made efforts in 2025 is in the establishment of clear priorities in our work with partner organisations. Ski Orienteering was on the program of the Winter University Games 2025 in Torino, Italy and from 2027 becomes a permanent sport in the winter games program. This is a great achievement and has solidified our position in student sports with FISU. We have also worked on re-establishing our Memorandum of Understanding with CISM and military sports. We have had a strong message from many IOF members that this is an important relationship but that it needs to be based upon joint development, mutual understanding and respect for rules and policies. We feel that we have achieved this and look forward to working closely with CISM not only around events, but also with their assistance developing the sport of orienteering in more countries.



Finland, Sweden and Switzerland on the podium after the entertaining Sprint Relay at the FISU World University Games in Italy in January 2025.

Finally, I am very happy to note that the IOF received the highest score in the independent governance review conducted by the Association of IOC Recognised International Sports Federations (ARISF) increasing our overall score from the 2019 review. We have maintained our leading position in this area, and it is a great benefit in discussions with the IOC, other sports organisations and partners.

Good governance has been one of the 4 pillars of the Strategic Directions up to 2026 and we have performed well in this area. The primary benefit is to us, that our governance methods give us an outstanding basis for good decision making and future development work.

The IOF Council will be proposing new Strategic Directions for the period 2026+ in connection with the General Assembly in Italy in July. The good work done in recent years has given us a good platform to continue developing our sport. The strategic directions have been consulted with our members as international orienteering does not live in isolation from our national bodies and communities.

I would like to thank all our volunteers working diligently in our 9 discipline, development and support commissions, our Athletes Commission and Advisory Groups for each discipline, our Ethics Panel and Disciplinary Panel, our medical experts and the IOF Council. An impressive amount of work is done purely for love of our sport, and I am constantly amazed by your efforts. I would also like to thank the IOF staff for their work in driving us forward. You are the glue that makes the IOF work.



Full concentration during the World Trail Orienteering Championships Relay in Slovakia in August 2025.

Every year, a long list of organisers steps up to the task of putting on international orienteering events with the assistance of our IOF Event Advisers. They create fantastic experiences for our athletes of all ages and make sure that we award champions with fairness and integrity. Thank you, without your willingness we would have no international program.

We also have a significant number of partners, whether it be our partners in sport, our event venue partners or our sponsors and commercial partners. Thank you for making it a little bit easier for us to sleep at night. And for being willing to associate your brand with orienteering.

Finally, thank you to our athletes and orienteering community. I am inspired by you, whether it be the high performance of our elite athletes, the enthusiasm of our youths or the endurance and longevity of our masters' athletes. Orienteering is more than just sport it as a shared experience and I am thankful for being able to share it with you.

Sincerely,

Tom Hollowell
IOF President

Management report 2025

General information about the operations

The International Orienteering Federation (IOF), with its seat in Karlstad, Sweden, is the international federation for the sport of orienteering. The IOF is recognized by the International Olympic Committee (IOC) and is a member of the Association of IOC Recognized Sports Federations (ARISF).

The purpose of the federation is to promote the sport of orienteering globally and to establish and administer an international competition program in the four disciplines that are practiced. For this purpose, the IOF shall sanction World Championships and other major international competitions; it shall maintain and supervise the application of an international regulatory framework and shall decide on any disputes that may arise. The federation shall also represent its members within the global sports movement and shall comply with The Olympic Charter, the World Anti-Doping Code, and the United Nations Sustainable Development Goals, and shall work to ensure equal conditions for participation in the sport of orienteering.

Information relevant to the federations mission and activities

The mission of the IOF is to promote the global growth of orienteering and to develop both competitive and recreational orienteering. The main objective is to become a global and sustainable sport, supported by a four-year strategic plan with dedicated focus areas until 2026, adopted by the Ordinary General Assembly in 2022 and 2024.

The strategic plan provides the following main strategic priorities, reflecting the work and priorities in 2025:

1. Actively improve the performance and sustainability of the IOF and Member Federations
2. Enhance the IOF brand and the visibility of orienteering
3. Develop the IOF's global competition programme
4. Further upgrade governance

The IOF's ways of working have continued to develop towards increased sustainability and transparency. The transition to digital meetings, webinars and education continued successfully during 2025.

Digital meetings and webinars have enabled both broader participation and more efficient operations. The IOF Office operates entirely digitally, with employees in Sweden, Norway, Denmark and Hungary working closely together through digital means.

The consequences of the war in Ukraine have also affected the activities and operations under the IOF in 2025. The IOF Council decided at the beginning of 2022 to suspend the membership of the member federations in Russia and Belarus in the IOF, and the decisions were ratified by the Ordinary General Assembly in July 2022. As a result of the suspensions, athletes from these countries have not been allowed to participate in IOF events in 2025, including World Championships in all disciplines. The IOF has introduced an "IOF Independent Athlete Status", which provides an opportunity for certain athletes with Russian and Belarusian citizenship to participate in World Ranking Events. All planned international championships and World Cup competitions were carried out during 2025. Overall, the events were delivered with good quality. Related to the third strategic initiative, the discipline commissions for the four disciplines under the IOF have led the work of extracting learning from conducted events in order to increase event quality and delivery through "feed forward" and areas for learning, together with event advisers, the IOF Office and local organisers. During 2025, further systematisation of this work has been achieved.

Related to the major events and the second strategic initiative, the growth of IOF TV continued during 2025. This has contributed to a significant increase in viewers of international orienteering competitions through the platform, and increased revenue streams for the IOF and local organisers. Good governance has continued to be a focus during 2025. In 2025, the IOF participated in a governance review conducted by "I Trust Sports" on behalf of ARISF. The IOF achieved a very good result in this review with a total score of 91 points out of a theoretical maximum of 100, and had the highest score of all 29 recognised international sports federations included in the review. Global development projects have also progressed during 2025. Webinars, development clinics and local and regional development projects with financial support from the IOF have largely been carried out as planned.

The IOF Young Leaders Academy 2025, organised in Italy in July 2025, is a strategic initiative launched in 2023 and which has also been prioritised in 2025. The Academy was delivered successfully with the participation of 27 young leadership talents from the global orienteering community. A new feature in 2025 was that the Academy was led by three young former participants in the programme. In addition, the annual WOC clinic was conducted in connection with WOC 2025 in Finland, with 13 participants from eight national federations with limited resources and two coaches and managers from the IOF.

Significant activities during the year and after its completion

IOF's competitions were delivered with high quality, and the WOC in Finland became a public success. The viewing figures for the TV broadcasts from the Orienteering World Cup and WOC continue to grow, and during the year, among others, Belgian TV joined as a new rights holder. Two TV channels broadcast live from JWOC, and the SkiO-competitions at the World University Games were shown across Europe on Eurosport. Another historic milestone was that orienteering was broadcast live on Chinese TV during The World Games in Chengdu, China, where the IOF contributed significantly to ensure high-quality and technically well-organised competitions.

IOF TV continued to grow in both scale and revenue, and in 2025 the IOF was able to return a record-high amount to the organisers and member federations that cooperated with the IOF on Pay Per View streaming. As a precautionary principle, the size of the external revenues from TV rights and sponsorship after the first quarter was used as guidance for the level of budget funds allocated to development projects within the activities later in the year. Thanks to increased sponsorship revenues and improved margins, the IOF was able to invest additional funds in various development projects during 2025 and still deliver a financial result in line with the budget on the bottom line. On the cost side, the expenditure increases seen in recent years levelled off, and thanks to negotiations on multi-year contracts and associated Value In Kind sponsorship, the IOF was able to manage a fairly significant negative currency exchange effect and still maintain the budgeted result. A comment regarding the balance sheet is that the autumn normally contains larger accounts payable and accounts receivable related to the timing of the major events, and this year there was a shift so that a larger share than last year remained at the turn of the year.

Members

By the end of the year, the International Orienteering Federation had 80 member federations.

The Federation's financials in summary (in thousands EUR):

	2025	2024	2023	2022
Operational net income	1 395	1 289	1 163	1 107
Result for the year	25	26	24	7
Solidity %	65,2 %	73,5 %	66,8 %	65,6 %
Balance Sheet total	535	441	446	416

Change in Equity (in EUR)

	Balanced Capital	Result for the year	Equity Capital
Opening balance	297 723	26 198	323 921
Disposition of results	26 198	-26 198	0
Result for the year		24 806	24 806
Closing balance	323 921	24 806	348 727

Financial statement 2025

Profit and loss statement

	2025 SEK	2024 SEK	2025 EUR	2024 EUR
Income				
Net income from operations	15 068 736	13 926 808	1 394 642	1 288 954
Membership fees	2 419 623	2 272 999	223 941	210 371
Grants and Gifts	353 283	336 778	32 697	31 169
Other income	0	0	0	0
Total income	17 841 642	16 536 585	1 651 280	1 530 494
Costs				
Costs of operations	-13 061 198	-11 429 268	-1 208 840	-1 057 802
Other external costs	-685 432	-835 871	-63 438	-77 362
Staff costs	-3 574 965	-3 985 410	-330 870	-368 858
Depreciation	-11 954	-27 042	-1 106	-2 503
Total Costs	-17 333 549	-16 277 591	-1 604 255	-1 506 524
Profit/Loss	508 093	258 993	47 025	23 970
Investments and financing				
Interest income and similar items	-238 879	26 023	-22 109	2 409
Interest costs and similar items	-1 196	-1 955	-111	-181
	-240 074	24 069	-22 219	2 228
Result after investments and financing	268 018	283 062	24 806	26 198
Result for the year	268 018	283 062	24 806	26 198

The financial statement 2025 can be found in its entirety with additional information, notes etc. at the [IOF homepage via this link](#).

Balance statement

	2025 SEK	2024 SEK	2025 EUR	2024 EUR
ASSETS				
Non-current assets				
<i>Tangible assets</i>				
Machinery and equipment	46 501	20 749	4 304	1 920
	46 501	20 749	4 304	1 920
Total non-current assets	46 501	20 749	4 304	1 920
Current assets				
<i>Inventory etc.</i>				
Inventory	35 633	219 793	3 298	20 342
	35 633	219 793	3 298	20 342
<i>Short-term assets</i>				
Accounts receivable	1 778 473	203 247	164 601	18 811
Other short-term assets	119 636	8 700	11 073	805
Prepayments and accrued income	375 445	404 946	34 748	37 479
	2 273 553	616 893	210 422	57 095
<i>Cash in hand and at banks</i>	3 421 637	3 902 931	316 679	361 224
	3 421 637	3 902 931	316 679	361 224
Total current assets	5 730 824	4 739 617	530 399	438 661
TOTAL ASSETS	5 777 325	4 760 366	534 703	440 581
BALANCE STATEMENT	2025	2024	2025	2024
EQUITY AND DEBTS				
<i>Equity</i>				
Balanced gains	3 499 884	3 216 822	323 921	297 723
Result for the year	268 018	283 062	24 806	26 198
	3 767 902	3 499 884	348 727	323 921
<i>Short-term debts</i>				
Accounts payable	987 339	118 096	91 380	10 930
Other short-term debts	378 554	475 395	35 036	43 999
Accruals and deferred income	643 529	666 992	59 560	61 731
	2 009 423	1 260 482	185 976	116 660
TOTAL EQUITY AND DEBTS	5 777 325	4 760 366	534 703	440 581

Major Events in 2025

Numerous IOF Major events were held all over the world in 2025. Here is a look back on some of them.



European Ski Orienteering Championships
Posio, Finland
20 - 23 March



World Masters Orienteering Championships
Girona, Spain
9 - 15 August

Junior World Orienteering Championships
Trentino, Italy
28 June - 3 July



CX80 World MTBO Championships
Warsaw, Poland
11 - 17 August



World Orienteering Championships
Kuopio, Finland
8 - 12 July



World Trail Orienteering Championships
Hungary and Slovakia
26 - 31 August

On the following pages, we will dive into some of the international orienteering events and initiatives, that took place in 2025.



Finland hosted well-attended World Championships

Finland hosted the World Orienteering Championships for the fifth time in history, as the most prestigious races of the orienteering calendar took place in the forests near host city Kuopio from 7-12 July 2025.

A total of 45 nations took part in the championships, that put the athletes' physical and technical skills to the test.

First WOC-title to Langedal Breivik

After the opening qualification race in Tahko, 116 athletes made it to Wednesday's Middle distance final in Neulamäki close to Kuopio.

Here, the runnability was better than the day before and there were many details to keep track of in the terrain.

That suited the Swedish women well as the women's class ended up as an all-Swedish show, with Tove Alexandersson winning her 22nd gold medal at a WOC. She was joined on the podium by both Sanna Fauth and Hanna Lundberg.



Norway's Eirik Langedal Breivik kept cool all through the men's course and took his first WOC-title ahead of compatriot Kasper Fosser and Sweden's Anton Johansson.

Nail-biting long distance win for Aebersold

The next day, the spectators at the WOC arena witnessed a razor-sharp finish in the women's long distance race. Defending world champion Simona Aebersold (SUI) crossed the finish line in the fastest time, but Tove Alexandersson had faster split times early on the course.

After two small Swedish mistakes on the final legs, there was almost a dead heat between the two rivals and despite a strong sprint from Alexandersson, Aebersold won by just nine seconds after close to 95 minutes of racing. Norway's Andrine Benjaminsen took the bronze.



The men's competition was the complete opposite. Kasper Fosser, who also defended his title from the WOC in Switzerland in 2023, won by almost three minutes.

Martin Regborn (SWE) won silver, while Matthias Kyburz, who was one second off bronze in the middle distance the day before, took a step up in the long distance and claimed third place.

Finnish medal at the last second

The championships had a fantastic final day below the ski jumping hills in Puijo, where the relays were decided in sunshine in front of around 10,000 spectators and in physically demanding terrain on Saturday. And the large attendance formed a great setting for two exciting relays.

First it was the women's turn, where Sweden continued an impressive run and won the fourth World Championships relay in a row.

Hanna Lundberg was around 10 seconds behind the leading Norwegians in the first exchange, but after Sanna Fauth's second leg, the Swedish lead was two minutes and Tove Alexandersson held on to it in the final leg.



Behind them, the positions changed a lot, but it was Norway that took silver, while the Swiss women took bronze.

The men's relay had a close start with six teams within a short time into the first exchange with France in the lead. In the second leg, the favorites from Sweden, Switzerland and Norway stood out, and with a strong final loop Eirik Langedal Breivik ran the Norwegians into the lead.

Kasper Fosser never looked back so the Norwegian team, which also included Jørgen Baklid, could celebrate the gold medals, Switzerland grabbed the silver and then everything was set for Sweden to bronze. But a big time loss meant that both Finland and France passed the Swedes. And at the very last controls, Miika Kirmula was the strongest, so the Finns could claim a medal on home soil.

Parallel to the WOC, the IOF's WOC Clinic was held for the 14th time. It gives athletes from less economically strong orienteering federations to develop as orienteers and succeed at WOC.

Next WOC takes place in the streets of Genova, Italy from July 7 – 11, 2026.



YLA 2025 brought together 27 young leaders

The third edition of the IOF Young Leaders Academy (YLA) took place in mid-July alongside the popular 5 Days Italy orienteering event, bringing together 27 young leaders from 17 different nations. Designed for orienteers aged 16–25, the YLA offers a unique blend of competitive experience, leadership training, and international networking.

Each day, participants competed in the 5 Days Italy races, while also contributing to the event's organization—taking on various roles to gain practical experience in event management. In the evenings, the group gathered for lectures and workshops focused on developing personal orienteering skills, as well as capabilities in coaching, event planning, and community leadership.

Organized by the International Orienteering Federation's Global Development Commission, the YLA aims to cultivate the next generation of leaders in orienteering by combining sport, education, and cultural exchange. The program continues to grow as a key initiative in strengthening global orienteering and inspiring young talent to contribute beyond the competitive field.

The 2026 edition of YLA takes place in Val di Sole, Italy from 27 June - 4 July, where young orienteers again get a chance to develop their talents and leadership competencies, while competing in the "5-days-0" race in northern Italy.



New sustainability guides and plans arise

“Sustainable” is one of IOF’s values and IOF therefore commits itself to being “respectful of the natural environment and promote environmental good practice”.

The IOF’s Environment and Sustainability Commission regularly publishes guides and plans that support that value and help organisers and participants meet the sustainable agenda.

This work has resulted, among other things, in a “Taking the train to orienteering across Europe” guide that can help participants choose a sustainable form of transport when booking transport to an orienteering event.



Transition plan published

In early 2025, the Environment and Sustainability Commission published the “Climate Transition Action Plan to Net Zero.”

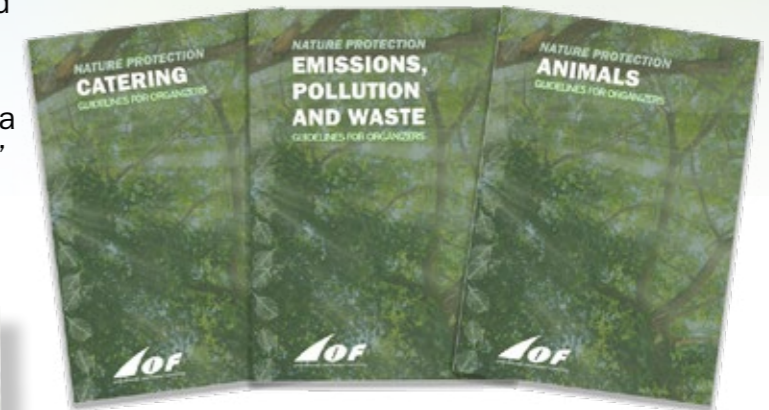
The plan reviews IOF’s commitment to reducing greenhouse gas emissions and promoting environmental sustainability within the sport of orienteering.

It also outlines initiatives the IOF has already taken or plans to take in relation to achieving the goals, just as it contains an analysis of challenges in the efforts to achieve them.

Both the [Train guide and the Climate Transition Action Plan to Net Zero and an executive summary](#) are available in the ESC section at the [IOF website](#).

Checklists and Guidelines in your language

The commission has also formed a set of checklist and guidelines for especially organisers of orienteering events but also for participants, to guide them to a more sustainable behaviour when planning and practicing orienteering.



The Checklists and Guidelines are not a handbooks or a set of rules to be followed verbatim, but rather a list of points that should or could be considered by organisers and adapted to the local context.

The Checklist and Guidelines are divided between targeting organizers and participants, and the organizer targeted C&G’s are divided into the two subjects ‘Nature protection’ and ‘Dialogue and cooperation’, which are again divided into subareas of focus such as for example ‘Catering’ and ‘Animals’.

To make the checklists and guidelines as useful as possible, volunteers have translated them into a number of languages other than English.

On the website you can find translations into the following languages: *Czech, Dutch, French, German, Italian, Portuguese, Spanish and Turkish*

[Go to the Checklists and the translations here.](#)



Strengthening partnerships across communities

In 2025, the International Orienteering Federation (IOF) strengthened its global network through two important partnership agreements, reinforcing both the sport's international reach and its commitment to inclusivity.

At the International Federation Forum (IFF) in Lausanne, the IOF renewed its long-standing cooperation with the International Military Sports Council (CISM). The Memorandum of Understanding was signed by IOF President Tom Hollowell and CISM President Nilton Gomes Rolim Filho, confirming a shared ambition to further develop orienteering within the military community worldwide.



The agreement ensures that orienteering will be included in the Military World Games in Charlotte, United States in 2027, with the IOF appointing a Senior Event Advisor to support the organisers and ensure high-quality competitions.

During the IFF, the IOF also formalised a new partnership with the International Committee of Sports for the Deaf (ICSD). Orienteering has long been part of deaf sport and was included in the Deaflympics which took place in Tokyo, Japan in November.



From the left: IOF General Secretary Sondre Gullord, IOF President Tom Hollowell, ICSD Vice President Yutaka Osugi and ICSD International Sports Director, Jürgen Endress after signing the MoU at the International Federation Forum in Lausanne, Switzerland.

Through this cooperation, the IOF will support ICSD events with technical expertise and event advisers, helping to ensure consistent standards and further promote the sport within the global deaf community.

Together, these partnerships highlight the IOF's continued focus on collaboration, development, and ensuring that orienteering remains a sport open to diverse communities around the world.



Honouring the memory of Mattia Debertolis

The international orienteering community was deeply saddened by the loss of Italian athlete Mattia Debertolis in August 2025.

During the men's middle distance competition at The World Games 2025 in Chengdu, Mattia was found unconscious on the course on 8 August. Despite receiving immediate and expert medical care, he passed away on 12 August 2025.

Mattia represented the Italian Orienteering Federation at the World Games and had been a valued member of the Italian national team for several years. He competed at multiple World Championships and World Cup events, with one of his international highlights being a fifth-place finish with the Italian relay team at the 2022 World Cup Final.

Beyond his achievements in sport, Mattia was widely respected for his dedication, curiosity, and warmth.

He balanced his elite athletic career with a demanding academic path as a civil engineer and PhD student in Stockholm, where he was also an active member of the club IFK Lidingö.

In his home valley of Primiero, he remained closely connected to his family and supported their local hotel.

Those who met Mattia remember not only his passion for navigating forests and mountains, but also his kindness and humility.

His loss is felt deeply across the global orienteering community, which continues to honor his memory and the spirit with which he lived both sport and life.



All IOF Sponsors and Partners



VII. Report of the IOF Ethics Panel

IOF ETHICS PANEL REPORT TO THE IOF GENERAL ASSEMBLY 2026

This report summarises the activities of the Panel in the period since the 2024 General Assembly. In this time, it has dealt with four formal referrals and has again reviewed and revised the Rules of Procedure that it follows when considering these. It has also made recommendations to the IOF on some matters that have arisen during the course of Investigations (detailed further below) and introduced a standardised format for the reporting of Investigations to the IOF and for publication on the website of the IOF. It has also made recommendations for amendments to the Code of Ethics itself.

REFERRALS

There were two referrals concerning the status of Russian nationals and their exclusion from IOF events. One was especially detailed and time consuming. It made multiple related allegations. These referred to the implementation of the Independent Athlete status and issues of the status of formal Refugees, the absence of reprimand to member Federations who had permitted Russian athletes to compete in domestic events, and in the treatment of the complainant by the IOF.

The Panel considered in detail the position of the IOF and the manner of the decision-making process concerning the exclusion of Russian (and Belarusian) athletes from IOF events in previous cases. It concluded that the IOF had acted fully in accordance and in compliance with the power and processes determined by its Statutes. On the further detailed points, the Panel concluded that the IOF had not been in breach of any of the principles of the Code of Ethics. The Panel also determined that there had been no discriminatory action against the individual in his dealings with the IOF.

Whilst the findings of this Investigation did not support any of the claims made, it did bring to light some important matters that the Panel drew to the attention of the IOF. These first concerned the administrative arrangements for the process of seeking Independent Athlete status. The second was the need for the process of nominations to IOF Commissions to be made clearer.

There were two further recommendations which the Panel felt were especially important. The first was a request that further consideration be given to the status of formal Refugees, the second that the IOF review how it complied with data protection laws and regulations when publishing Panel Investigation reports on the public website.

All of these recommendations have been acted upon by the IOF. Having taken advice on the data protection point, the Panel has redrafted all of the previous Investigation

Reports and redacted names of any individuals cited in the reports. These redacted reports are on the public website and full copies held by the IOF.

Following the determination of the Panel, the complainant persisted in submitting further referrals that were deemed to be minor variants on the issues already considered and the Panel declined to investigate the complaints. Shortly after this, a new referral was received from the complainant's wife outlining very similar complaints. She was offered an investigation but then subsequently withdrew her referral.

There was a referral concerning an alleged physical assault at a Trail Orienteering event in Poland. Upon investigation it was established that the Polish Federation had already instigated an independent investigation into the matter. The Investigating Officer reviewed the documents made available to him and received further details from the relevant parties. His conclusion was that the matter had been appropriately dealt with and he was content with the actions taken. In the light of this the Panel agreed not to instigate a further Inquiry.

At the time of writing this report a further Investigation concerning actions at a WRE event in Italy is about to commence. The Assembly will be updated on the state of this as and when a conclusion is reached.

GOVERNANCE

The 2024 Assembly was made aware of the continuing commitment by the Panel to actively review its governance arrangements. This it has again done and has implemented changes to its Rules of Procedure. The principal ones cover the need for the Chair to consult members if a hearing is justified and the process by which an Investigating Officer presents reports to a formal Hearing. It has also removed the sanction covering "any other sanctions" it deems appropriate so that only the explicit sanctions detailed in the Code are now possible.

The Panel has again requested that the IOF-through this General Assembly-make improvements to the Code of Ethics itself. These have been accepted and the General Assembly will be asked to agree to these changes. They cover the need for the Code to be more explicit on the nature of offences, rather than rely upon broad principles, a redraft of Para 9.2 of the Code to exclude the "any other sanctions" criteria noted above, a new reference to clarify any further actions that may be taken against parties who do not engage or co-operate with the Panel. Lastly, an explicit paragraph that indemnifies members of the Panel against third party claims.

In the light of experience and workload since the last GA, the Panel has again requested the IOF to consider increasing the number of Panel members from the current 5 to 7. This has been accepted, subject to finding suitable candidates.

The Panel is an independent body and as such guards this position diligently. However, it does rely upon the cooperation and, at times, support of the IOF and its secretariat. It is appropriate that this report to the GA confirms that this relationship remains constructive and that there have been no attempts by the IOF or its officers to challenge or compromise the work of the Panel. Council has accepted and acted upon all of our recommendations. This again shows its commitment to the Panel and the strong governance culture of the IOF.

MEMBERSHIP

Members of the Panel are appointed for terms of 2 years and are limited to 4 such periods of office. Two Panel members have now served these 4 terms and are therefore not eligible for reappointment. These are Michel Ediar and the Chair, Bob Dredge. Ari-Pekka Koivisto has indicated that his significant professional commitments will mean he is not able to commit further time to the Panel and is not seeking reappointment. As Chair, I would like to record my thanks for the help and support these two gentlemen have given me whilst they have served on the Panel. I must also record my thanks to the diligent and thorough work and support that our other members, and, in particular, our Investigating Officer has given in what has been at times, a challenging set of Investigations.

Bob Dredge
For the IOF Ethics Panel
18 April 2026



**VIII. Auditors' Report,
Income & Expenditure
Account, Balance Sheet
and Notes to the Accounts**

Annual Financial Statement 2024

Annual Report for the accounting period 1 January 2024 to 31 December 2024

The Council of the International Orienteering Federation (Organisation number 802498-9603, Sweden) hereby releases the following Annual Report,

Contents	Sid
Management Report	2-3
Profit and loss statement	4
Balance statement	5
Additional information	6-9

This Financial Report is provided for information to be able to compare historical performance. All amounts are in Euro (EUR) based upon the reference exchange rate published by Handelsbanken on December 31, 2024 (SEK/EUR 11.4775). Information within parentheses denote prior year. This financial statement is a translation of the signed original.

Management Report

General Information about the operations

The International Orienteering Federation (IOF), registered in Karlstad, Sweden, is the global governing body for the sport of orienteering. The IOF is recognized by the International Olympic Committee (IOC) and is a member of the Association of IOC Recognized Sports Federations (ARISF). The mission of the IOF is to spread orienteering globally and to create and manage a program of international competitions in four orienteering disciplines. For this purpose, the IOF shall sanction World Orienteering Championships and other major orienteering events, shall create, monitor, and update a set of international rules and shall rule in any conflicts. The organisation shall also represent its members interests in the global sporting community and shall follow The Olympic Charter, the World Anti-doping Code, the UN Global Sustainability Development Goals and shall work for equality in participation and representation in the sport of orienteering.

Information relevant to the federations mission and activities

The IOF's mission is to promote the global growth of orienteering and develop competitive and recreational orienteering. The main objective is to become a global and sustainable sport, supported by a four-year strategic plan with dedicated focus areas until 2026, decided by the Ordinary General Assemblies in 2022 and 2024. This strategic plan provides the following key strategic priorities, which reflect the work and priorities of the IOF in 2024:

1. Actively improve the performance and sustainability of the IOF and Member Federations
2. Improve the IOF brand and orienteering's visibility
3. Develop the IOF's global competition programme
4. Upgrade governance further

The IOF's working methods have continued to evolve towards greater sustainability and transparency. The transition to digital meetings, webinars and training has continued successfully in 2024. Digital meetings and webinars have provided both wider participation and more efficient operations. The IOF Office operates in a fully digital manner, with employees in Sweden, Norway, Denmark and Hungary working closely together through digital means.

The consequences of the war in Ukraine have also affected the operations and activities of the IOF in 2024. The IOF Council decided in early 2022 to suspend the membership of the members of Russia and Belarus in the IOF, and the decisions were ratified by the Ordinary General Assembly in July 2022. As a result of the suspensions, athletes from these countries have not been allowed to participate in IOF events in 2024, including World Championships in all disciplines. However, the IOF has introduced an "IOF Independent Athlete Status" in 2024, which provides an opportunity for some athletes with Russian and Belarusian citizenship to participate in World Ranking Events.

All planned international championships and world cup competitions have been delivered in 2024. Overall, the events have been delivered with good quality. Related to the third strategic initiative, the discipline commissions of the four disciplines under the IOF have led the work to extract learning from the held events to increase event quality and delivery through feed forward and learning arenas, together with the event advisors, the IOF Office and local organisers. In 2024, further systematisation of this work has been achieved.

Related to the main events and the second strategic initiative, the growth of IOF TV has continued in 2024. This has contributed to a significant increase in viewership of international orienteering competitions through the platform, and increased revenue streams for the IOF and local organisers. Good governance has remained a focus in 2024. Strengthening diversity in the IOF organization, a climate change action plan and guidelines and checklists for organizing sustainable events have been among the deliverables this year.

Global development projects have also progressed in 2024. Webinars, development clinics and local and regional development projects with financial support from IOF have largely been implemented as planned. The IOF Young Leaders Academy 2024, organized in Italy in July 2024, is a strategic initiative that started in 2023 and has had strategic priority also in 2024. The Academy was successfully delivered with the participation of 27 young leadership talents from the global orienteering community.

Significant activities during the year and after its completion

2024 was another year of stable financial results for IOF. Sponsorship revenue and total turnover increased further compared to previous years, but some costly TV productions, including in Great Britain, balanced the results so that they landed slightly above budget. The popular TV broadcasts from the Orienteering World Cup and WOC are attracting a growing TV audience, and thanks to a new partnership with the European Broadcast Union, we are reaching new and more countries. Streaming productions on the IOF TV portal continued to grow in both scope and revenue, and in 2024, IOF was able to return a record-high amount to the organisers and member federations that collaborated with IOF on Pay Per View streaming.

Following the precautionary principle, the level of external revenue from TV rights and sponsorships after the first quarter guided the level of budget funds allocated to operations later in the year. The IOF Office has worked closely with a working group within the IOF Council to continuously monitor the financial situation and explore opportunities for new external revenue streams. On the cost side, we saw expenses increase in 2024 due to inflation in previous years. Costs for services, salaries, travel, and accommodation continued to rise. Since parts of the revenue side are fixed through agreements and fee systems established several years ago, and IOF does not wish to pass costs on to our member federations, this has had a negative impact on finances.

Members

The IOF had at the end of the year 78 members.

The federations financials in summary (in thousands EUR):

	2024	2023	2022	2021
Operational net income	1 213	1 094	1 042	512
Result for the year	25	23	6	84
Solidity %	73,5%	66,8%	65,6%	67,5%
Balance Sheet total	415	420	392	372

Change in Equity

	Balanced Capital	Result for the year	Equity Capital
Opening balance	257 316	22 956	280 272
Disposition of results	22 956	-22 956	0
Result for the year		24 662	24 662
Closing balance	280 272	24 662	304 934

PROFIT AND LOSS STATEMENT	NOTE	2024-01-01 to 2024-12-31	2023-01-01 to 2023-12-31
Income			
Net income from operations	1	1 213 401	1 094 519
Membership fees		198 040	194 538
Grants and gifts	2	29 342	30 206
Other income	3	0	0
Total income		1 440 783	1 319 262
Costs			
Cost of operations	4	-995 798	-954 942
Other external costs	5	-72 827	-73 533
Staff costs	6	-347 237	-272 227
Depreciation		-2 356	-2 366
Total costs		-1 418 218	-1 303 068
Profit/Loss		22 565	16 194
Investments and financing			
Interest income and similar items	7	2 267	6 856
Interest costs and similar items	8	-170	-94
		2 097	6 762
Result after investments and financing		24 662	22 956
Result for the year		24 662	22 956

BALANCE STATEMENT	NOTE	2024-12-31	2023-12-31
ASSETS			
Non-current assets			
<i>Tangible assets</i>			
Machinery and equipment	9	1 808	2 329
		<u>1 808</u>	<u>2 329</u>
Total non-current assets		1 808	2 329
Current assets			
<i>Inventory etc.</i>			
Inventory		19 150	10 260
		<u>19 150</u>	<u>10 260</u>
<i>Short-term assets</i>			
Accounts receivable		17 708	121 646
Other short-term assets		758	1
Prepayments and accrued income		35 282	17 588
		<u>53 748</u>	<u>139 234</u>
<i>Cash in hand and at banks</i>		340 051	267 893
		<u>340 051</u>	<u>267 893</u>
Total current assets		412 949	417 388
TOTAL ASSETS		414 756	419 718

BALANCE STATEMENT	2024	2023
EQUITY AND DEBTS		
<i>Equity</i>		
Balanced gains	280 272	257 316
Result for the year	24 662	22 956
	<u>304 934</u>	<u>280 272</u>
<i>Short-term debts</i>		
Accounts payable	10 289	22 186
Other short-term debts	41 420	66 492
Accruals and deferred income	58 113	50 768
	<u>109 822</u>	<u>139 446</u>
TOTAL EQUITY AND DEBTS	414 756	419 718

Note 4 Information about operational costs

	2024	2023
Events related costs	333 351	319 310
Change of inventory	-1 982	-5 174
Costs for development	36 030	49 759
Communication costs	25 924	25 733
Other operational costs (The World Games)	4 439	0
Costs related to sponsoring	0	3 253
Costs for TV productions	366 937	366 051
Costs for live streaming	142 582	101 859
Costs for anti-doping testing	88 516	94 150
Total	995 798	954 942

Note 5 Other external costs

	2024	2023
Running costs of IOF Office	53 590	59 376
Meeting costs (General Assembly, Joint Meeting etc.)	19 237	14 157
Total	72 827	73 533

Note 6 Average no. of employees, remuneration and social costs

Average no. of employees

2024		2023	
No. of		No. of	
Employees	male	Employees	male
4	65%	4	65%

Remuneration and social costs

2024		2023	
Salary and other remunerations	Social costs (of these pension)	Salary and other remunerations	Social costs (of these pension) kostnader)
250 743	96 494 31 358	201 672	70 556 21 679

Remunerations distribution between Secretary General and employees

2024		2023	
Remuneration Secretary General (80%)	Other employees	Remuneration Secretary General (50%)	Other employees
52 799	294 438	30 059	242 168

Council members and management

	2024		2023	
	No.	Male	No.	Male
Council members	13	8	13	8
Secretary General	1	1	1	1

Note 7 Interest income and similar items

	2024	2023
Effects of foreign currency exchange	-3 424	6 846
Total	<u>-3 424</u>	<u>6 846</u>

Note 8 Interest costs and similar items

	2024	2023
Effects of foreign currency exchange	0	0
Interest costs	-170	-94
Total	<u>-170</u>	<u>-94</u>

Note 9 Office equipment

	2024	2023
Beginning valuation	18 625	18 625
Investments for the year	1 835	0
Ending accumulated valuation	20 460	18 625
Beginning depreciation to plan	-16 296	-13 930
Depreciation for the year	-2 356	-2 366
Ending accumulated valuation	<u>-18 652</u>	<u>-16 296</u>
Booked value	1 808	2 329

Karlstad, dated by the digital signature.

Tom Hollowell, President

Tatiana Kalenderoglu, Senior Vice President

Laszlo Zentai, Vice President

Linda Take, Vice President

Takashi Sugiyama, Council Member

Ildze Straume, Council Member

Hannu Kottonen, Council Member

Ingrid Okkenhaug, Council Member

Dusan Vystavel, Council Member

Blair Trewin, Council Member

Jürg Hellmüller, Council Member

Eline Gemperle, Council Member

Jonatan Ståhl, Council Member

Auditors signature

Our Audit Report has been delivered, dated by our digital signature.

Malin Palmqvist
Grant Thornton Sweden AB, Certified Auditor

Matthias Dalheimer
Governance Auditor

Auditor's report

N.B. The English text is a translation of the official version in Swedish. In the event of any conflict between the Swedish and English version, the Swedish shall prevail.

To general assembly of International Orienteering Federation, corporate identity number 802498 - 9603

Report on the annual accounts

Opinions

We have audited the annual accounts of International Orienteering Federation for the year 2024.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of International Orienteering Federation as of 31 December 2024 and its financial performance for the year then ended in accordance with the Annual Accounts Act. The statutory administration report is consistent with the other parts of the annual accounts.

We therefore recommend that general assembly adopts the income statement and balance sheet.

Basis for Opinions

We conducted our audit in accordance with generally accepted auditing standards in Sweden. The auditors' responsibilities under those standards are further described in the sections *The Registered Public Accounting Firm's Responsibilities* and *The General Examiner's Responsibilities*. We are independent of the association in accordance with professional ethics for accountants in Sweden. We as registered public accounting firm have fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and that they give a fair presentation in accordance with the Annual Accounts Act. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts, The Board of Directors and the Managing Director are responsible for the assessment of the association's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is not applied if decision has been taken to discontinue the operations.

The Registered Public Accounting Firm's responsibility

We conduct our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our objectives are to obtain reasonable assurance about whether the annual accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the annual accounts, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of the association's internal control relevant to our audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors and the Managing Director.
- Conclude on the appropriateness of the Board of Directors' and the Managing Director's use of the going concern basis of accounting in preparing the annual accounts. We also draw a conclusion, based on the audit evidence obtained, as to whether any material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the annual accounts or, if such disclosures are inadequate, to modify our opinion about the

annual accounts. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause an association to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the annual accounts, including the disclosures, and whether the annual accounts represent the underlying transactions and events in a manner that achieves fair presentation.

We must inform the Board of Directors of, among other matters, the planned scope and timing of the audit. We must also inform of significant audit findings during our audit, including any significant deficiencies in internal control that we identified.

The General Examiner's responsibility

I conduct my audit in accordance with the Swedish Audit Act and therefore in accordance with generally accepted auditing standards in Sweden. My objectives are to obtain reasonable assurance about whether the annual accounts have been prepared in accordance with the Annual Accounts Act and give a fair presentation of the financial position of International Orienteering Federation and its financial performance.

Report on other legal and regulatory requirements

Opinions

In addition to our audit of the annual accounts, we have also audited the administration of the Board of Directors and the Managing Director of International Orienteering Federation for the year 2024.

We recommend to general assembly that the members of the Board of Directors and the Managing Director be discharged from liability for the financial year.

Basis for Opinions

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the *Auditor's Responsibilities* section. We are independent of the association in accordance with professional ethics for accountants in Sweden. We as registered

public accounting firm have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the administration according to the statutes.

Auditor's responsibility

Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Managing Director in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the association.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the association.

As part of an audit in accordance with generally accepted auditing standards in Sweden, the registered public accounting firm exercises professional judgment and maintain professional skepticism throughout the audit. The examination of the administration is based primarily on the audit of the accounts. Additional audit procedures performed are based on the registered public accounting firm's professional judgment and other elected auditors' judgment with starting point in risk and materiality. This means that we focus the examination on such actions, areas and relationships that are material for the operations and where deviations and violations would have particular importance for the association's situation. We examine and test decisions undertaken, support for decisions, actions taken and other circumstances that are relevant to our opinion concerning discharge from liability.

Göteborg, according to the date indicated by the electronic signature.

Grant Thornton Sweden AB

Malin Palmqvist
Authorised Public Accountant

Matthias Dalheimer
General Examiner



Document history

Document summary

COMPLETED BY ALL:

27.05.2025 06:23

SENT BY OWNER:

Jennie Hall · 15.05.2025 13:15

DOCUMENT ID:

SJls6nBmZxg

ENVELOPE ID:

r19a2SQZee-SJls6nBmZxg

DOCUMENT NAME:

Audit report International Orienteering Federation 2024-01-01–2024-12-31.pdf

2 pages

SHA-512:

db1b9e9141e21bfd3ff0b0ccc6dcb930ed50b0c2c5298e3126d330ca4be28c6ed40d389ff2451b9ad0ba2c8d6135da65430c02125bd6df233cb0210c77eb51e1

Activity log

RECIPIENT	ACTION*	TIMESTAMP (CET)	METHOD	DETAILS
1. MATTHIAS DALHEIMER kalle.dalheimer@kdab.com	Signed Authenticated	15.05.2025 14:24 15.05.2025 14:23	eID Low	Swedish BankID (DOB: 1970/05/27) IP: 81.231.20.101
2. MALIN PALMQVIST malin.palmqvist@se.gt.com	Signed Authenticated	27.05.2025 06:23 27.05.2025 06:19	eID Low	Swedish BankID (DOB: 1994/10/04) IP: 194.14.78.10

* Action describes both the signing and authentication performed by each recipient. Authentication refers to the ID method used to access the document.

Attachments

No attachments related to this document

Verified ensures that the document has been signed according to the method stated above.

Copies of signed documents are securely stored by Verified.

To review the signature validity, please open this PDF using Adobe Reader.



GDPR
compliant



eIDAS
standard



PADES
sealed

Custom events

No custom events related to this document

Verified ensures that the document has been signed according to the method stated above.

Copies of signed documents are securely stored by Verified.

To review the signature validity, please open this PDF using Adobe Reader.



GDPR
compliant



eIDAS
standard



PAdES
sealed



Annual Financial Statement 2025

Annual Report for the accounting period 1 January 2025 to 31 December 2025

The Council of the International Orienteering Federation (Organisation number 802498-9603, Sweden) hereby releases the following Annual Report,

Contents	Page
Management Report	2-3
Profit and loss statement	4
Balance statement	5
Additional information	6-8

This Financial Report is provided for information to be able to compare historical performance. All amounts are in Euro (EUR) based upon the reference exchange rate published by Handelsbanken on December 31, 2025 (SEK/EUR 10.8047). Information within parentheses denote prior year. This financial statement is a translation of the signed original.

Management Report

General Information about the operations

The International Orienteering Federation (IOF), with its seat in Karlstad, Sweden, is the international federation for the sport of orienteering. The IOF is recognized by the International Olympic Committee (IOC) and is a member of the Association of IOC Recognized Sports Federations (ARISF). The purpose of the federation is to promote the sport of orienteering globally and to establish and administer an international competition program in the four disciplines that are practiced. For this purpose, the IOF shall sanction World Championships and other major international competitions; it shall maintain and supervise the application of an international regulatory framework and shall decide on any disputes that may arise. The federation shall also represent its members within the global sports movement and shall comply with The Olympic Charter, the World Anti-Doping Code, and the United Nations Sustainable Development Goals, and shall work to ensure equal conditions for participation in the sport of orienteering.

Information relevant to the federations mission and activities

The mission of the IOF is to promote the global growth of orienteering and to develop both competitive and recreational orienteering. The main objective is to become a global and sustainable sport, supported by a four-year strategic plan with dedicated focus areas until 2026, adopted by the Ordinary General Assembly in 2022 and 2024. The strategic plan provides the following main strategic priorities, reflecting the work and priorities in 2025:

1. Actively improve the performance and sustainability of the IOF and its member federations
2. Enhance the IOF brand and the visibility of orienteering
3. Develop the IOF's global competition programme
4. Further upgrade governance

The IOF's ways of working have continued to develop towards increased sustainability and transparency. The transition to digital meetings, webinars and education continued successfully during 2025. Digital meetings and webinars have enabled both broader participation and more efficient operations. The IOF Office operates entirely digitally, with employees in Sweden, Norway, Denmark and Hungary working closely together through digital means.

The consequences of the war in Ukraine have also affected the activities and operations under the IOF in 2025. The IOF Council decided at the beginning of 2022 to suspend the membership of the member federations in Russia and Belarus in the IOF, and the decisions were ratified by the Ordinary General Assembly in July 2022. As a result of the suspensions, athletes from these countries have not been allowed to participate in IOF events in 2025, including World Championships in all disciplines.

The IOF has introduced an "IOF Independent Athlete Status", which provides an opportunity for certain athletes with Russian and Belarusian citizenship to participate in World Ranking Events. All planned international championships and World Cup competitions were carried out during 2025. Overall, the events were delivered with good quality. Related to the third strategic initiative, the discipline commissions for the four disciplines under the IOF have led the work of extracting learning from conducted events in order to increase event quality and delivery through "feed forward" and areas for learning, together with event advisers, the IOF Office and local organisers. During 2025, further systematisation of this work has been achieved.

Related to the major events and the second strategic initiative, the growth of IOF TV continued during 2025. This has contributed to a significant increase in viewers of international orienteering competitions through the platform, and increased revenue streams for the IOF and local organisers. Good governance has continued to be a focus during 2025. In 2025, the IOF participated in a governance review conducted by "I Trust Sports" on behalf of ARISF. The IOF achieved a very good result in this review with a total score of 91 points out of a theoretical maximum of 100, and had the highest score of all 29 recognised international sports federations included in the review. Global development projects have also progressed during 2025. Webinars, development clinics and local and regional development projects with financial support from the IOF have largely been carried out as planned. The IOF Young Leaders Academy 2025, organised in Italy in July 2025, is a strategic initiative launched in 2023 and which has also been prioritised in 2025. The Academy was delivered successfully with the participation of 27 young leadership talents from the global orienteering community. A new feature in 2025 was that the Academy was led by three young former participants in the programme. In addition, the annual WOC clinic was conducted in connection with WOC 2025 in Finland, with 13 participants from eight national federations with limited resources and two coaches and managers from the IOF.

Significant activities during the year and after its completion

IOF's competitions were delivered with high quality, and the WOC in Finland became a public success. The viewing figures for the TV broadcasts from the Orienteering World Cup and WOC continue to grow, and during the year, among others, Belgian TV joined as a new rights holder. Two TV channels broadcast live from JWOC, and the SkiO competitions at the World University Games were shown across Europe on Eurosport. Another historic milestone was that orienteering was broadcast live on Chinese TV during The World Games in Chengdu, China, where the IOF contributed significantly to ensure high-quality and technically well-organised competitions. IOF TV continued to grow in both scale and revenue, and in 2025 the IOF was able to return a record-high amount to the organisers and member federations that cooperated with the IOF on Pay Per View streaming. As a precautionary principle, the size of the external revenues from TV rights and sponsorship after the first quarter was used as guidance for the level of budget funds allocated to development projects within the activities later in the year. Thanks to increased sponsorship revenues and improved margins, the IOF was able to invest additional funds in various development projects during 2025 and still deliver a financial result in line with the budget on the bottom line. On the cost side, the expenditure increases seen in recent years levelled off, and thanks to negotiations on multi-year contracts and associated Value In Kind sponsorship, the IOF was able to manage a fairly significant negative currency exchange effect and still maintain the budgeted result. A comment regarding the balance sheet is that the autumn normally contains larger accounts payable and accounts receivable related to the timing of the major events, and this year there was a shift so that a larger share than last year remained at the turn of the year.

Members

By the end of the year, the International Orienteering Federation had 80 member federations

The federations financials in summary (in thousands EUR):

	2025	2024	2023	2022
Operational net income	1 395	1 289	1 163	1 107
Result for the year	25	26	24	7
Solidity %	65,2%	73,5%	66,8%	65,6%
Balance Sheet total	535	441	446	416

Change in Equity

	Balanced Capital	Result for the year	Equity Capital
Opening balance	297 723	26 198	323 921
Disposition of results	26 198	-26 198	0
Result for the year		24 806	24 806
Closing balance	323 921	24 806	348 727



International Orienteering Federation
Org nr 802498-9603

PROFIT AND LOSS STATEMENT	NOTE	2025-01-01 till 2025-12-31	2024-01-01 till 2024-12-31
Income			
Net income from operations	1	1 394 642	1 288 954
Membership fees		223 941	210 371
Grants and gifts	2	32 697	31 169
Other income	3	0	0
Total income		1 651 280	1 530 494
Costs			
Cost of operations	3	-1 208 840	-1 057 802
Other external costs	4	-63 438	-77 362
Staff costs	5	-330 870	-368 858
Depreciation		-1 106	-2 503
Total costs		-1 604 255	-1 506 524
Profit/Loss		47 025	23 970
Investments and financing			
Interest income and similar items	6	-22 109	2 409
Interest costs and similar items	7	-111	-181
		-22 219	2 228
Result after investments and financing		24 806	26 198
Result for the year		24 806	26 198



International Orienteering Federation
Org nr 802498-9603

BALANCE STATEMENT	NOTE	2025-12-31	2024-12-31
ASSETS			
Non-current assets			
<i>Tangible assets</i>			
Machinery and equipment	8	<u>4 304</u>	<u>1 920</u>
		4 304	1 920
Total non-current assets		4 304	1 920
Current assets			
<i>Inventory etc.</i>			
Inventory		<u>3 298</u>	<u>20 342</u>
		3 298	20 342
<i>Short-term assets</i>			
Accounts receivable		164 601	18 811
Other short-term assets		11 073	805
Prepayments and accrued income		<u>34 748</u>	<u>37 479</u>
		210 422	57 095
<i>Cash in hand and at banks</i>		<u>316 679</u>	<u>361 224</u>
		316 679	361 224
Total current assets		530 399	438 661
TOTAL ASSETS		534 703	440 581

BALANCE STATEMENT	2025	2024
EQUITY AND DEBTS		
<i>Equity</i>		
Balanced gains	323 921	297 723
Result for the year	<u>24 806</u>	<u>26 198</u>
	348 727	323 921
<i>Short-term debts</i>		
Accounts payable	91 380	10 930
Other short-term debts	35 036	43 999
Accruals and deferred income	<u>59 560</u>	<u>61 731</u>
	185 976	116 660
TOTAL EQUITY AND DEBTS	534 703	440 581



ADDITIONAL INFORMATION (NOTES)

Accounting and valuation principles

The financial statement has been established in accordance with Swedish accounting law and the Swedish Accounting Standards Board recommendations (BFNAR 2016:10), Accounting in Smaller Businesses.

Definitions:

Membership fees

Membership fees include payments for membership in the federation.

Depreciation

Tangible and intangible assets are valued at the initial purchase value reduced by planned depreciation. Depreciation is done systematically over the estimated lifetime of the asset. The following depreciation periods are standard:

Office equipment 5 years

Solidity

Equity as a percentage of Total Assets

Note 1 Net income

<u>Income distribution:</u>	2025	2024
Income from sports events	450 903	461 719
Other income from operations	253	374
Sponsoring, advertising	149842	155117
Income from TV rights	388449	397239
Income from live streaming	330332	206098
Anti-doping fund	74862	68406
Total	1 394 642	1 288 954

Note 2 Gifts and Grants

Grants:	2025	2024
IOC	32 697	31 169
Total	32 697	31 169



International Orienteering Federation
Org nr 802498-9603

Note 3 Information about operational costs

	2025	2024
Events related costs	372952	354108
Change of inventory	0	-2106
Costs for development projects	65520	38273
Communication costs	0	27539
Other operational costs (The World Games)	55313	4716
Costs for TV productions	373612	389785
Costs for live streaming	250640	151459
Costs for anti-doping testing	90802	94028
Total	1 208 840	1 057 802

Note 4 Other external costs

	2025	2024
Running costs of IOF Office	45005	56926
Meeting costs (General Assembly, Joint Meeting etc.)	18433	20435
Total	63 438	77 362

Note 5 Average no. of employees, remuneration and social costs

Average no. of employees	2025		2024	
	No. of Employees	male	No. of Employees	male
	4	75%	5	65%

Remuneration and social costs	2025		2024	
	Salary and other remunerations	Social costs (of these pension)	Salary and other remunerations	Social costs (of these pension)
	242 568	88 302 (28492)	266 355	102 502 (33311)

Remunerations distribution between Secretary General and employees	2025		2024	
	Remuneration Secretary General (80%)	Other employees	Remuneration Secretary General (80%)	Other employees
	58 330	272 540	56 087	312 771

Council members and management	2025		2024	
	No.	Male	No.	Male
Council members	13	8	13	8
Secretary General	1	1	1	1



International Orienteering Federation
Org nr 802498-9603

Note 6 Interest income and similar items

	2025	2024
Interest income	6 718	6 046
Effects of foreign currency exchange	-28 827	-3 638
Total	-22 109	2 409

Note 7 Interest costs and similar items

	2025	2024
Effects of foreign currency exchange	0	0
Interest costs	-111	-181
Total	-111	-181

Note 8 Office equipment

	2025	2024
Beginning valuation	21 734	19 785
Investments for the year	3 490	1 949
Ending accumulated valuation	25 224	21 734
Beginning depreciation to plan	-19 814	-17 311
Depreciation for the year	-1 106	-2 503
Ending accumulated valuation	-20 920	-19 814
Booked value	4 304	1 920



International Orienteering Federation
Org nr 802498-9603

The Financial Statement was approved on 20 March 2026

Signed on the date indicated in each respective officer's electronic signature.

Tom Hollowell, President

Tatiana Kalenderoglu, Senior Vice President

Laszlo Zentai, Vice President

Linda Take, Vice President

Takashi Sugiyama, Council Member

Ildze Straume, Council Member

Hannu Kottonen, Council Member

Ingrid Okkenhaug, Council Member

Dusan Vystavel, Council Member

Blair Trewin, Council Member

Jürg Hellmüller, Council Member

Eline Gemperle, Council Member

Jonatan Ståhl, Council Member

Auditors signature

Our Audit Report has been delivered, dated by our digital signature.

Malin Palmqvist
Grant Thornton Sweden AB, Certified Auditor

Matthias Dalheimer
Governance Auditor

Auditor's report

N.B. The English text is a translation of the official version in Swedish. In the event of any conflict between the Swedish and English version, the Swedish shall prevail.

To the general assembly of International Orienteering Federation, corporate identity number 802498 - 9603

Report on the annual accounts

Opinions

We have audited the annual accounts of International Orienteering Federation for the year 2025.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of International Orienteering Federation as of 31 December 2025 and its financial performance for the year then ended in accordance with the Annual Accounts Act. The statutory administration report is consistent with the other parts of the annual accounts.

We therefore recommend that the general assembly adopts the income statement and balance sheet.

Basis for Opinions

We conducted our audit in accordance with generally accepted auditing standards in Sweden. The auditors' responsibilities under those standards are further described in the sections *The Registered Public Accounting Firm's Responsibilities* and *The General Examiner's Responsibilities*. We are independent of the association in accordance with professional ethics for accountants in Sweden. We as registered public accounting firm have fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and that they give a fair presentation in accordance with the Annual Accounts Act. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts, The Board of Directors and the Managing Director are responsible for the assessment of the association's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is not applied if decision has been taken to discontinue the operations.

The Registered Public Accounting Firm's responsibility

We conduct our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our objectives are to obtain reasonable assurance about whether the annual accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the annual accounts, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of the association's internal control relevant to our audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors and the Managing Director.
- Conclude on the appropriateness of the Board of Directors' and the Managing Director's use of the going concern basis of accounting in preparing the annual accounts. We also draw a conclusion, based on the audit evidence obtained, as to whether any material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the annual accounts or, if such disclosures are inadequate, to modify our opinion about the

annual accounts. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause an association to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the annual accounts, including the disclosures, and whether the annual accounts represent the underlying transactions and events in a manner that achieves fair presentation.

We must inform the Board of Directors of, among other matters, the planned scope and timing of the audit. We must also inform of significant audit findings during our audit, including any significant deficiencies in internal control that we identified.

The General Examiner's responsibility

I conduct my audit in accordance with the Swedish Audit Act and therefore in accordance with generally accepted auditing standards in Sweden. My objectives are to obtain reasonable assurance about whether the annual accounts have been prepared in accordance with the Annual Accounts Act and give a fair presentation of the financial position of International Orienteering Federation and its financial performance.

Report on other legal and regulatory requirements

Opinions

In addition to our audit of the annual accounts, we have also audited the administration of the Board of Directors and the Managing Director of International Orienteering Federation for the year 2025.

We recommend to the general assembly that the members of the Board of Directors and the Managing Director be discharged from liability for the financial year.

Basis for Opinions

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the *Auditor's Responsibilities* section. We are independent of the association in accordance with professional ethics for accountants in Sweden. We as registered

public accounting firm have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the administration according to the statutes.

Auditor's responsibility

Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Managing Director in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the association.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the association.

As part of an audit in accordance with generally accepted auditing standards in Sweden, the registered public accounting firm exercises professional judgment and maintain professional skepticism throughout the audit. The examination of the administration is based primarily on the audit of the accounts. Additional audit procedures performed are based on the registered public accounting firm's professional judgment and other elected auditors' judgment with starting point in risk and materiality. This means that we focus the examination on such actions, areas and relationships that are material for the operations and where deviations and violations would have particular importance for the association's situation. We examine and test decisions undertaken, support for decisions, actions taken and other circumstances that are relevant to our opinion concerning discharge from liability.

Göteborg, according to the date indicated by the electronic signature.

Grant Thornton Sweden AB

Malin Palmqvist
Authorised Public Accountant

Matthias Dalheimer
General Examiner



Report from Elected Governance Auditor

As the elected governance auditor, I have reviewed the annual statement and the work of Office and Council regarding whether they live up to the goals set forth by the member federations in the annual meetings. To that purpose, I have received comprehensive materials, minutes of all official meetings, and have been able to communicate with Office as necessary. I do not have a formal education in auditing annual statements, but have comprehensive experience from my own professional career.

In some cases, I have asked for additional explanations which I have always received to a fully satisfying extent. I therefore approve the correctness and fitness for purpose of the annual statement.

Matthias K Dalheimer
Elected Governance Auditor



IX. IOF Memberships

Confirmation of suspensions

Members failing to meet their financial obligations

Background:

From the IOF Statutes:

3.2.4 Obligations of Members and Provisional Members

Members and Provisional Members shall abide by these Statutes, the IOF Anti-Doping Rules, the IOF Code of Ethics, the IOF Environmental Policy, other IOF Rules and policies, and the decisions of the General Assembly and Council.

Members and Provisional Members shall:

- *respect and abide by the Olympic Charter.*
- *respect and abide by the provisions of the World Anti-Doping Code, commit themselves to doping-free sport and agree that the provisions of the World Anti-Doping Code apply to all persons and competitors under the jurisdiction of the IOF and its members.*
- *respect the UN Sustainable Development Goals for the protection of the environment and sustainable development.*
- *respect the autonomy of other members.*
- *not interfere in the internal affairs of other members.*
- *guarantee freedom of participation on an equal basis for all IOF members if commissioned with the organisation of the General Assembly, IOF event, course, seminar, or conference held under the auspices of the IOF.*
- *meet the financial requirements of membership.*
- *undertake to stage national championships.*
- *undertake to provide information and advice about the development of the national federation, the development of the sport of orienteering in their country and the development of the sport internationally upon request.*
- *undertake to provide membership and activity data annually.*

Members and Provisional Members that are not responsible at the national level for all the orienteering disciplines practised in the country concerned shall also:

- *maintain constructive relations with the body or bodies responsible at the national level for other orienteering disciplines.*
- *give their approval, which may not be unreasonably withheld, before the body or bodies responsible for other orienteering disciplines at the national level may apply to organise IOF events, send teams to IOF events or provide members of IOF bodies.*
- *act as an umbrella organisation for such bodies in relation to the IOF.*

3.3 Suspension of Membership

3.3.1 *Members who do not meet the obligations of membership in clause 3.2.4 may be suspended.*

3.3.2 *The Council, acting under the authority the General Assembly, shall determine the period and terms of the suspension and advise the member in writing of the period and terms of the suspension.*

3.3.3 *A member who is suspended shall have the right to attend the General Assembly as a guest and to speak regarding the suspension of its membership.*

3.3.4 *For a suspension to be valid it must be ratified by the Ordinary General Assembly.*

Council decided on 21 March 2025, in accordance with the IOF Statutes, to suspend the Member Federation in Argentina until membership fees are paid.

Council decided on 14 November 2025, in accordance with the IOF Statutes, to suspend the Provisional Member Federation in Mauritius until membership fees are paid.

Status as of 4 May 2026:

Argentina

Past due membership fees: 2023, 2024, 2025 and 2026

Mauritius

Past due membership fees: 2026

Proposal from Council to the IOF XXXIII Ordinary General Assembly:

The General Assembly ratifies the decisions to suspend the memberships of the Members in:

- *Argentina (Suspended on 21.3.2025)*
- *Mauritius (Suspended on 14.11.2025)*

Termination of Memberships

Background:

From the IOF Statutes:

3.2.4 Obligations of Members and Provisional Members

Members and Provisional Members shall abide by these Statutes, the IOF Anti-Doping Rules, the IOF Code of Ethics, the IOF Environmental Policy, other IOF Rules and policies, and the decisions of the General Assembly and Council.

Members and Provisional Members shall:

- respect and abide by the Olympic Charter.
- respect and abide by the provisions of the World Anti-Doping Code, commit themselves to doping-free sport and agree that the provisions of the World Anti-Doping Code apply to all persons and competitors under the jurisdiction of the IOF and its members.
- respect the UN Sustainable Development Goals for the protection of the environment and sustainable development.
- respect the autonomy of other members.
- not interfere in the internal affairs of other members.
- guarantee freedom of participation on an equal basis for all IOF members if commissioned with the organisation of the General Assembly, IOF event, course, seminar, or conference held under the auspices of the IOF.
- meet the financial requirements of membership.
- undertake to stage national championships.
- undertake to provide information and advice about the development of the national federation, the development of the sport of orienteering in their country and the development of the sport internationally upon request.
- undertake to provide membership and activity data annually.

Members and Provisional Members that are not responsible at the national level for all the orienteering disciplines practised in the country concerned shall also:

- maintain constructive relations with the body or bodies responsible at the national level for other orienteering disciplines.
- give their approval, which may not be unreasonably withheld, before the body or bodies responsible for other orienteering disciplines at the national level may apply to organise IOF events, send teams to IOF events or provide members of IOF bodies.
- act as an umbrella organisation for such bodies in relation to the IOF.

3.4 Termination of Membership

- 3.4.1 Membership shall end one month after the receipt by the Office of a notice of resignation. The resigning member shall fulfil its financial and other obligations as stipulated in these Statutes by the end of the ongoing calendar year.
- 3.4.2 The General Assembly may expel a member that fails to meet its Statutory obligations, its financial obligations, or violates the IOF Statutes or other policies and rules issued by the IOF.
- 3.4.3 A member that has been expelled under clause 3.4.2 may only be re-admitted to the IOF when it has complied with its undertakings.

Barbados

Barbados Orienteering Federation has been a Member of the IOF since 01.07.2010.

The Member has not paid its membership fees to the IOF for 2022, 2023, 2024, 2025 and 2026.

The Member is not responding to any official communication from the IOF.

The Council recommends to terminate its membership.

India

The Orienteering Federation of India has been a Member of the IOF since 01.07.1997. It's real interest and ability to develop the sport of orienteering in India has however been a recurring issue over several years. Despite being a full Member in the IOF for close to 30 years, orienteering is still at a very marginal level in India.

Please note that the Member Federation in India whose membership termination is being proposed is a different organisation from the Indian organisation that was granted provisional membership by Council in March 2026. This new organisation has demonstrated greater capacity and commitment to developing orienteering in India and has therefore been granted provisional membership by Council.

In September 2024, the IOF sent a letter to the Orienteering Federation of India requesting a report on its compliance with the membership obligations set out in Clause 3.2.4 of the IOF Statutes. The Member Federation was given until 31 December 2024 to respond and submit the requested report.

A report was submitted to the IOF Secretary General in January 2025. The subsequent assessment of the submitted material identified a lack of publicly accessible communication channels and event calendar, limited active development efforts for orienteering in India, and no organisation of national championships. These findings supported a recommendation to terminate membership. Such a decision can only be made by the IOF General Assembly. Council decided in January 2025 to suspend the membership of the Orienteering Federation of India based on the assessment of the material received.

The Member has not paid its membership fee to the IOF for 2026.

The Council now recommends that the General Assembly terminate the membership of the suspended organisation and ratify the decision to grant provisional membership to the new organisation in India.

Proposal from Council to the IOF XXXIII Ordinary General Assembly:

Due to non-compliance with the statutory obligations set out in clause 3.2.4 of the IOF Statutes, the General Assembly terminates the memberships of the Members in:

- *Barbados*
- *India*

Ratification of new Provisional Memberships

Background:

From the IOF Statutes:

3.2.1

A national organisation desiring provisional membership shall lodge with the Office a written application together with a copy of the organisation's registration, constitution and competition rules, a report on the development of orienteering in the country including map examples and a statement of current membership figures. The organisation applying for membership shall pay an application fee which shall be paid prior to the Council considering the application. The application fee is non-refundable and in case of a successful application will be applied towards payment of the membership fee for the initial calendar year of provisional membership. If the Council approves the application, the organisation shall be accepted as a provisional member. To be final, the Council's decision must be ratified by the next General Assembly.

In accordance with the IOF Statutes, the Council has granted Provisional Memberships to Members in:

- | | |
|-----------|--------------------------------------|
| • Algeria | Provisional Member granted 13.1.2025 |
| • Mexico | Provisional Member granted 13.1.2025 |
| • Iraq | Provisional Member granted 21.3.2025 |
| • India* | Provisional Member granted 20.3.2026 |

Official application letters for Provisional Membership submitted as part of the provisional membership applications are attached.

* Please note that this is a different organisation in India from the suspended Member Federation whose membership termination is proposed to the General Assembly.

Proposal from Council to the IOF XXXIII Ordinary General Assembly:

The General Assembly ratifies the decisions to grant provisional memberships to the Members in:

- *Algeria*
- *Mexico*
- *Iraq*
- *India*

Dear Sondre Gullord,

I am writing to confirm our continued strong interest in joining the IOF. We have diligently prepared all the required documents as outlined in your previous communication.

However, due to a recent unfortunate incident ; a fire that destroyed our local office and severely impacted our federation's operations ,so one of our documents remains untranslated into English. The Sport for All Federation is currently facing significant challenges as we rebuild from this devastating event.

Despite these setbacks, we remain highly motivated to join the IOF and become an active part of this wonderful sport.

To proceed with the application fee payment, I kindly request an invoice. Upon receiving the invoice, we will promptly make the payment via bank transfer.

Please let me know if any further information or steps are required from our end.

Thank you for your understanding and continued support. We look forward to moving forward with our application.

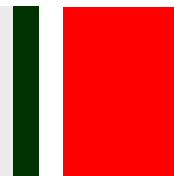
Sincerely,

Isma
Algerian Orienteering Commission President

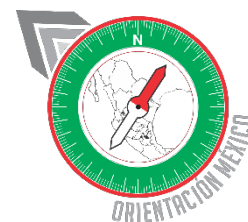
Orientación México

Puerto Vallarta, Jal. México

+523333590907 orientacionmexico@gmail.com



January 3, 2025.



Mr. Sondre Gullord
General Secretary
International Orienteering Federation (IOF)

Subject: Application of Mexico as provisional members of the IOF

Mr. Secretary General,

Through this letter, we address you as representatives of the orienteering community in Mexico, with the aim of formally submitting our application for Mexico to be considered as an official member of the International Orienteering Federation (IOF). We are convinced that this membership will be a significant step in the development and consolidation of this sport in our country.

In recent years, orienteering has experienced remarkable growth in different regions of Mexico, particularly in cities like Puerto Vallarta and Monterrey. Through local and regional initiatives, we have succeeded not only in promoting the practice of orienteering but also in establishing a solid base of athletes and enthusiasts.

A significant milestone was the organization of the Central American and Caribbean Orienteering Championship (CACCO) in 2022, successfully held in Puerto Vallarta. This event not only demonstrated our ability to host international-level competitions but also attracted participants from across the region, strengthening sporting and cultural ties between neighboring countries. Additionally, Mexican athletes have had notable participation in international competitions such as the CACCO and the Latin Cup of Orienteering, reflecting the commitment and quality of our athletes.

It is important to highlight that we have had the support of the regional coordinator, José Ángel Nieto Poblete, who has overseen the development of orienteering in Mexico, ensuring its growth and alignment with international standards.

We believe that Mexico's incorporation into the IOF will be an invaluable opportunity to continue promoting this sport, gaining access to greater resources, and strengthening our networks within the international community. We are ready to meet the requirements and commitments that this membership entails, and we are confident that our participation will contribute to the enrichment of the global orienteering movement.

We remain at your complete disposal to provide any additional information that may be necessary to evaluate our application. We sincerely appreciate your attention and consideration, and we look forward to closely collaborating with the IOF in the future.

Kind regards,

Sincerely,
Orientación México
Jorge López Haro
Coordinator





Dear Sir,

We are pleased to inform you that Iraq Orienteering Federation is promoting Orienteering as Sport in Iraq.

We are hereby making a humble request to kindly grant our association a provisional membership with the International Orienteering Federation so that Iraq Orienteering Federation become a member of the IOF.
Please find attached:

1. Letter from Registrar
2. Constitution of Iraq Orienteering Federation
3. Competition Rules of Iraq Orienteering Federation
4. Several local competitions were held for all age groups
With the participation of men, women, children and the disabled
5. We planned to hold an international championship in the Iraq during 2026

We hope to get a positive reply and grant Iraq Orienteering Federation a Provisional Membership.

Thanking you in anticipation

Kind Regards

Safaa Al-Abboodi
General Secretary
+9647722711017
E-Mail: safaasport399@gmail.com



Members of the Board of Directors of the Orienteering Sport Foundation

Adjective	Name	
Chairman of the Board	Dr.Hussein Mnaty ,Alwawi	1
Vice Chairman of the Board of Directors	Mr.Kadhim Shareef , Mohammed	2
Secretary General	Mr.Safaa Muslim , AL-Abboodi	3
financial manager	Mr.Jasim Mohammed Hussein, Ismael	4
Director of National Teams and Activities	Ms.Afrah Baqer , AL-Bassam	5
Chairman of the Marketing Committee	Mr.Muslim Hussein , Hasab	6
Head of the Women's Committee	Ms.Eshraqah Majid , Mohealdeen	7

Mr. Sondre Gullord
Secretary General
International Orienteering Federation

Dear Mr. Gullord,

Greetings from India.

On behalf of the **Orienteering Sport Federation (India)**, I am pleased to formally submit our application for **Provisional Membership** of the **International Orienteering Federation (IOF)**.

In accordance with the membership requirements, we are enclosing the following documents for your kind consideration:

1. Copy of the Federation's official registration certificate.
2. Constitution of the Orienteering Sport Federation (India).
3. Competition Rules as adopted by the Federation.
4. Report on the Development of Orienteering in India, including proper map examples.
5. Statement of current membership figures. We will also be making the payment for the **application fee of 330 EUR**, as per IOF regulations. Kindly share the **IOF bank account details** and any necessary payment reference information so that we may initiate the transfer at the earliest.

The Orienteering Sport Federation (India) has been established with the vision of developing and promoting the sport of Orienteering across the country in alignment with IOF principles. We are confident that our inclusion as a provisional member will further strengthen the growth and structure of Orienteering in India.

Please let me know if any other information or document is required from our end.

We thank you for your continued guidance and support and look forward to the IOF Council's consideration of our application.

Warm regards,

Gaurav Singh

President

Orienteering Sport Federation (India)

Email: president@orienteeringindia.in

Phone: +91 8595812270

Ratification of new Memberships

Background:

From the IOF Statutes:

3.2.2

A national organisation desiring membership, including those currently holding a provisional membership, shall lodge with the IOF Office a written application including a copy of the organisation's registration, constitution and competition rules, a report on the development of orienteering in the country including map examples and a statement of current membership figures and evidence of recognition by the relevant national sports authority. The organisation applying for membership shall pay an application fee which shall be paid prior to the Council considering the application. The application fee is non-refundable and in case of a successful application will be applied towards payment of the membership fee for the initial calendar year of membership. If the Council approves the application, the organisation shall be accepted as a member. To be final, the Council's decision must be ratified by the next General Assembly.

In accordance with the IOF Statutes, the Council has granted Memberships to Members in:

- Costa Rica Membership granted 17.07.2025
- Paraguay Membership granted 20.03.2026

Official application letters for Membership submitted as part of the membership applications are attached.

Proposal from Council to the IOF XXXIII Ordinary General Assembly:

The General Assembly ratifies the decisions to grant memberships to the Members in:

- *Costa Rica*
- *Paraguay*

OFFICIAL FULL MEMBERSHIP APPLICATION LETTER

Asunción, February 10th, 2026

Mr. Sondre Gullord
Secretary General International Orienteering Federation (IOF)
Application for Full Membership – Asociación Paraguaya de Orientación Deportiva (APOD)

Dear Mr. Gullord,

In my capacity as President of the **Asociación Paraguaya de Orientación Deportiva (APOD)**, I am honored to formally submit our application to transition from Provisional Membership to **Full Membership** in the IOF, as established in Clause 3.2.2 of the IOF Statutes.

Having reached the end of the two Ordinary General Assembly periods, our association has actively worked to develop and professionalize orienteering in Paraguay. To support this application, **please find all the required documentation attached to this email**, as listed below:

- Registration and Constitution: Copies of our legal status (Personería Jurídica) and APOD's Constitution.
- Competition Rules: The current official regulations used in our national circuit (CPCO).
- Development Report and Map Examples: Our 2025 Management Memory detailing institutional growth and official cartography from CAPOD 2025.
- Membership Figures: A formal statement certifying our current 156 active members.
- National Recognition: Evidence of recognition by the National Sports Secretariat (SND) of Paraguay.

All the documents are attached to the email

Furthermore, we kindly request the specific details regarding the application fee (amount and bank information) to proceed with the payment immediately.

We remain at your total disposal for any additional information required by the IOF Council for its meeting on February 20th.

Sincerely,



Asociación Paraguaya
de Orientación Deportiva
RUC.: 80127030 - 8

Félix Santiago Carvallo González

President Asociación Paraguaya de Orientación Deportiva (APOD)

San José, Costa Rica
June 10, 2025

FECODEO-25-06-2025

Council of the International Orienteering Federation (IOF)
International Orienteering Federation

Dear Members of the IOF Council,

Warm greetings from the Costa Rican Orienteering Federation.

We respectfully request that the Costa Rican Orienteering Federation be considered for permanent membership in the International Orienteering Federation (IOF).

In recent years, Costa Rica has consistently worked to develop and promote orienteering at the national level, following the guidelines established by the IOF, and has actively participated in various international events. We are firmly committed to the sport's growth, its proper regulation, and our integration into the international orienteering community.

As part of this request, we are submitting the documentation required by the IOF for the permanent membership application process. This is intended to demonstrate our seriousness, institutional readiness, and commitment to the principles and objectives of the IOF.

We sincerely thank you in advance for your attention to this request and remain at your disposal for any further questions or additional information you may require.

Sincerely,

Carmen María Solís Alvarado
President
Costa Rican Orienteering Federation



X. Proposals to the XXXIII IOF Ordinary General Assembly



INTERNATIONAL ORIENTEERING FEDERATION

STATUTES

INTERNATIONAL ORIENTEERING FEDERATION

Proposals for amendments in track changes

Formatted: Check spelling and grammar

STATUTES OF THE INTERNATIONAL ORIENTEERING FEDERATION (IOF)

1. NAME, AUTHORITY AND DEFINITION

1.1 Name

The name of the organisation is the International Orienteering Federation, henceforward IOF, registered in Sweden.

1.2 Authority and definition

The IOF, recognised by the International Olympic Committee (IOC), is, amongst its members, the supreme authority on all matters relating to international orienteering. Orienteering is a sport involving non-motorised (with the exception of wheelchairs) navigation with a map.

The recognised orienteering disciplines are foot orienteering, ski orienteering, trail orienteering and mountain bike orienteering, including any and all forms of virtual/electronic orienteering activities and competitions related to the above disciplines.

1.3 **Legal form**

1.3.1 The IOF is a non-profit organisation governed by Swedish law.

1.3.2 The IOF may conduct sporting and other activities in corporate form, subject to applicable rules and regulations. The IOF may also conduct activities outside of its objects in corporate form. The IOF shall own all shares in any such company referred to in this clause 1.3.2.

1.4 Official language

The official language of the IOF is English.

2. AIMS, TASKS and OBLIGATIONS

2.1 The aims of the IOF shall be:

2.1.1 To promote the global growth of orienteering and develop competitive and recreational orienteering.

2.1.2 To create and maintain a world event programme.

2.2 The tasks of the IOF shall be:

2.2.1 To commission and supervise World Championships and other IOF events.

2.2.2 To maintain universal rules and guidelines for orienteering events under its auspices and to supervise their proper application.

2.2.3 To act as the final authority in controversies other than those coming within the jurisdiction of the jury of an international orienteering event.

2.2.4 To maintain cordial relations with other international sports organisations and to represent the interests of its members and international orienteering in its dealings with such organisations.

Formatted: Check spelling and grammar

2.3 The obligations of the IOF are:

- 2.3.1 To respect and abide by the Olympic Charter.
- 2.3.2 To respect and abide by the provisions of the World Anti-Doping Code and the Olympic Movement Code on the Prevention of the Manipulation of Competitions.
- 2.3.3 To respect and implement the UN Sustainable Development Goals for the protection of the environment and sustainable development.
- 2.3.4 To respect the autonomy of its members and not intervene in their internal affairs.
- 2.3.5 To ensure that only countries that can guarantee freedom of participation on an equal basis to all IOF members shall be commissioned with the organisation of the General Assembly, IOF event, course, seminar, or conference held under the auspices of the IOF.

3. MEMBERSHIP

3.1 Structure

- 3.1.1 The IOF is made up of the national orienteering federations that have been admitted to membership. Only one legally constituted orienteering organisation from any one country, defined as an independent member of the IOC, may be admitted as a member.

The IOF may provide for provisional membership of a national organisation when first admitted to membership. Provisional membership may be granted to organisations which have not yet fulfilled all requirements for membership yet have fulfilled the basic requirements of good governance and have demonstrated achievements in the development of the sport in their country.

A provisional member may retain that status for two Ordinary General Assembly periods during which time the provisional member must, in the view of the Council, have actively developed the sport of orienteering in that country.

The Council may determine to further extend the period of provisional membership by one Ordinary General Assembly period.

A provisional member having such membership terminated by the Council or the General Assembly may not reapply for membership until after one Ordinary General Assembly period has lapsed.

A national federation having once attained the designation *member* rather than that of *provisional member* may not, voluntarily, revert to provisional membership.

3.2 Application Procedure, Rights and Duties of Members

- 3.2.1 A national organisation desiring provisional membership shall lodge with the Office a written application together with a copy of the organisation's registration, constitution and competition rules, a report on the development of orienteering in the country including map examples and a statement of current membership figures. The organisation applying for membership shall pay an application fee which shall be paid prior to the Council considering the application. The application fee is non-refundable and in case of a successful application will be applied towards payment of the membership fee for the initial calendar year of provisional membership. If the Council approves the application, the organisation shall be accepted as a provisional member. To be final, the Council's decision must be ratified by the next General Assembly.
- 3.2.2 A national organisation desiring membership, including those currently holding a provisional membership, shall lodge with the IOF Office a written application including a copy of the organisation's registration, constitution and competition rules, a report on the development of orienteering in the country including map examples and a statement of current membership figures and evidence of recognition by the relevant national sports authority. The organisation

Formatted: Check spelling and grammar

applying for membership shall pay an application fee which shall be paid prior to the Council considering the application. The application fee is non-refundable and in case of a successful application will be applied towards payment of the membership fee for the initial calendar year of membership. If the Council approves the application, the organisation shall be accepted as a member. To be final, the Council's decision must be ratified by the next General Assembly.

3.2.3 Rights of Members and Provisional Members

As soon as the Council has decided to admit an organisation to membership or provisional membership, the organisation is entitled to the following rights, provided the membership fee has been paid.

- To participate in Council updates to members between the General Assembly
- To participate in IOF events in all recognised orienteering disciplines.
- To organise IOF events in all recognised orienteering disciplines.
- To organise and participate in courses, seminars, and other activities of the IOF.
- To receive all official IOF material.
- To publicise their activities via the IOF.

As soon as the membership or provisional membership has been ratified by the General Assembly, the organisation is entitled to the following rights, provided the membership fee has been paid.

- To participate in and to vote at an IOF General Assembly, except that Provisional Members may participate in the General Assembly but may not vote nor nominate candidates to Council.
- To make proposals and to express views to the General Assembly and to the Council.

3.2.4 Obligations of Members and Provisional Members

Members and Provisional Members shall abide by these Statutes, the IOF Anti-Doping Rules, the IOF Code of Ethics, the IOF Environmental Policy, other IOF Rules and policies, and the decisions of the General Assembly and Council.

Members and Provisional Members shall:

- respect and abide by the Olympic Charter.
- respect and abide by the provisions of the World Anti-Doping Code, commit themselves to doping-free sport and agree that the provisions of the World Anti-Doping Code apply to all persons and competitors under the jurisdiction of the IOF and its members.
- respect the UN Sustainable Development Goals for the protection of the environment and sustainable development.
- respect the Olympic Movement Code on the Prevention of the Manipulation of Competitions.
- respect the autonomy of other members.
- not interfere in the internal affairs of other members.
- guarantee freedom of participation on an equal basis for all IOF members if commissioned with the organisation of the General Assembly, IOF event, course, seminar, or conference held under the auspices of the IOF.
- meet the financial requirements of membership.
- undertake to stage national championships.
- undertake to provide information and advice about the development of the national federation, the development of the sport of orienteering in their country and the development of the sport internationally upon request.
- undertake to provide membership and activity data annually.

Members and Provisional Members that are not responsible at the national level for all the orienteering disciplines practised in the country concerned shall also:

- maintain constructive relations with the body or bodies responsible at the national level for other orienteering disciplines.

Formatted: Check spelling and grammar

- give their approval, which may not be unreasonably withheld, before the body or bodies responsible for other orienteering disciplines at the national level may apply to organise IOF events, send teams to IOF events or provide members of IOF bodies.
- act as an umbrella organisation for such bodies in relation to the IOF.

3.3 Suspension of Membership

- 3.3.1 Members who do not meet the obligations of membership in clause 3.2.4 may be suspended.
- 3.3.2 The Council, acting under the authority the General Assembly, shall determine the period and terms of the suspension and advise the member in writing of the period and terms of the suspension.
- 3.3.3 A member who is suspended shall have the right to attend the General Assembly as a guest and to speak regarding the suspension of its membership.
- 3.3.4 For a suspension to be valid it must be ratified by the Ordinary General Assembly.

3.4 Termination of Membership

- 3.4.1 Membership shall end one month after the receipt by the Office of a notice of resignation. The resigning member shall fulfil its financial and other obligations as stipulated in these Statutes by the end of the ongoing calendar year.
- 3.4.2 The General Assembly may expel a member that fails to meet its Statutory obligations, its financial obligations, or violates the IOF Statutes or other policies and rules issued by the IOF.
- 3.4.3 A member that has been expelled under clause 3.4.2 may only be re-admitted to the IOF when it has complied with its undertakings.

3.5 Designation

Members shall be designated by the IOC's standard three letter abbreviation of the country's name.

4. MEMBERSHIP FEES

- 4.1 The fee applicable to a member and a provisional member, including the application fee for the respective memberships, shall be fixed by an Ordinary General Assembly and shall cover the two calendar years following the General Assembly.
- 4.2 The membership fee for the current year shall be payable to the Office by March 1st.
- 4.3 If a member fails to pay its fee within two months of the due date, despite a warning sent to the member's official contact address, it shall lose the rights detailed under clauses 3.2.3. A member who fails to pay its fee may be suspended under clause 3.3.
- 4.4 A newly admitted member shall pay its first fee before being allowed to exercise the rights of membership.

5. STATUTORY INSTITUTIONS

The statutory institutions of the IOF are:

- The General Assembly
- The Council
- The Office
- The Ethics Panel

Formatted: Check spelling and grammar

6. THE GENERAL ASSEMBLY

The supreme decision-making body of the IOF for members is The General Assembly. The General Assembly may be either Ordinary or Extraordinary. The General Assembly is an on-site event where possible and shall allow for remote participation using videoconference tools for members. A fully digital General Assembly shall only be conducted in extraordinary circumstances where an on-site event is impossible.

6.1 Ordinary General Assembly

The Ordinary General Assembly shall be conducted biennially, in even years, between 1 July and 31 December. Written invitations shall be sent out to the members at least six months, and the agenda at least two months, before the beginning of the Ordinary General Assembly.

6.2 Extraordinary General Assembly

The President shall call an Extraordinary General Assembly if it is requested by a two-thirds majority of the Council, or by 40 % of the members entitled to vote. Such a request shall be accompanied by a draft agenda. The Council shall determine the place and date of an Extraordinary General Assembly. It shall be held within three months of the receipt of the request by the President. The invitation and agenda for an Extraordinary General Assembly shall be sent out to the members at the latest one month before the meeting. Only those agenda items included in the invitation shall be dealt with at an Extraordinary General Assembly.

6.3 Procedure at the General Assembly

6.3.1 The General Assembly is an open event.

6.3.2 Delegates, members of Council, members of the Ethics Panel, the Chief Executive Officer and the Secretary General shall have the right to speak at the General Assembly. Guests may speak only with the approval of the General Assembly. A member who has been suspended by the Council, per clause 3.3, shall have the right to attend the General Assembly as a guest and to speak regarding the suspension of its membership.

6.3.3 In case of a disagreement about procedure, the Chairperson shall, if the point is not covered in the Statutes, proceed in a manner consistent with standard rules for the conduct of formal meetings.

6.4 Representation

Each IOF member shall have the right to be represented by three delegates at a General Assembly, with each participating on-site or remotely. All delegates shall have the right to speak, and one of the delegates shall be allocated digital permission to exercise voting rights. Delegates shall be citizens or permanent residents of the country represented.

6.5 Voting rights

6.5.1 Each member present at the General Assembly and possessing voting rights shall have one vote.

6.5.2 A member that has not paid all its fees and is not suspended, may send delegates to the General Assembly without voting rights.

6.6 Voting

6.6.1 Voting shall be conducted digitally and in secret, supervised by a person independent of the IOF. If the digital voting systems fails, voting will be by roll call. When voting by roll call, the members shall be read out in alphabetical order of the standard abbreviations.

Formatted: Check spelling and grammar

6.6.2 The following decisions require a majority of two-thirds of the valid votes, disregarding abstentions and blank votes:

- A proposal to declare a matter urgent to have it included on the agenda of the General Assembly.
- An amendment to the Statutes
- The dissolution of the IOF (in accordance with clause 14.1)
- The election of Honorary Members or appointment to the position of Honorary President.

6.6.3 All other decisions shall be approved by the General Assembly by simple majority of valid votes, that is more than, but not equal to, one-half (1/2) of all valid votes cast, disregarding abstentions and blank votes.

6.6.4 To determine the outcome of a tied vote, except for the elections for the Council, the Chairperson of the General Assembly shall draw lots.

6.6.5 The election of the Council shall be in three stages corresponding to the three first levels indicated in clause 8.6.1. starting with the election of President. At each stage, voting shall be preceded by the announcement of candidates. The Athletes Commission representatives shall be elected in a separate election process in accordance with the Terms of Reference for IOF Athlete Representation and be confirmed by the General Assembly.

Approval voting shall always be carried out for the election of the President and the Vice Presidents even if the number of candidates does not exceed the number of places available. Should a sole candidate for President not reach a simple majority of valid votes, an Extraordinary General Assembly shall be promptly called, in accordance with clause 6.2, with the sole purpose of electing a President.

Voting for other members of Council will not be carried out unless the number of candidates exceeds the number of places available.

6.6.6 The ballot paper, except for Athletes Commission representatives as set out in clause 8.6.1, shall state the number of names to be chosen for the position in question. To be valid, a completed ballot paper must indicate a name for each available seat. A candidate may only appear once on the completed ballot paper. Candidates obtaining the greatest number of votes shall be elected. If voting is equal between the candidates for the last seat available, a second ballot shall be taken between the tied candidates. If there is still a tie, lots shall be drawn.

6.7 Minutes

Minutes of the General Assembly shall be compiled and shall be checked by two witnesses and signed by the Chairperson.

6.8 Decisions

Decisions of the General Assembly, other than those made in accordance with clauses 3.2.3 and 3.3.4 shall come into force at the end of the General Assembly.

7. THE ORDINARY GENERAL ASSEMBLY

7.1 Agenda

At least the following items shall be included on the agenda of an Ordinary General Assembly:

7.1.1 Opening of the General Assembly.

7.1.2 Confirmation of the number of voting members present.

7.1.3 Practical organisation of the General Assembly. Election of a General Assembly presidium consisting of a Chairperson and a Secretary, two persons to check the minutes and an

Formatted: Check spelling and grammar

independent election supervisor to supervise the digital election process or to count votes manually in the case of a failure of digital election tools.

- 7.1.4 Approval of the agenda and ruling on the urgency of any items not included.
- 7.1.5 Approval of the minutes of the previous General Assembly.
- 7.1.6 Report by the Council on the activities of the IOF since the last Ordinary General Assembly, and approval of same.
- 7.1.7 Report by the Ethics Panel on the activities since the last Ordinary General Assembly, and approval of same.
- 7.1.8 Auditors' reports, approval of the accounts for the two previous calendar years and discharge of the Council
- 7.1.9 Applications for membership and decisions regarding suspensions and expulsions.
- 7.1.10 Proposals.
- 7.1.11 Strategic directions and focus areas for the two calendar years following the General Assembly.
- 7.1.12 Membership fees and budget for the two calendar years following the General Assembly.
- 7.1.13 Appointment of a firm of auditors to audit the accounts for the current and the following financial period, and a Governance Auditor from among the membership to audit the governance of the IOF.
- 7.1.14 Appointment of up to five-seven members to the Ethics Panel.
- 7.1.15 Election of the Council.
- 7.1.16 Any other business.
- 7.1.17 Closure of the General Assembly.

7.2 Proposals

- 7.2.1 Proposals may be tabled by a member or by Council. A proposal from a Member Federation must be seconded by another Member Federation. To second a proposal does not imply that the seconder is in favour of the proposal being approved; it expresses the wish that it be discussed. A proposal which fails to be seconded may not be discussed. Proposals by Council need not be seconded.
- 7.2.2 Council has the right to answer to the proposals before proposals are included into the General Assembly agenda. If a member is satisfied with Council's answer to their proposal, the member has the right to withdraw their proposal and the proposal will not be included in the General Assembly agenda.
- 7.2.3 Proposals shall reach the Office in writing at least four months before the General Assembly. Proposals shall be communicated to the members at least two months before the beginning of the General Assembly.

7.3 Urgent business

Proposals or matters of which the Office has not been notified at least four months before the Ordinary General Assembly can only be included in the agenda if they are deemed urgent by the General Assembly. Amendments to the Statutes and the assignment of IOF assets shall not be considered as urgent business.

Formatted: Check spelling and grammar

8. THE COUNCIL

The Council shall lead the IOF between General Assemblies.

8.1 Remit

The Council works in accordance with the statutes and under the authority and decisions of the General Assembly and organises its own work.

The work of the Council shall include the following:

- 8.1.1 To initiate measures to further the aims of the IOF and to implement the resolutions of the General Assembly for the development and spread of orienteering according to the activity plans for each election period.
- 8.1.2 To verify observance of the Statutes and IOF Rules.
- 8.1.3 To confirm and supervise observance of decisions and documentation (e.g., minutes) of the IOF.
- 8.1.4 To appoint an Honorary Legal Adviser and form such permanent or temporary commissions or groups as it deems appropriate to assist it in carrying out its work and in fulfilling tasks assigned to it by the General Assembly or specified in an agreed long-term plan. The Council is responsible to the General Assembly for the work of all such groups.
- 8.1.5 To prepare the Statutes, material for the General Assembly, and other basic documentation of the IOF, and to approve IOF competition rules for each recognised orienteering discipline and communicate them to members.
- 8.1.6 To find an organiser and a place of the next General Assembly. To oversee the arrangements and to prepare the business of the General Assembly.
- 8.1.7 To admit new members of the IOF. Such a decision shall be ratified by the General Assembly.
- 8.1.8 To determine the seat of the IOF and appoint a Secretary General and a Chief Executive Officer.
- 8.1.9 To elect after each General Assembly a Senior Vice President from among the Vice Presidents.
- 8.1.10 To adjudicate in controversies arising during IOF approved international events, where the matter does not come within the jurisdiction of the jury of the event.
- 8.1.11 To establish special financial regulations for the events that it commissions.
- 8.1.12 To co-operate with those international organisations and institutions contributing to the development and support of orienteering.
- 8.1.13 To consult with members between the General Assembly via member update meetings on matters of interest to members and the work of the Council.
- 8.1.14 To maintain, where appropriate, direct communications with orienteering organisations, at national level, not administered by the member concerned.

8.2 Working Procedure

- 8.2.1 The Council shall meet at least 4 times a year, either in person or via digital means.
- 8.2.2 Notice of a Council meeting, except for a meeting under clause 8.3.4, shall be sent out at least 2 weeks prior to the meeting by circulating a provisional agenda.
- 8.2.3 The Council may invite others to participate in its meetings.

Formatted: Check spelling and grammar

8.2.4 As a general rule, the IOF shall not pay for travel or subsidise members of the Council or Council appointed bodies to attend meetings. The IOF member that nominated the Council member for election is expected to assist that Council member to attend in-person meetings of the Council. The IOF shall facilitate attendance at digital meetings of the Council and Council-appointed bodies.

8.3 Taking decisions

8.3.1 Seven members shall constitute a quorum.

8.3.2 Decisions shall be taken by a simple majority of votes. In case of a tie, the President shall have a casting vote.

8.3.3 The members who are Athletes Commission representatives are not eligible to vote in the selection of the organisers for IOF World Championships, IOF World Cup or IOF Regional Championships for any discipline.

8.3.4 In the case of an urgent matter, the Council may hold a meeting by using recorded electronic communication. Such decisions shall be documented in the minutes of the next ordinary Council meeting.

8.4 Objections and appeals

8.4.1 Should a member consider a decision of the Council, other than one taken under clause 8.1.10, to violate its rights or to be contrary to these Statutes, an objection or appeal may be presented to an IOF General Assembly.

8.4.2 Should a member consider a decision of a Jury of an international orienteering event to violate the IOF Code of Ethics, an appeal may be presented to the Ethics Panel.

8.4.3 Any appeal with respect to an IOF decision on sanctions relating to doping must be submitted to the Court of Arbitration for Sport. Any such appeal to the Court of Arbitration for Sport shall not delay the implementation of the said IOF sanction.

8.5 Vacancy

If the President is unable to carry out his/her duties, the Senior Vice President shall take over.

8.6 Rules for the composition of the Council

8.6.1 The Ordinary General Assembly shall elect the Council.

The Council shall consist of:

- The President
- Three Vice Presidents
- Seven Council members
- Two Athletes Commission representatives

8.6.2 The elected Council, excluding the President and Athletes Commission representatives, shall include at least three persons of each gender and at least two persons from outside Europe. The elected Council shall include a Vice President of each gender. The Athletes Commission representatives shall be of different genders.

8.6.3 A Member whose National Anti-Doping Organisation (NADO) is not compliant with the World Anti-Doping Code, may not have a nominee elected to the Council nor have members appointed to IOF Commissions.

8.6.4 In conjunction with the Ordinary General Assembly a possibility for Members to hear presentations of nominated Council candidates shall be organised.

Formatted: Check spelling and grammar

8.6.5 The representatives of the Athletes Commission are elected by the athletes as defined in the rules for the Athletes Commission.

8.7 Council members term and rotation model

8.7.1 The President, the Vice Presidents and the Council Members are elected for a four-year term. A system of rotation ensures that approximately half, as defined in clauses 8.7.4 and 8.7.5, of the Council positions are declared vacant every two years.

8.7.2 The Athletes Commission representatives shall be Council members for a two-year term.

8.7.3 The President may seek re-election for only one further four-year term and only to the position of President.

A Vice President may seek re-election to the same position for only one further four-year term.

A Council Member having attained the position of Vice President is not eligible to seek re-election to the position of Council Member.

Council Members may seek re-election to the same position for only one further four-year term.

8.7.4 An elected Vice President or Council member may seek election to a higher position during their current term. If they seek election to a higher position, their current position will become available from the point of election. They may seek re-election for their current position in addition to the higher position.

8.7.5 The election for the position of President is held every fourth year at the General Assembly held in the year of the Olympic Summer Games.

At the same General Assembly, one Vice President and four Council Members shall also be elected by the General Assembly.

8.7.6 Two Vice Presidents and three Council Members shall be elected by the General Assembly held in the year of the Olympic Winter Games.

8.7.7 Should an elected person vacate a Council position during their elected term, a successor will be elected at the next General Assembly for the remainder of the term until the next statutory election.

Should a Council Member or Vice President be elected to a higher position in the Council at a General Assembly, a successor will be elected at the same General Assembly for the remainder of the term until the next statutory election.

The period until the next statutory election is not counted in relation to the maximum total period of service under clause 8.7.3.

8.7.8 In case a Vice President or Council Member is not elected to a higher position in the Council and is re-elected for their current position, then their term is until the next statutory election. The period until the next statutory election is counted in relation to the maximum total period of service under clause 8.7.3.

8.8 Nominations to the Council

8.8.1 A member may propose candidates only from its own country. No member federation shall be represented on the Council by more than one person, excepting Athletes Commission representatives.

8.8.2 By six months before the General Assembly, a member federation with a person on the current Council, whose term will expire, must announce in writing, if they will re-nominate that person.

Formatted: Check spelling and grammar

A member federation with a person on the current Council who plans to seek a higher position must, not later than six months before the General Assembly, write to announce their intention to nominate that person for the new position. They must also say if they will re-nominate that person for their current position, in accordance with 8.7.4 and 8.8.5.

The Secretary General shall send out advice regarding this intention together with the call for nominations for election to the Council.

- 8.8.3 A member federation failing to re-nominate a current member of Council by the statutory deadline of six months prior to the General Assembly, as defined in clause 8.8.2, cannot then nominate the said person at the general call for nominations scheduled by the Statutes to reach the Secretary General four months before the General Assembly.
- 8.8.4 Nominations for the Council are to be received, in writing, by the IOF Secretary General not later than four months before the General Assembly.
- 8.8.5 A member federation may, with due observance of the provisions in clauses 8.7.3 and 8.8.2, nominate the designated candidate for more than one Council position.
- 8.8.6 Should the Statutory requirements not be met; the Secretary General shall call for supplementary nominations not later than 7 days after the date of the deadline for nominations.
- 8.8.7 Supplementary nominations are to be received, in writing, by the Secretary General not later than three months before the General Assembly.
- 8.8.8 The list of candidates shall be sent out to the members together with the General Assembly agenda.

9. THE OFFICE

The Office is the connecting link between the IOF, its members, Council members, Council appointed groups and outside organisations and individuals.

- 9.1 The Council shall be responsible for the administrative organisation of the Office in the provision of services to members, including the appointment of the Chief Executive Officer and the Secretary General.
- 9.2 The Chief Executive Officer is responsible for the day-to-day administrative leadership and operation of the Office. The Chief Executive Officer shall attend the General Assembly, member update meetings and attend the meetings of the Council.
- 9.3 The detailed duties of the Chief Executive Officer shall be specified in a job description approved by the Council.
- 9.4 The Secretary General is responsible for the statutory leadership of the IOF within the Strategic Directions and Activity Plan agreed to by the General Assembly. The Secretary General shall attend the General Assembly, member update meetings and shall call and attend the meetings of the Council.
- 9.5 The detailed duties of the Secretary General shall be specified in a job description approved by the Council.

10. ETHICS PANEL

The Ethics Panel is an independent judicial body in the IOF consisting of up to ~~five~~seven members that are appointed by the General Assembly.

10.1 Remit

- 10.2.1 To regularly review all business and operations covered by the Code of Ethics.

Formatted: Check spelling and grammar

- 10.2.2 To adjudicate upon violations of the Code of Ethics.
- 10.2.3 To report findings to the Council or the General Assembly and impose sanctions for violations of the Code of Ethics.

11. HONORARY LEGAL ADVISER

The Honorary Legal Adviser is a qualified legal counsel that is appointed by Council to provide pro-bono legal advice on an as-needed basis.

11.1 Remit

- 11.1.1 To support the Council with issues requiring comprehensive understanding of legislation, governance, and international business matters.

12. AWARDS OF HONOUR, HONORARY PRESIDENT, HONORARY MEMBERS

- 12.1 Awards of honour may be made.
- 12.2 Those persons who have given special service to the IOF may be appointed Honorary Members of the IOF or be appointed to the position of Honorary President. Such appointments may be made by the General Assembly on a proposal by the Council.
- 12.3 The Honorary President and Honorary Members may attend a General Assembly as a guest but shall not have the right to vote and shall not pay any fees.

13. DISPUTES

Any unresolved sports related dispute between members of the IOF or between a member and the IOF, which the Council considers cannot be settled by reference to the Statutes, Regulations or Rules, shall be settled definitively by a Court set up in accordance with the Statutes and Regulations of the Court of Arbitration for Sport in Lausanne, Switzerland.

14. DISSOLUTION OF THE IOF

- 14.1 A two thirds majority of the Council may propose the dissolution of the IOF. The dissolution becomes effective on approval of the proposal by a two thirds majority of those voting at the General Assembly, providing that at least two thirds of the members entitled to vote are represented at the General Assembly.
- 14.2 The disposal of the assets of the IOF shall be decided by the General Assembly dissolving the Federation and shall be in keeping with the aims of the IOF.

15. MISCELLANEOUS

- 15.1 The financial year of the IOF is one (1) year, beginning on January 1st and ending on December 31st of that year.
- 15.2 The accounts of IOF shall be audited on an annual basis.
- 15.3 The General Assembly shall select a firm of auditors to audit the accounts for the current and the following financial period, and a Governance Auditor from among the membership to audit the governance of the IOF.

Formatted: Check spelling and grammar



Formatted: Check spelling and grammar

CODE OF ETHICS

INTERNATIONAL ORIENTEERING FEDERATION

Proposed amendments in track changes

THE IOF CODE OF ETHICS

1 Persons and Organizations Subject to this IOF Code of Ethics

- 1.1 This IOF Code of Ethics (hereinafter referred to as “the Code”) applies to all federations (members or provisional members), the IOF Council and all elected, appointed or contracted IOF employees, functionaries, volunteers and organizing committees for IOF events and their officials and volunteers. The Code also applies to officials and volunteers at IOF- sanctioned member events, athletes, coaches, trainers, doctors, team staff, team officials, all other persons claiming or seeking standing as present or prospective participants in any IOF activity. The Code also applies to any persons without status or title who engage in any activity in relation to the IOF that is covered by this Code.

2 Preamble

- 2.1 The IOF is governed by Swedish law and is committed to the highest standards of conduct in sport administration and competition. To meet this commitment, the IOF has developed the Code to express the core values of both the organisation and the sport of Orienteering in general. Such values and ethics underpin the IOF’s policies, procedures and rules. Observance of the code is vital to the integrity of orienteering.
- 2.2 The IOF Code of Ethics comprises four principles based on the fundamental values of Orienteering (Equality, Fair Play, Respect of others and Integrity). The Code imposes obligations in terms of respect and responsibility upon everybody involved in orienteering - competitors, spectators, officials and all other accredited persons engaging in IOF activities.
- 2.3 Persons involved in the IOF and in Orienteering must not act in a manner likely to tarnish the reputation of the IOF or the sport of Orienteering generally, nor act in a manner likely to bring the sport into disrepute.
- 2.4 All persons subject to this Code are further required to adhere to the standards set out in the [Olympic Movement Code on the Prevention of the Manipulation of Competitions](#).

3 The IOF Ethics Panel

- 3.1 In accordance with Article 12 of the IOF Statutes, the IOF Ethics Panel (hereinafter referred to as “the Panel”) is an independent judicial body in the IOF consisting of up to ~~five~~seven members that are appointed by the IOF General Assembly.
- 3.2 A panel member is appointed for a two-year term, commencing from the end of the General Assembly at which they are appointed. No panel member may serve more than four terms (whether consecutive or non-consecutive).

3.3 Panel members shall serve for the duration of their appointed term and may be removed only in exceptional circumstances by a General Assembly.

3.4 The ~~Ethics~~ Panel's terms of reference are:

- To preserve the integrity and reputation of the IOF and IOF events, and protect the security of all participants in IOF events.
- To review all IOF policies, procedures, regulations and other operations that fall within the scope of the IOF Ethics Code, and make recommendations and/or reject proposed amendments.
- To receive reports and investigate cases of alleged breaches of the IOF Ethics Code by anyone to whom the Code applies, excluding alleged technical breaches of competition rules.
- To adjudicate and impose sanctions for violations of the IOF Ethics Code in a fair, independent and impartial manner.
- To review and report on its activities, including the findings of all cases, to the IOF Council or General Assembly.

3.5 Anyone who refuses to cooperate with a Panel investigation may be subject to proceedings before the Panel for that offence.

3.6 No member of the Panel or a Panel Investigator will be liable for any act done or omitted to be done by the Panel Investigator, the Panel, or any Member of the Panel in good faith in pursuance or intended pursuance of the functions, duties, powers and authorities of the Panel. The IOF will indemnify such member for any costs, expenses or damages if they are made the subject of a claim or complaint by a third party arising out of any such act.

4 Conflicts of Interests

4.1 All elected, appointed or contracted IOF employees and officials having an elected or appointed position, which may be permanent or long-term, in an IOF member federation or partner organization (such as, but not limited to, IOC, IWGA, FISU and CISM), who have or may have a conflict of interest, must report a conflict of interest to the IOF Office, who is responsible for keeping a register of conflict of interests. This will be available for inspection by the Panel if appropriate.

4.2 If a person is seeking election, appointment or employment with IOF, it is the responsibility of the IOF Office to check if there are conflict of interests that may make the election, appointment or employment in question inappropriate. If required, the Panel is consulted on this matter.

- 4.3 All elected, appointed or contracted IOF employees and officials shall avoid any contacts that might lead to or suggest a conflict of interest between personal activities and the business of the IOF. They shall pledge to behave in a dignified manner. They shall behave and act with complete credibility and integrity. They may not abuse their position as part of their function to take advantage of their function for private aims or gains, or in any other way. Direct or indirect receipt or provision of money or the equivalent such as, and not limited to, gains, gifts and other advantages shall be offered or accepted only in accordance with the standards and levels deemed appropriate to the general working of the IOF. A formal policy on the acceptance of gifts and hospitality will be agreed by the IOF Council.
- 4.4 All those acting on behalf of the IOF must make decisions in the interests of the IOF. All those whose personal interests might reasonably be perceived as being affected by a decision or policy concerning an IOF matter (including receiving material benefits) shall refrain from the decision-making process.

5 The four Ethical Principles of the IOF

5.1 Equality

Discrimination and harassment against others on grounds of, amongst others, race, disability, marital status, sex, sexuality, age, political or religious conviction are not condoned in Orienteering. All forms of harassment be they physical, mental, professional, sexual or other are strictly prohibited. Orienteering promotes the inclusion of everyone equally.

5.2 Fair Play

Fair play is the guiding principle in the sport of Orienteering. It is expected that all persons taking part in orienteering shall behave with fairness and honesty. All persons shall operate within and abide by the rules of the sport. Orienteering is committed to being a drug free sport.

5.3 Respect

Orienteering shall be characterised by mutual respect and self-responsibility. All persons involved in orienteering shall be treated with dignity and consideration. The contribution that people make to the sport shall be recognised. In pursuing the sport's goals, the governance of Orienteering shall be mindful of the physical and psychological wellbeing of its athletes. Violence and abusive behaviour are not to be tolerated. Orienteering respects the natural environment.

5.4 Integrity

All persons subject to this code shall use due care and diligence in fulfilling their roles for, and on behalf of, the IOF or Orienteering generally. Decisions by the IOF will be made in accordance with established procedures, objectively, fairly and with honesty and integrity. In using resources, personnel will strive for economy, efficiency and environmental friendliness. Conflicts of interest are to be avoided.

6 Compliance and Whistle-blowing

6.1 Each person as described in section 1.1 are encouraged to report violations of the Code by reporting misconduct to the Panel. All allegations of potential violations of the Code that are made in good faith will receive a swift, fair and comprehensive investigation conducted by the Panel.

6.2 The IOF Council has ownership of the Code and performs regular content and compliance reviews. Each person as described in section 1.1 is responsible for acting in accordance with the Code and is encouraged to voice concerns and to highlight examples of good practice.

- 6.3 All business and operations covered by the Code will be regularly reviewed by the Panel. Acts that are inconsistent with the Code must be promptly corrected and are subject to disciplinary action up to termination of election, appointment, contraction or employment.

7 Good Governance

- 7.1 The IOF is an international organization with global activities. The IOF Council is therefore responsible in maintaining a Policy involving Delegation of Authority and Rights of Signature that provides flexibility for the organization to manage contractual and financial matters in a timely manner, while maintaining good financial control in accordance with applicable laws and standards.
- 7.2 It is the responsibility of all statutory institutions of the IOF to conduct good governance in business and all operations, and have well-structured, documented and transparent decision-making processes.

8 Procedure for managing possible ethical violations

- 8.1 A report of a possible ethical violation may be filed with the IOF Office or directly with the Panel. Such a report may be filed by a member federation, the IOF Council, or an individual with an interest in the dealings of the IOF. The IOF Office shall refer any report it receives to the Panel.
- 8.2 The Ethics Panel shall consider the report and gather additional information if required. The Panel may also seek independent advice on any aspect of the case, subject to the approval of IOF Chief Executive Officer on the issue of cost only.
- 8.3 The Ethics Panel shall decide whether to proceed with a hearing. If a hearing is to be held, the Panel shall determine the procedure to be followed.

Hearings shall normally be conducted in English.

The hearing process shall respect the following principles:

- the right of each party to be represented (at the party's own expenses) or to be accompanied by a person chosen by each party;
- the right to respond to the asserted ethical violation;
- the right of each party to present evidence, including the right to call and question witnesses;
- the right to an interpreter at the hearing if required.

The Panel shall have jurisdiction to determine which party shall bear the responsibility for the cost of the interpreter.

- 8.4 The Panel shall decide the way in which the hearing is to be held, taking into account the severity of the possible ethical violation, whether the circumstances of the possible ethical violation are disputed, the wishes of each party, any time constraints, the geographical locations of each party and the expenses that would be incurred. Options include:
- A face-to-face hearing where all parties are physically gathered in one location
 - An electronic meeting using software such as Skype
 - A discussion conducted by email
- 8.5 The Panel shall appoint the members of the Hearing Panel in each case. Normally that will consist of all or some members of the Panel, excluding any of whom were involved in the case investigation or who have a conflict of interest. Exceptionally, and with the approval of IOF Council, other people who are not members of the Panel may be appointed to the Hearing Panel.
- 8.6 Decisions shall be taken by a majority of the Hearing Panel.
- 8.7 The Hearing Panel shall announce its decision in writing, with reasons, as soon as possible after the conclusion of the hearing. The written decision shall contain the composition of the Hearing Panel, the names of the parties, the date of the decision, a summary of the facts, the grounds of the decision, the provisions on which the decision was based, the terms of the decision, any sanctions to be applied and notice of the provisions for appeal. The decision shall be published on the IOF web site. The IOF Council is responsible for enforcing the decision.

9 Sanctions

- 9.1 Sanctions may be applied to an individual, a group of individuals or a member federation
- 9.2 Possible sanctions include:
- An informal caution
 - A formal caution
 - Temporary suspension from competitions and/or IOF activities
 - Exclusion for life from competitions and/or IOF activities
 - An appropriate fine
 - Removal of any previously obtained honours
 - ~~Any other appropriate sanction that the Hearing Panel decides~~

10 Appeals

- 10.1 The decision of an Ethics Panel pursuant to 8.7 may be submitted exclusively by way of appeal to the Court of Arbitration for Sport (CAS) in Lausanne, Switzerland, which will resolve the dispute definitively in accordance with the Code of sports-related arbitration. The language of the appeal proceedings will be English and the law applicable to the merits will be the IOF Regulations and the law of Sweden.
- 10.2 The time limit for appeal shall be 21 days from receipt of the decision appealed against.

11 Review

- 11.1 The Ethics Panel may reopen a case that has been closed following a final decision, if a party discovers new information that, despite investigation, could not have been produced sooner and could result in a more favourable decision. A request for review shall be made by the party concerned within ten days of discovering the new information or it will not be admitted.
- 11.2 The limitation period for submitting a request for review is one year after the date of the Ethics Panel decision.

Geschäftsstelle

Reiserstrasse 75
4600 Olten

Tel. +41 (0)62 287 30 40
Mail info@swiss-orienteering.ch
www.swiss-orienteering.ch

International Orienteering Federation

President

Tom Hollowell

tom.hollowell@orienteering.sport

Olten, 6th March 2026

Proposals to General Assembly of the IOF concerning possible European Championships 2030 in Switzerland

Dear Tom, dear members of the international orienteering family

Swiss Orienteering hereby submits proposals to the IOF General Assembly regarding the possibility of hosting the 2030 European Championships (EC 2030) in Switzerland.

The European Championships are a multi-sport event that brings together the European championships of several sports every four years at the same location and during the same period. The previous events in Berlin and Glasgow in 2018 and 2022 in Munich in particular, were a huge media success. Leading European TV stations, including the BBC in the United Kingdom, ARD/ZDF in Germany and SRG SSR in Switzerland, broadcasted the competitions live. In Munich, the event [reached a TV audience of almost 1.2 billion viewers](#).

For several years now, there have been efforts on national sport political level in Switzerland to bring this event to our country in 2030. Lead by Swiss Olympic, the Swiss National Olympic Committee, intense work is currently underway for a possible Swiss bid. Whether a bid will be successful depends, on the one hand, on political will in Switzerland and governmental financial commitments. On the other hand, European Championships Management (ECM), the rights holder of the European Championships, will have to decide on the possible Swiss bid. The political process in Switzerland will take time, certainly until the end of 2026. We expect a decision on the possible hosting of EC 2030 in Switzerland to be made in the first half of 2027.

Orienteering has not yet been included in the programme of either of the two previous European Championships. If EC 2030 were to take place in Switzerland, it would be the first time the event is held in a country where orienteering is widely known and relevant. Swiss Orienteering considers this a unique opportunity to showcase our sport on a European stage on an unprecedented scale. In order to achieve this, in addition to the domestic political processes in Switzerland and the candidacy for the ECM, another hurdle would have to be overcome: orienteering

would have to be included in the programme as a sport by the local organiser. Swiss Orienteering is prepared to make every effort on national level to ensure that this step is successful. However, we are also dependent on the support of the international orienteering community. Therefore, we submit the following proposals to the IOF and its members:

1. According to the current international planning cycle, 2030 is a year in which a forest EOC would be scheduled. However, in order to be part of an attractive EC 2030 programme, a sprint EOC in an urban area would be essential. This is the only way to really bring orienteering to the people and to a new audience.
2. The IOF commits to not award the 2030 European Orienteering Championships to any other federation/country until 30th June 2027. This proposal is not yet to be understood as an official bid by Switzerland for EOC 2030. Swiss Orienteering seeks only to ensure that no other federation/country is awarded 2030 EOC before a decision has been made on the EC 2030 host.

If EC 2030 were to take place in Switzerland, this would be a unique opportunity for the whole orienteering community, both Switzerland and international. We therefore hope to inspire the international orienteering community to support this special project. We are convinced that, with the support of the international orienteering community in accepting our proposals, we can positively influence the inclusion of orienteering in the programme of possible EC 2030 in Switzerland.

Swiss Orienteering Council approved to the submission of these proposals on 3rd March 2026.

Best regards



Konrad Graber
President
Swiss Orienteering



Christopher Gmür
Managing Director
Swiss Orienteering

International Orienteering Federation

President

Tom Hollowell

tom.hollowell@orienteering.sport

Vienna, 8th March 2026

Support of the proposals made by Swiss Orienteering regarding possible European Championships 2030 in Switzerland

Dear Tom, dear members of the international orienteering family

Orientierung Austria (Österreichischer Fachverband für Orientierungslauf), the Austrian Orienteering Federation, supports the proposals submitted by Swiss Orienteering for consideration at the IOF General Assembly 2026.

The following proposals therefore have the support of the Austrian professional association (the wording corresponds to the letter from the Swiss association):


1. According to the current international planning cycle, 2030 is a year in which a forest EOC would be scheduled. However, in order to be part of an attractive EC 2030 programme, a sprint EOC in an urban area would be essential. This is the only way to really bring orienteering to the people and to a new audience.
2. The IOF commits to not award the 2030 European Orienteering Championships to any other federation/country until 30th June 2027. This proposal is not yet to be understood as an official bid by Switzerland for EOC 2030. Swiss Orienteering seeks only to ensure that no other federation/country is awarded 2030 EOC before a decision has been made on the EC 2030 host.

Orientierung Austria requests that the following comments be taken into consideration:


The proposed change from a forest race to a sprint format is intended to affect only this one event in 2030 and should not impact the general schedule of future World and European Championships. Therefore, it should also not affect Austria's bid to host a forest race WOC in 2031.

Orientierung Austrias Council approved to support the Swiss proposals on 8th March 2026.

Best regards

Unterschieber: **Elisabeth Kirchmeir**
Datum und Uhrzeit: **08.03.2026, 18:52 (GMT+01:00)**
 ID Austria
Dieses Dokument ist digital signiert
Dieses ist eine qualifizierte elektronische Signatur von Elisabeth Kirchmeir gemäß Art. 25 Abs. 2 der Verordnung (EU) Nr. 910/2014 vom 23. Juli 2014 (eIDAS-V) für gleiche Rechtswirkung wie ein handschriftliches Dokument.
Informationen zur Prüfung der elektronischen Signatur finden Sie unter: <https://www.signaturpruefung.gv.at>

Elisabeth Kirchmeir
President
Orientierung Austria

Unterschieber: **Mathias Steindl**
Datum und Uhrzeit: **08.03.2026, 19:02 (GMT+01:00)**
 ID Austria
Dieses Dokument ist digital signiert
Dieses ist eine qualifizierte elektronische Signatur von Mathias Steindl gemäß Art. 25 Abs. 2 der Verordnung (EU) Nr. 910/2014 vom 23. Juli 2014 (eIDAS-V) für gleiche Rechtswirkung wie ein handschriftliches Dokument.
Informationen zur Prüfung der elektronischen Signatur finden Sie unter: <https://www.signaturpruefung.gv.at>

Mathias Steindl
Secretary General
Orientierung Austria

IOF Council recommendation for proposal from the Member Federation in Switzerland to the IOF General Assembly

IOF Council endorses the proposal to the IOF General Assembly from the Member Federation in Switzerland regarding possible European Championships 2030 in Switzerland and recommends the General Assembly to vote in favour of the proposal.

Comments on the proposal:

The IOF Council, IOF Office and the IOF Foot Orienteering Commission have no reservations regarding this approach proposed by the Member Federation in Switzerland.

However, although not part of the formal General Assembly proposal, the preferred recommendation is to organise both a Forest EOC and a Sprint EOC in 2030, should orienteering be included in the European Championships. Given the similarities in rules and the existing model of co-organising World Cup rounds and EOC events, an additional World Cup round could relatively easily be converted into a Sprint EOC. This would help ensure that the appropriate competition format is in place for inclusion in the European Championships.

This option is also preferred because it is unlikely that the central European Championships organisers would accept global participation. Consequently, it is not expected that this championship would be part of the Orienteering World Cup in that season.

A second, but less preferred, option would be to cancel the Forest EOC in 2030 and replace it with a Sprint EOC integrated into the European Championships.



**XI. Strategic Directions
2026-2030 and focus areas
for the years 2026-2028**

STRATEGIC DIRECTIONS

2026 - 2030

Vision

Orienteering is the **ultimate navigation sport** worldwide

Main Goal

Increase **global participation** in orienteering and work towards inclusion in the **Olympic Games**

Strategic Initiatives

Develop and expand orienteering as a global sport

- ▶ **Event Portfolio & Formats:**
Expand appeal through diverse competition formats and encouragement of innovation, with the aim of attracting new participants and followers
- ▶ **Innovation & Technology:**
Continue to use digital tools and new technology to make the sport more sustainable and easier to access in all parts of the world
- ▶ **Development of Member Federations, regional and sub-regional bodies:**
Build sustainable competence in Member Federations and support cooperation and knowledge sharing, with a special focus on youth and young leadership

Improve external communication and increase visibility

- ▶ **Visibility and Communication:**
Increase global awareness and media and TV broadcast reach by promoting what makes orienteering unique and attractive
- ▶ **Brand, Positioning & Commercial Growth:**
Strengthen the orienteering brand and increase income from external sources
- ▶ **Partnerships & External Cooperation:**
Continue to build partnerships with institutional and commercial partners to expand reach and impact and develop an IOF Olympic roadmap

Mission

We promote the **global growth of orienteering** and develop competitive and recreational orienteering.

Values

Sustainable:

Orienteering develops life skills, builds self-confidence, and promotes a healthy lifestyle. We respect the natural environment, promote responsible environmental practices, and use our resources sustainably in all our activities.

Ethical:

Good governance, democracy, and transparency define us. We are committed to fair play, guided by a spirit of friendship and mutual respect. Everyone is expected to uphold the highest ethical standards of fairness, honesty, and respect for the rules and for one another. We are dedicated to maintaining a doping-free sport.

Inclusive:

We welcome people from all backgrounds and strive to make navigation sport accessible to all. Achievements by athletes of all genders are equally valued and recognised. We strive to ensure a safe, respectful, and supportive environment for everyone involved.

STRATEGIC INITIATIVE 1:

DEVELOP AND EXPAND ORIENTEERING AS A GLOBAL SPORT

Route choices:

Event Portfolio & Formats:

Expand appeal through diverse competition formats and encouragement of innovation, with the aim of attracting new participants and followers

Innovation & Technology:

Continue to use digital tools and new technology to make the sport more sustainable and easier to access in all parts of the world

Development of Member Federations, regional and sub-regional bodies:

Build sustainable competence in Member Federations and support cooperation and knowledge sharing, with a special focus on youth and young leadership

Our enablers:

Event Portfolio & Formats:

- Strengthen the existing disciplines: foot orienteering, MTB orienteering, ski orienteering, and trail orienteering, and support renewed growth in Member Federations
- Encourage participation growth through school orienteering and new entry formats, including indoor, night, and maze orienteering
- Maintain, measure, and improve event quality in a sustainable way across the world

Innovation & Technology:

- Make greater use of digital tools and new technologies to reduce the environmental impact of IOF activities and events
- Use digital orienteering tools and smartphone navigation apps to reach more people and new communities
- Support the development of basic and advanced orienteering maps worldwide

Development of Member Federations, regional and sub-regional bodies:

- Strengthen regional and sub-regional bodies with clear multi-year targets, and focus on regions, clusters and countries with high development potential
- Broaden elite athlete representation beyond traditional top nations at World Cup and World Championships
- Strengthen Regional Championships as steppingstones to World Cup and World Championships
- Support Member Federations in building relationships with National Olympic Committees
- Support Member Federations through mentoring, performance programmes, youth and education initiatives, knowledge sharing, governance support, and global development resources
- Strengthen volunteer recognition, retention, burnout prevention, youth recruitment, and education to ensure sustainable growth with a motivated volunteer base

STRATEGIC INITIATIVE 2: IMPROVE EXTERNAL COMMUNICATION AND INCREASE VISIBILITY

Route choices:

Visibility and Communication:

Increase global awareness and media and TV broadcast reach by promoting what makes orienteering unique and attractive

Brand, Positioning & Commercial Growth: Strengthen the orienteering brand and increase income from external sources

Partnerships & External Cooperation:

Continue to build partnerships with institutional and commercial partners to expand reach and impact and develop an IOF Olympic roadmap

Our enablers:

Visibility and Communication:

- Implement a marketing and communication plan, together with National Federation media teams, to grow our global digital presence and increase public interest
- Increase visibility through TV broadcast reach, with particular focus on new markets/countries
- Work towards enabling World Orienteering Championships to be hosted outside of Europe
- Use World Orienteering Week and other development initiatives to raise global awareness, attract new participants, and build new commercial partnerships

Brand, Positioning & Commercial Growth:

- Strengthen the World Cup and the World Orienteering Championships as flagship events
- Improve cost-efficiency in organising World Championships and World Cup events
- Increase sponsorship and income derived from external sources for the IOF and its Member Federations to at least 50% of total income to improve conditions for federations, event organisers, and athletes
- Develop commercial partnership opportunities at IOF events to create new income streams and ensure consistent branding that reflects the unique values of orienteering

Partnerships & External Cooperation:

- Develop and implement an IOF Olympic Roadmap with clear milestones and coordinated actions involving Member Federations, Partner Organisations and National Olympic Committees
- Build strong national and international partnerships, especially with the International World Games Association and the International University Sports Federation, and position foot orienteering for the Summer Olympic Games and ski orienteering for the Winter Olympic Games
- Deliver partnerships and cost-efficient streaming and TV productions that unlock greater production volume and strengthen global visibility

IMPLEMENTATION AND GENERAL ENABLERS

The International Orienteering Federation will:

- Lead the implementation, under the direction of the IOF Council and with support from the Member Federations, Commissions, Panels and the IOF Office, working together
- Develop a dedicated Operational Implementation Plan for the Strategic Directions, including a KPI framework covering global participation growth, youth engagement, media reach, commercial revenue, and sustainability, and report regularly on progress at IOF Member Information Meetings
- Maintain and develop the global mapping and IT standards, competition rules and educational offerings
- Secure good governance, organisational effectiveness, including cooperation between the Council, Commissions, Panels and Member Federations, and develop the organisation to effectively engage the inherent power in the global orienteering community
- Support our Member Federations, organisers and the IOF organisation with reliable and effective digital tools
- Develop plans to improve sustainability and reduce the carbon footprint of IOF events across all disciplines, while supporting Member Federations to implement similar initiatives
- Support organisers of IOF High-Level Events by providing motivated and skilled assistance to ensure optimal quality, fairness, and event delivery

The Member Federations will:

- Integrate and adapt relevant elements of the strategy into their own work
- Contribute to the implementation of relevant enablers
- Prioritise and implement the strategy according to their opportunities and capacity



XII. Membership fees and budget for the years 2027 and 2028

PROPOSAL IOF MEMBERSHIP FEES 2027 AND 2028

BACKGROUND

At the 2020 General Assembly, Members expressed a desire for a more transparent method of determining member fees, and a new member fee system was developed and adopted by the 2022 General Assembly. This uses publicly available data such that the system is open and transparent.

The new system adopted in 2022 is based on a methodology with a criterion “International Participation and Member Strength” based on the use of Federation league tables across all IOF disciplines; FootO, MTBO, SkiO and TrailO with an 8-point scale. The use of GDP data, provided by the International Monetary Fund (IMF), on a four-point scale continued to be used as a criterion.

The principle in the fee system where the fees for members changing fee-levels increases or decreases progressively remained. That is, 50% of change in first year and 100% of change in the second year.

INTRODUCTION

Based on advice from Council, the 2022 General Assembly agreed that member fees should provide approximately 200,000 Euros per year in that General Assembly period to support the functioning of the IOF Office for the current General Assembly period.

For the forthcoming General Assembly period, Council recommends a continuation of this direction to secure stability in deliveries and functioning of the IOF Office. The IOF is dependent on a robust IOF Office, also to support all the work in the IOF organisation done on voluntarily basis.

A continuation of the base assumption from the previous General Assemblies presupposes an index regulation of member fees due to the inflation IOF is exposed to. The proposal for member fees for 2027 and 2028 reflects an index regulation of 6.4% from 2026 to 2028. It is assumed that this matches the inflation the IOF has been exposed to in the current General Assembly period. The inflation has been about 4% in Sweden over the period (source: <https://www.scb.se/>), but as an international organisation, the IOF is however also exposed to higher inflation rates in other markets. New member federations joining the IOF family also contributes to an increase in total membership fees within the proposed 6,4% increase.

THE MEMBERSHIP FEE SYSTEM

SYSTEM PRINCIPLES:

1. High international activity of the member means that the IOF is providing proportionally more **services** to the member in the major international competition program of the IOF.
2. The system assumes that financially stronger members, who have the capacity to take part in the international competition program at a high level, will be able to contribute more to the day-to-day operation of the IOF.
3. The system must be a transparent and understandable system using publicly available data and eliminate the possibility of basic data manipulation by members.
4. The membership fee is an important resource for the IOF to effectively deliver services to members.
5. The General Assembly decides the total sum of membership fees (ca 200 000 EUR in 2022) and sets the base fee level for IOF membership.

THE SYSTEM

The system is based on a classification of member federations according to two criteria.

1. **International Participation and Member Strength** - This criterion identifies and ranks the international participation and strength of members according to their ranking in IOF competitions taken from Federation league tables in all IOF disciplines as of January 1 in the year of the General Assembly.
2. **The GDP per Capita of the Member** – This criterion uses the wealth of the country using IMF data in \$US from the year preceding a General Assembly as a measurement of the economic strength of a member.

For each of these criteria, member federations are attributed 1 to 8 points for International Participation and Member Strength and 1 to 4 points for GDP as follows:

INTERNATIONAL PARTICIPATION AND MEMBER STRENGTH

Members are ranked by combining rankings across Federation League tables for all IOF disciplines using an Overall Ranking Factor.

Federation League Tables

Each Federation League ranking table is determined using the following criteria and taken as of January 1 in the year of the General Assembly for member fee determination.

- FootO** Two Federation Leagues for FootO (Men and Women) where:
(Sum of Top 10 Sprint Ranking Scores) + 2 x (Sum of top 10 Middle/Long Ranking scores) = Federation League Score
- MTBO** Two Federation leagues for MTBO (Men and Women), where best 5 athletes count as the sum of all points
(Sum of Top 5 Ranking Scores) = Federation League Score
- SkiO** Two Federation leagues for SkiO (Men and Women) where best 5 athletes count as the sum of all points
(Sum of Top 5 Ranking Scores) = Federation League Score
- TrailO** One Federation league for TrailO where best 5 ranked score counts. If a federation has less than 5 ranked athletes 90 points is added for each missing athlete.
N = number of ranked athletes for a federation
If N ≥ 5: (Sum of Top 5 Ranking Scores) = Federation League Score.
If N < 5: (Sum of Top N Ranking Scores) + 90 x (5-N) = Federation League Score.
Lowest score is the leader.

For FootO, MTBO and SkiO, the overall member Federation ranking in each discipline is determined by averaging the male and female ranking.

Overall Ranking Factor

A member's Overall Ranking Factor is determined by the following ranking factors.

FootO ranking factor = (male rank + female rank)/2) x 0.75

MTBO ranking factor = (male rank + female rank)/2) x 0.1

SkiO ranking factor = (male rank + female rank)/2) x 0.1

TrailO ranking factor = rank x 0.05

Overall Ranking Factor = FootO ranking factor + MTBO ranking factor + SkiO ranking factor + TrailO ranking factor.

The Overall Ranking Factors are sorted from highest to lowest rank to determine the Final Ranking Groups for the allocation of International Participation and Member Strength points.

Points Description

0.	Ranked 61+ (no participation in IOF events across all disciplines)
1.	Ranked 51 to 60
2.	Ranked 43 to 50
3.	Ranked 35 to 42
4.	Ranked 27 to 34
5.	Ranked 19 to 26
6.	Ranked 11 to 18
7.	Ranked 6 to 10
8.	Ranked 1 to 5

GDP

Points Description: Points GDP range in thousands USD (based on 2025 IMF statistics)

1.	1 to 23
2.	+23 to 36
3.	+36 to 55
4.	55+

Note: GDP per capita has increased by 15.4 % on average amongst IOF members from 2023 to 2025. The GDP groupings have been adjusted from the previous member fee period to reflect increased GDP per capita levels.

MEMBER FEE CHANGES

In the fee system, where the fee for a member change, the fee-level increases or decreases progressively: 50% in the first year and 100% in the second year.

POINTS AND MEMBER FEE CATEGORIES

Each Member's total points are the sum of International Participation and Member Strength points and GDP points to determine the member fee level.

Where a Member has no international participation under the INTERNATIONAL PARTICIPATION AND MEMBER STRENGTH criterion, the member shall pay the base membership fee that is set by the General Assembly.

Where a Member is suspended, a freeze applies to which membership fee group the Member belongs to before suspension. Provisional Members pay the "base" member fee (fee level group 10).

Total Points	Fee Level Group	Member Fees 2026	Member Fees 2028	Number of Federations	Fee Level Increase
1	10	340	350	33	2.9%
2					
3					
4	9*	680	700	5	2.9%
5	8	1 020	1 050	6	2.9%
6	7	1 530	1 580	6	3.3%
7	6	2 300	2 370	7	3.0%
8	5	3 450	3 560	5	3.2%
9	4	5 180	5 340	6	3.1%
10	3	7 770	8 010	6	4.0%
11	2	11 660	12 020	2	3.1%
12	1	17 490	18 030	4	3.1%
Total fees in EUR:		226 770	241 480		
Increase of total fees in EUR:			14 710		

* Starting from Fee Level Group 9*, the fee paid by each group is about 1.5 times higher than the fee of the previous group (rounded to nearest 10 EUR).

Member	International Participation and Member Strength							GDP Per Capita 2025		Total Points	Fee Group 2027 & 2028	Annual Membership Fees		
	FootO (0.75)	MTBO (0.1)	SkiO (0.1)	TrailO (0.05)	Tot. score	Ranking	Points	\$US	Points			2026	2027	2028
	SUI	1,88	0,95	0,40	1,6	4,825	4	8	111 047			4	12	1
NOR	1,88	2,10	0,25	0,15	4,375	3	8	91 884	4	12	1	17490	17760	18030
SWE	0,75	0,75	0,10	0,2	1,8	1	8	62 036	4	12	1	17490	17760	18030
FIN	3,00	0,15	0,25	0,1	3,5	2	8	56 084	4	12	1	17490	17760	18030
GER	7,50	1,35	1,15	0,55	10,55	9	7	59 925	4	11	2	7770	9895	12020
GBR	5,25	2,20	2,15	0,35	9,95	7	7	56 661	4	11	2	7770	9895	12020
CZE	4,13	0,15	0,50	0,4	5,175	5	8	35 161	2	10	3	7770	7890	8010
DEN	9,38	1,05	1,80	0,95	13,175	12	6	76 581	4	10	3	11660	9835	8010
AUS	9,00	1,90	2,15	1,6	14,65	15	6	65 946	4	10	3	7770	7890	8010
AUT	9,38	0,95	0,95	1,5	12,775	11	6	61 694	4	10	3	11660	9835	8010
FRA	4,13	0,30	2,15	1,25	7,825	6	7	48 982	3	10	3	7770	7890	8010
ITA	7,88	0,80	1,30	0,05	10,025	8	7	43 161	3	10	3	5180	6595	8010
USA	19,13	2,25	1,65	1	24,025	26	5	89 599	4	9	4	5180	5260	5340
BEL	15,75	2,45	2,15	1,35	21,7	22	5	60 418	4	9	4	5180	5260	5340
HKG	17,25	2,35	2,15	0,75	22,5	24	5	56 844	4	9	4	3450	4395	5340
NZL	10,13	2,45	2,15	1,6	16,325	17	6	49 383	3	9	4	3450	4395	5340
ESP	12,75	0,90	2,15	0,5	16,3	16	6	38 040	3	9	4	5180	5260	5340
HUN	6,00	2,10	1,90	0,65	10,65	10	7	25 916	2	9	4	3450	4395	5340
EST	10,13	1,00	0,60	1,55	13,275	13	6	34 041	2	8	5	3450	3505	3560
IRL	23,25	2,45	2,15	1,6	29,45	33	4	129 132	4	8	5	3450	3505	3560
POL	15,38	0,80	2,10	0,25	18,525	18	6	28 485	2	8	5	3450	3505	3560
LAT	11,63	1,20	0,70	0,45	13,975	14	6	25 630	2	8	5	3450	3505	3560
RUS	37,50	2,45	1,95	1,6	43,5	50	2	17 446	1	3	5	3450	3505	3560
JPN	15,00	1,70	1,00	0,85	18,55	19	5	34 713	2	7	6	3450	2910	2370
NED	27,38	2,45	2,15	1,45	33,425	36	3	73 174	4	7	6	2300	2335	2370
ISR	30,00	2,35	2,15	1,15	35,65	40	3	60 009	4	7	6	2300	2335	2370
CAN	20,25	2,45	2,15	1,2	26,05	28	4	54 935	3	7	6	2300	2335	2370
LTU	17,25	0,45	0,85	0,8	19,35	20	5	32 982	2	7	6	2300	2335	2370
POR	18,75	1,55	2,15	0,9	23,35	25	5	31 415	2	7	6	1530	1950	2370
BLR	41,25	2,45	2,15	1,6	47,45	56	1	9 435	1	2	6	2300	2335	2370
TUR	16,13	2,45	1,60	1,6	21,775	23	5	18 198	1	6	7	1020	1300	1580
SGP	34,50	2,45	2,15	1,6	40,7	45	2	94 481	4	6	7	1530	1555	1580
TPE	28,88	2,45	2,15	1,3	34,775	39	3	37 827	3	6	7	1020	1300	1580
SLO	30,38	2,45	2,15	1,05	36,025	41	3	37 178	3	6	7	1530	1555	1580
SVK	24,00	2,15	2,00	0,3	28,45	30	4	28 524	2	6	7	2300	1940	1580
UKR	16,88	1,90	1,70	0,6	21,075	21	5	6 382	1	6	7	1530	1555	1580
ROU	21,00	2,45	2,00	1,6	27,05	29	4	22 436	1	5	8	1530	1290	1050
BUL	21,00	1,25	1,15	1,6	25	27	4	20 426	1	5	8	1020	1035	1050
CRO	28,50	2,45	2,15	0,7	33,8	37	3	26 958	2	5	8	1020	1035	1050
SRB	25,88	2,45	2,15	1,6	32,075	34	4	15 322	1	5	8	680	865	1050
BRA	22,88	2,45	2,15	1,4	28,875	31	4	10 578	1	5	8	1020	1035	1050
MDA	22,88	2,45	2,15	1,6	29,075	32	4	8 239	1	5	8	1020	1035	1050
KOR	35,25	2,45	2,15	1,1	40,95	46	2	35 962	2	4	9	680	690	700
CYP	42,38	2,45	2,15	1,6	48,575	57	1	42 413	3	4	9	680	690	700
CHN	27,75	2,45	2,15	1,6	33,95	38	3	13 806	1	4	9	680	690	700
COL	27,00	2,45	2,15	1,6	33,2	35	3	8 249	1	4	9	340	520	700
INA	31,50	2,45	2,15	1,6	37,7	42	3	5 074	1	4	9	340	520	700
LUX	42,75	2,45	2,15	1,6	48,95	58	1	146 818	4	5	10	340	345	350
UAE	45,38	2,45	2,15	1,6	51,575	63	1	51 348	3	4	10	340	345	350
MLT	45,38	2,45	2,15	1,6	51,575	63	1	49 277	3	4	10	340	345	350
BAR	45,38	2,45	2,15	1,6	51,575	63	1	25 927	2	3	10	340	345	350
URU	43,88	2,45	2,15	1,6	50,075	61	1	24 380	2	3	10	340	345	350
CHI	35,25	2,45	2,15	1,6	41,45	47	2	17 181	1	3	10	680	515	350
KAZ	34,13	2,45	1,60	1,6	39,775	43	2	14 723	1	3	10	340	345	350
MAS	35,63	2,45	2,05	1,6	41,725	48	2	13 901	1	3	10	340	345	350
ECU	35,63	2,45	2,15	1,6	41,825	49	2	7 210	1	3	10	340	345	350
RSA	33,75	2,45	2,15	1,6	39,95	44	2	6 667	1	3	10	680	515	350
CRC	41,25	2,45	2,15	1,6	47,45	55	1	19 104	1	2	10	340	345	350
ARG	45,38	2,45	2,15	1,6	51,575	63	1	14 359	1	2	10	340	345	350
MEX	45,38	2,45	2,15	1,6	51,575	63	1	13 967	1	2	10	340	345	350
MRI	45,38	2,45	2,15	1,6	51,575	63	1	12 519	1	2	10	340	345	350
DOM	45,38	2,45	2,15	1,6	51,575	63	1	11 919	1	2	10	340	345	350
MKD	37,88	2,45	2,15	1,6	44,075	51	1	10 378	1	2	10	340	345	350
GEO	43,50	2,45	2,15	1,6	49,7	60	1	10 126	1	2	10	340	345	350
BIH	45,38	2,45	2,15	1,6	51,575	63	1	9 648	1	2	10	340	345	350
THA	38,25	2,45	2,15	1,6	44,45	52	1	7 942	1	2	10	340	345	350
CUB	45,38	2,45	2,15	1,6	51,575	63	1	7 450	1	2	10	340	345	350
AZE	45,38	2,45	2,15	1,6	51,575	63	1	7 365	1	2	10	340	345	350
PAR	39,38	2,45	2,15	1,6	45,575	53	1	6 799	1	2	10	340	345	350
ALG	45,38	2,45	2,15	1,6	51,575	63	1	6 095	1	2	10	340	345	350
IRQ	45,38	2,45	2,15	1,6	51,575	63	1	5 832	1	2	10	340	345	350
PHI	45,38	2,45	2,15	1,6	51,575	63	1	4 321	1	2	10	340	345	350
IRI	45,38	2,45	2,15	1,6	51,575	63	1	4 074	1	2	10	340	345	350
EGY	44,25	2,45	2,15	1,6	50,45	62	1	3 191	1	2	10	340	345	350
IND	41,25	2,45	2,15	1,6	47,45	54	1	2 818	1	2	10	340	345	350
KGZ	45,38	2,45	2,15	1,6	51,575	63	1	2 790	1	2	10	340	345	350
NEP	45,38	2,45	2,15	1,6	51,575	63	1	1 535	1	2	10	340	345	350
PRK	43,13	2,45	2,15	1,6	49,325	59	1	800	1	2	10	340	345	350
MOZ	45,38	2,45	2,15	1,6	51,575	63	1	690	1	2	10	340	345	350
LIE	45,38	2,45	2,15	1,6	51,575	63	1	231 713	4	1	10	340	345	350

Budget Preface – IOF Budget 2027-2028

Budget presentation format

Since GA 2024, the IOF budget has been presented in a format aligned with the structure and headings of the IOF Annual Financial Report, enabling easier comparison across several years. (The IOF Annual Financial Report structure follows the regulations set by the Swedish authorities where the IOF organisation is registered.) To balance the need for comparability with the willingness to ensure transparency, operational income and operational costs are presented in greater detail in appendices, together with explanatory notes.

Current position

Looking back at the four-year period since the pandemic, IOF finances have remained stable despite macroeconomic challenges globally. Only very small changes have been noted in membership income, staff costs, and the costs related to the governance of the IOF. Given this environment, maintaining a strong focus on closely monitoring IOF finances and being prepared to act quickly in response to changes will remain a key priority.

On the other hand, significant growth has been recorded in operational income during this four-year period, mainly due to increased external income from sponsors, TV rights, and IOF TV operations.

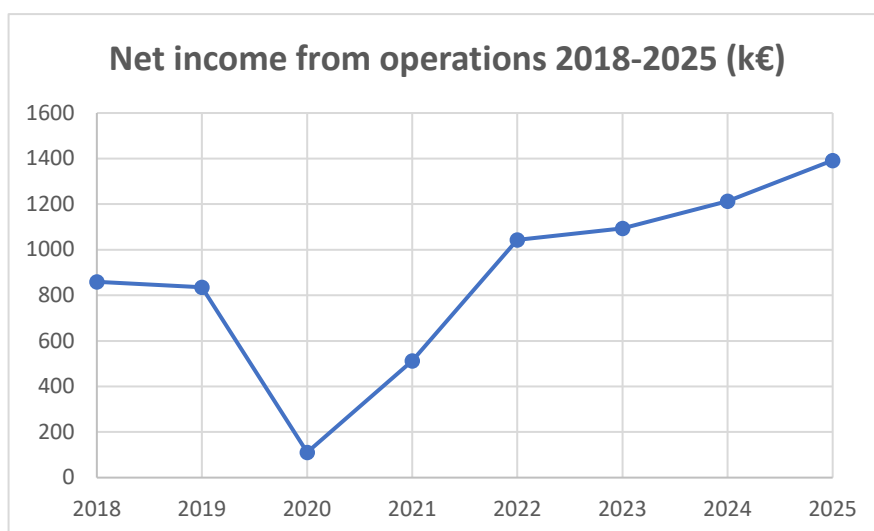


Fig. 1. Historical net income from operations, 2018-2025

For perspective, the share of total income from membership fees was 32% in 2013 and is projected to decrease to only 13% in 2027.

This growth has enabled funding for development activities and digitalization while at the same time maintaining stable annual results.

Budget outlook 2027–2028

In general, the income and costs in the 2027 and 2028 budgets are in line with last year's figures, apart from expected growth in external income from Sponsors, TV rights, and IOF TV operations. This growth creates resilience and forms a foundation for IOF's development activities. The allocation of budget funds to IT is increasing slightly to support continued digitalisation and further development of the IOF's IT infrastructure in 2027–2028. However, if a major investment in this area is approved, the IOF would need to use part of its retained earnings.

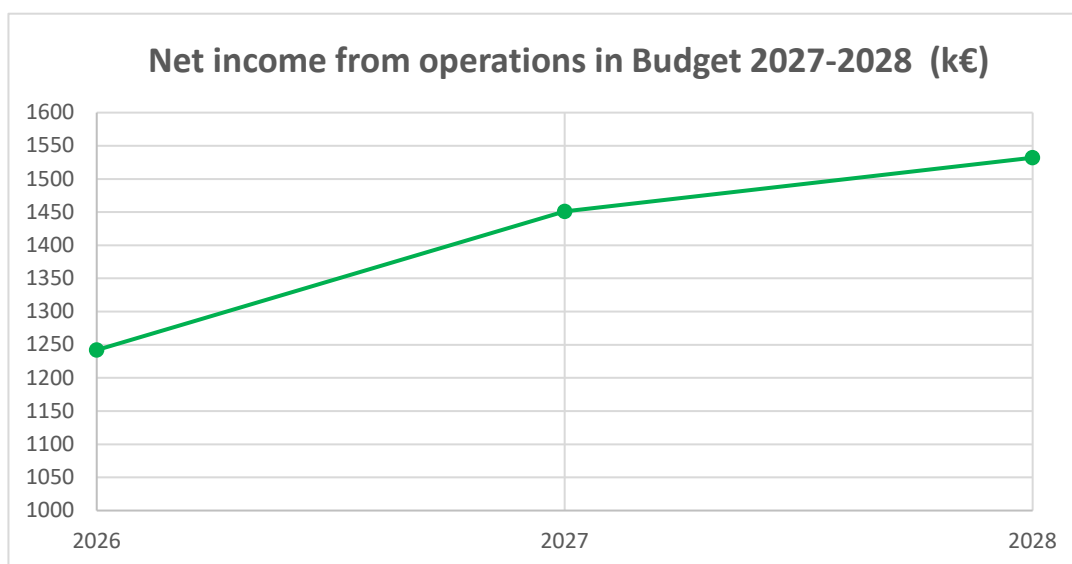


Fig. 2. Expected net income from operations in 2027-2028 budget

Increased budget to expand Orienteering as a global sport

In 2027, the dedicated budget for the Global Development Commission (GDC) will increase from €20,000 to €30,000. Subject to continued growth in external income, the funds allocated to the GDC are projected to increase further to €40,000 in 2028.

The increased budget for GDC will support the proposed priorities outlined in the new Strategic Directions 2026–2030, particularly Strategic Initiative 1: “Develop and expand orienteering as a global sport.” This increased funding will enable the IOF to strengthen its development efforts across all three route choices under this strategic initiative, including expanded support for activities such as development clinics and academies, as well as targeted development support for developing Member Federations and regional and sub-regional bodies under the IOF.

Besides this, the World Orienteering Week, discipline specific development projects, and educational activities such as Event Advisers and Mapping clinics is planned within the budget.

IOF BUDGET 2027 - 2028

To IOF General Assembly 2026

All numbers are in k€

Rate SEK/€: 10,8047

	Result	Result	Budget	Proposal	Proposal
	2024	2025	2026	Budget	Budget
				2027	2028
Income					
Net income from operations*	1 213	1 392	1 217	1 451	1 532
Membership fees	198	224	225	222	231
Grants (IOC Development Fund)	30	33	31	32	32
Total income	1 441	1 649	1 473	1 706	1 796
Costs					
Cost of operations*	-996	-1 193	-1 045	-1 254	-1 321
Other external costs (IOF Office, Governance & Meetings)	-73	-77	-85	-83	-88
Staff costs	-347	-331	-325	-352	-370
Depreciation	-2	-1	-3	-1	-1
Total costs	-1 418	-1 602	-1 458	-1 690	-1 780
Profit/Loss	23	47	15	16	16
Investments and financing					
Interest and Exchange rate income	2	-22	5	5	5
Interest and Exchange rate costs	0	0	0	0	0
Result after investments and financing	25	25	20	20	20
Result for the year	25	25	20	20	20

* See appendix 1 for details of operational income and costs.

Appendix 1 to IOF GA Budget 2027-2028

Operations income and costs distribution

Operations income distribution	Result	Result	Budget	Budget	Budget
	2024	2025	2026	2027	2028
WOC income (FootO)	30	62	60	60	60
World Cup income (FootO)	126	101	135	144	155
JWOC income (FootO)	5	5	5	5	8
WMOC income (FootO)	130	112	105	100	120
ROC outside Europe income (FootO)	5	2	5	3	5
Sum FootO Events:	295	281	310	312	348
WRE income	48	49	50	55	55
MTBO Championships & World Cup income	25	25	10	10	12
SkiO Championships & World Cup income	15	14	14	10	12
TrailO Championships income	3	6	3	4	5
Sum WREs, MTBO, SkiO, TrailO Events:	90	94	77	79	84
TV rights&Tech income (TV Rightsholders & some NFs)	215	183	180	190	200
TV Contribution income (Venue Partners / Organisers)	159	205	240	230	250
IOF TV income (customers)	194	330	180	350	350
Sum TV & Streaming:	568	719	600	770	800
Other Events & Partner Events income. (TWG, FISU)	0	44	0	0	0
IOF Young Leaders Academy income	8	10	10	10	10
IOF Joint Meeting income	10	18	10	15	15
Other income <i>from operations</i>	32	2	0	0	0
Sum Other Events:	50	74	20	25	25
Sponsoring/Advertising/Sales income	146	150	140	190	200
Anti-Doping income (Athletes License & Contributions)	64	75	70	75	75
Total (Net income from operations)	1213	1392	1217	1451	1532

Operations costs distribution	Result	Result	Budget	Budget	Budget
	2024	2025	2026	2027	2028
WOC costs (FootO)	-43	-41	-50	-60	-60
World Cup costs (FootO)	-106	-112	-135	-144	-155
JWOC costs (FootO)	-6	-8	-5	-5	-8
WMOC costs (FootO)	-16	-8	-10	-10	-10
ROC outside Europe costs (FootO)	-7	-7	-5	-5	-7
Sum FootO Events:	-179	-175	-205	-224	-240
WRE costs	-5	-3	-5	-5	-5
MTBO Championships & World Cup costs	-15	-17	-10	-10	-12
SkiO Championships & World Cup costs	-6	-6	-10	-10	-12
TrailO Championships costs	-5	-4	-5	-4	-5
Sum WREs, MTBO, SkiO, TrailO Events:	-31	-30	-30	-29	-34
TV Production+Tech Costs & Rights transfer to Organisers	-367	-374	-420	-400	-430
TV Contribution Costs (not used)	-	-	-	-	-
IOF TV - Productions / Revenue share costs	-142	-251	-120	-270	-270
Sum TV & Streaming:	-509	-624	-540	-670	-700
Other Events & Partner Events costs. (TWG, FISU Games et	-7	-72	0	-5	-5
IOF Young Leaders Academy costs	-8	-10	-10	-10	-10
IOF Joint Meeting costs	-10	-18	-10	-15	-15
Other <i>operational</i> costs, incl.Eventor	-45	-55	-45	-70	-70
Sum Other Events:	-69	-154	-65	-100	-100
Sponsoring/Advertising/Sales costs (accounted per event)	0	0	0	0	0
Costs for anti-doping testing (Contracted to the ITA)	-88	-91	-90	-95	-95
Development & Education costs (GDC, WOW, HLES etc.)	-56	-65	-65	-76	-87
Consultants costs (Communication consultant etc.)	-63	-53	-50	-60	-65
Total (Cost of Operations)	-996	-1193	-1045	-1254	-1321

BALANCE SHEET BUDGET 2027 - 2028**Proposal to IOF General Assembly**

ASSETS	2025-12-31	2026-12-31	2027-12-31	2028-12-31
Inventory & Equipment	8	8	8	8
Accounts receivable	175	50	50	50
Prepayments and accrued income	35	35	35	35
Cash at bank	317	417	437	457
TOTAL ASSETS	535	510	530	550
EQUITY AND DEBTS				
Balanced gains	324	349	369	389
Result for the year	25	20	20	20
Accounts payable	91	46	46	46
Other short-term liabilities	35	35	35	35
Accruals and deferred income	60	60	60	60
TOTAL EQUITY AND DEBTS	535	510	530	550



XIII. Appointment of a firm of auditors and a Governance Auditor from among the membership



Proposal for appointment of Auditors

For re-appointment as Financial Auditor for the for the current and the following financial period, i.e. calendar years 2026 and 2027:

Grant Thornton Sweden AB, represented by Authorized Public Accountant Malin Palmqvist.

For re-appointment as Governance Auditor for the General Assembly period 2026-2028:

Matthias Kalle Dalheimer (GER/SWE)



Malin Palmqvist

Authorized public accountant
Grant Thornton

Authorized public accountant

Malin Palmqvist is an authorized public accountant. She is currently working as Leading auditor and Manager on businesses with different operations and size at the Gothenburg office.

Experience

Malin has been with Grant Thornton since 2018, where her work is characterized as leading and signing auditor, Manager, as well as Group Manager for the audit department.

Due to Malin's knowledge deriving from working with privately held businesses, non-profit organizations, corporate groups, private equity and international companies she is experienced in consulting owners and accountants regarding taxes and accounting.

Industry experience

Malin has good knowledge and experience in auditing and advising organizations with international presence, advising organizations in the non-profit sector. Malin has been part of the audit team of IOF since 2022 and leading auditor since 2024.

References

Below are a few assignments that Malin is working on at Grant Thornton.

- RF SISU Västra Götaland, Idrottsservice Väst AB
- Göteborgs Fri-Idrottsförbund, Göteborgsvarvet Expo AB
- International Orienteering Federation
- Idrottens Bingo i Göteborg AB

Professional qualifications and memberships

Malin is a member of FAR – the professional institute for authorized public accountants, approved public accountants and other highly qualified professionals in the accountancy sector in Sweden.

Languages spoken

Swedish, English

Contact details

Grant Thornton
Box 2230
Östra Hamngatan 26
403 14 Göteborg

M: +46 725 038 954

E: malin.palmqvist@se.gt.com



XIV. Appointment of members to the Ethics Panel

Proposal for appointment of Ethics Panel

To be appointed for the General Assembly period 2026 – 2028

Sophie Bordet	PER	For re-appointment
Henrik Nilsson	SWE	For re-appointment
Leanne O'Leary	IRL	For new appointment
Eric Hully	BEL	For new appointment
Charlotte MacNaughton	CAN	For new appointment
Sergio Luiz Mendes	BRA	For new appointment
Shin Murakoshi	JPN	For new appointment



XV. Election of the Council: Nominations and CVs

Nominations for IOF Council

To be elected for the period 2026–2030

For the position of IOF Vice President – one person to be elected

Blair Trewin	AUS	For new election
--------------	-----	------------------

For the position of IOF Council Member – three persons to be elected

Anne Straube	GER	For new election
Blair Trewin	AUS	For re-election
Daniel Wolf	CZE	For new election
Jari Kymäläinen	FIN	For new election

Confirmation of two athletes' representatives

Eline Gemperle	SUI	For re-election
Jonatan Ståhl	SWE	For re-election

International Orienteering Federation

Drottningatan 47 31/2 tr
SE-65225 Karlstad
SWEDEN

07 01 2026
Sydney

Nomination of Blair Trewin

Orienteering Australia hereby nominates Blair Trewin to be the Vice President of the International Orienteering Federation and a Member of the Council for the period 2026-2030.

Blair has demonstrated great leadership throughout the years as president of Orienteering Australia and has proved himself as a valuable member of the IOF Foot Orienteering Committee and as a Member of the Council since 2022. He is a Senior Event Adviser and was awarded the IOF bronze pin, to mention a few of his achievements.

Best regards

Arpad Kocsik

Arpad Kocsik

General Manager

Orienteering Australia Ltd.



Acknowledgement of Country

Orienteering Australia acknowledges the Traditional Custodians of the lands where we conduct our sporting activities. Orienteering Australia extends this acknowledgment to all the Traditional Custodians of the lands and First Nations Peoples throughout Australia and would like to pay its respects to all Elders past, present and emerging.

CV for Blair Trewin, candidate for IOF Vice-President

I am putting myself forward for IOF Vice-President, following four years as a member of Council, with the vision of orienteering becoming a genuine global sport and prioritising the growth in participation worldwide. We must be open to new and innovative formats which will be attractive to new audiences and feasible in new places, while not losing sight of what makes our sport most appealing to our existing participants. IOF also has a key role as an enabler of national federations, through measures such as the development of shared infrastructure and standards, and as a forum for the sharing of best practice at national and regional level. It is also important that IOF is a well-governed and financially sustainable organisation, which I believe I can make a strong contribution to with my experience leading national and state orienteering organisations as well as my current involvement with Council and on IOF Commissions. I also have substantial experience in international organisations outside orienteering in my professional life as a climate scientist.

Personal details

Name	Blair Trewin
Nationality	Australian
Residence	Melbourne, Australia
Club	Yarra Valley Orienteering Club
Date of birth	08.07.1971
Address	1/10 Rushall Street, Fairfield VIC 3078, Australia
Phone	+61 413 849 309
E-mail	blairtrewin@gmail.com , blair.trewin@orienteering.sport



Orienteering experience

- Represented Australia at WOC 1995, JWOC 1991, and numerous World Cup events from 1994 to 2008
- 2nd in 2004 Asia-Pacific Championships
- Top 5 on 8 occasions in Australian national championships, including 2nd in 1998
- Part of Australian champion relay teams on 5 occasions
- Have competed in 30 countries on all continents (except Antarctica...)

Orienteering board and committee positions

- Member, IOF Council 2022-present

- Member of IOF Foot Orienteering Commission, 2010-2022
- Orienteering Australia: President 2012-2021, Director (Finance) 2006-2012
- Orienteering Victoria: President 2003-2006, Treasurer 1996-2003
- Orienteering ACT: Secretary 1991-1994

Other orienteering roles and awards

- Senior Event Adviser, 2019 World Cup, China
- IOF Event Adviser for numerous World Ranking Events in Australia
- WOC jury member, 2012 and 2018
- IOF Bronze Pin award
- Commentator for many national (and a few international) events
- Coach/assistant coach of numerous junior orienteering squads/teams

Professional roles outside of orienteering

- Senior Research Scientist (climate), Australian Bureau of Meteorology
- A lead author for the Intergovernmental Panel on Climate Change (IPCC) Sixth and Seventh Assessment Reports
- A lead author for the World Meteorological Organization's annual global State of the Climate report
- President of the Australian Meteorological and Oceanographic Society, 2012-2014

Dear Sondre,

German Orienteering nominates Anne Straube as a candidate for the Council (as member).

...

Please confirm our nomination.

Best regards

Steffen

German Orienteering

Steffen Lösch

Tel.: +49-3641-441856

E-Mail: ago-vorsitz@o-sport.de

Anne Straube

I am a competitive recreational orienteer with experience in all four orienteering disciplines and international success in TrailO. I have extensive experience in athlete representation and in professional leadership from a career in science.

Born 17th July 1975 in Halle (Saale), Germany

Active in FootO since 1984, active in TrailO since 2002

Current orienteering clubs: SV Lengefeld (GER), Octavian Droobers (GBR)

Taking part in about 50 FootO and up to 10 TrailO competitions / year

Member of German National Team in TrailO, representing Germany in TrailO since first WTOC in 2004.

Represented England in FootO at Veteran Home Internationals in 2012, 2015, 2024 at Interland in 2017, 2019, 2023-2026.

Language skills: German (native), English (fluent), Russian (basic), French (basic)



Education/Qualifications:

2003 PhD (Dr. rer. nat.) in Cell Biology, Phillips University Marburg, Germany

1999 Diplom in Biochemistry and Molecular Biology, University Hamburg, Germany

Professional history in Science:

2026 – 2028 Guest Professor, Faculty of Science, Lund University, Sweden

2022 – 2025 Head of Biomedical Sciences, University of Warwick, UK

2020 – Professor, Warwick Medical School, University of Warwick, UK

2014 – 2020 Associate Professor in Mechanochemical Cell Biology, University of Warwick, UK

2009 – 2014 Assistant Professor in Mechanochemical Cell Biology, University of Warwick, UK

2007 – 2010 Group Leader, Marie Curie Research Institute, Oxted, UK

2004 – 2007 Postdoctoral Fellow, Wellcome Trust Centre for Cell Biology, Edinburgh, UK

2003 – 2004 Postdoctoral Researcher, Max-Planck-Institute for Terrestrial Microbiology, Marburg, Germany

in Orienteering:

2023 – Chair, IOF TrailO Commission

2021 – Member, IOF TrailO Commission

2016 – 2018 IOF Event Advisor for WTOC 2018 (Latvia)

2011 – 2021 Chair, IOF TrailO Athletes Commission

2010 – 2012 National Controller for WTOC 2012 (Scotland)

2009 Qualified as IOF Event Advisor (TrailO), Senior Event Advisor since 2019



Podium positions in international Trail orienteering events:

2008 Gold, World Championships, PreO, Open Class

2010 4th, World Championships, PreO, Open Class

2017 5th, World Championships, PreO, Open Class

2019 5th, World Championships, Relay, Open Class

2002 2nd, European Championships, PreO, Open Class

2018 5th, European Championships, Relay, Open Class

2023 1st, World Ranking Event, WTOC PreO2, Open Class



INTERNATIONAL ORIENTEERING FEDERATION IOF
Drottninggatan 47 3 ½ tr
SE-65225 KARLSTAD
SWEDEN

Dears,

The Czech Orienteering Federation would like to propose Mr. Daniel Wolf as a candidate for the Council Member position for the upcoming term 2026–2030.

We believe that his expertise, commitment, and knowledge of the sport would make him a valuable member of the Council.

Please find his curriculum vitae attached.

Kind regards,

Dominika Plochová

Secretary General
Czech Orienteering Federation





Daniel Wolf



COUNCIL CANDIDATE

Age: 34
 Current position within federation: Vice president
 Occupation: IT Project manager / Scrum master

I have loved orienteering since the age of 10. Former Czech national team member (youth and junior classes), event organiser, adviser, jury member, arena speaker, TV commentator, coach, lecturer and occasional mapmaker.

Current orienteering occupation:

- Czech orienteering Vice president, responsible for public and international relations (since 2024)
- IOF FOC Sprint Group member (since 2023)
- OOB TJ Turnov orienteering club - Vice president (since 2012)
- Podcaster (official Czech orienteering podcast Správným směrem)
- Active event organiser, adviser, controller, mentor

Former orienteering occupation:

- Czech orienteering federation Foot-O Commission member (2014 - 2024)
- Czech National team committee chairman (2020 - 2024)
- O-News.cz editor (2016 - 2024)

Event organising / advising:

- World Orienteering Championships 2027, HUN - SEA
- Orienteering World Cup 2027 R2, CZE - National controller
- Orienteering World Cup 2026 R3, CZE - National controller
- Junior World Orienteering Championships 2026, SWE - ASEA
- Orienteering World Cup 2023 R2, CZE - Sport director
- European Youth Orienteering Championships 2023, BUL - SEA
- World Orienteering Championships 2021, CZE - Sport director, course setter
- Orienteering World Cup 2018 final, CZE - Sport director, course setter
- European Orienteering Championships 2016, CZE - Sport director, course setter
- Several Czech Champs and Czech Cup races course setter / controller or event director (2014 - 2025)
- Czech O-Tour series course setter / board member (since 2021)
- Main organiser of annual multi-day event Nice holidays in Bohemian paradise (since 2006)

I have lived orienteering for more than 20 years, gaining experience in many roles within our wonderful sport. Recently, I feel it is time to move forward and share this experience further. I currently serve as Vice President of the Czech Orienteering Federation for international affairs and would like to contribute to the further development of orienteering at the international level.

Daniel Wolf

+420 737 681 380
 daniel.wolf@ceskyorientak.cz





International Orienteering Federation

Nomination to the IOF Council

The Finnish Orienteering Federation nominates Mr. Jari Kymäläinen to be elected to the council member of the International Orienteering Federation.

Helsinki, the 3rd of March 2026

Mika Ilomäki
Managing Director
Finnish Orienteering Federation

JARI KYMÄLÄINEN

MY MISSION STATEMENT AS AN ORIENTEERING INFLUENCER

Promote orienteering as a fair, sustainable, and attractive junior and elite sport by increasing its visibility and reputation in existing and emerging markets in a cost-effective way.

EXECUTIVE PROFILE

Senior international orienteering leader with extensive experience in elite competition, world-class event delivery, and global governance. Known for uniting strategic vision, operational excellence, and stakeholder leadership to advance the sport's visibility, sustainability and stakeholder engagement.

KEY HIGHLIGHTS

- Event Director of WOC 2025 and World Cup Final 2024 in Finland
- Member of IOF Foot Orienteering Commission (FOC) from 2025
- Senior Event Adviser in multiple World Championships and World Cups
- Former national team athlete and international medalist
- Extensive leadership experience in global services and competence development businesses
- Active orienteer since the 1960s including 2010-2020 Chair of Tampere recreational orienteering events, reaching 200–1,000 weekly participants

INTERNATIONAL ORIENTEERING LEADERSHIP

- IOF Foot Orienteering Commission (FOC) Member (2025–)
- Event Director, WOC 2025, Kuopio, Finland
- Event Director, World Cup Final 2024, Kuopio, Finland
- Senior Event Adviser: WOC 2024 (Scotland), World Cup Final 2023 (Italy), JWOC 2018 (Hungary), WMOC 2016 & 2021 (Estonia & Hungary), World Cup 2014 (Norway)
- Course Setter, WOC 2001
- Certified IOF Event Adviser (2006)



CONTACT

Tampere, Finland
+358 40 527 1010
jari.kymalainen@orienteering.sport

BACKGROUND & CAREER

SPORTING BACKGROUND

- CISM Bronze Medal, Team Orienteering, Denmark 2008
- National Team Orienteer (1986–1987)
- International experience in Norway, Germany and Ireland

PROFESSIONAL CAREER

- Team Leader, IT Director, Project Manager, Business Process Manager
- Leadership roles in multinational teams across Europe, Asia, APAC, North America and Southern Africa

EDUCATION

- M.Sc. (Tech.), Surveying & Real Estate Management
- Helsinki University of Technology 1987



XVI. Annexes



INTERNATIONAL ORIENTEERING FEDERATION

Sustainable Event Program Working Group Report: FootO

Working group:

Linda Take

Blair Trewin

Hannu Kottonen

Helge Lang Pedersen

Eline Gemperle

Henrik Eliasson

April 2026

Contents

1. Background	2
2. Remit	2
3. Scope and Limitations	2
5. Findings	3
5.1 High Level Event Program	3
5.2 Finance	4
5.3. Spectators and Audience Development.....	4
6. Recommendations	5
6.1 High Level Event Program	5
Key Principles.....	5
WOC Program – Current Format	5
World Cup	6
Regional Championships.....	6
World Games	6
6.2 Finance	6
6.3 Spectators and Audience Development.....	7

1. Background

For the 2024–2026 Council period, it was proposed that the SEWG enter its next phase, building on insights gathered from surveys of member federations and athletes. The surveys identified several key challenges within the FootO programme, with financial sustainability—both for event organizers and for the IOF—emerging as a central concern. During the Pre-General Assembly working session, the World Cup was specifically highlighted as an event where long-term financial viability is critical. To ensure sustainable FootO events in the future, a stable and well-functioning financial model is required, and the current model needs further development.

Discussions also addressed the timing and frequency of the World Orienteering Championships (WOC), as well as opportunities to design a competition season that offers an attractive and varied mix of formats. The overarching aim is to better align the competition programme with the needs and interests of international organizers and athletes, while strengthening the sport's long-term development.

At present, the IOF generally receives a sufficient number of applications for its high-level FootO events. However, most events attract only a single applicant, and the pool of potential organizers remains limited. Notably, over the past 15 years, no WOC or Junior WOC (JWOC)—and only two World Cup rounds—have been held outside Europe.

2. Remit

The remit of this work is to:

- Build on the work completed to date by further elaborating on the key factors involved in establishing a sustainable FootO event programme.
- Review the overall event programme and provide recommendations for improvement, with particular focus on event types, the balance between global and regional structures, and the appropriate requirement levels for each event category.

3. Scope and Limitations

This review covers the following competition categories: IOF High-Level Events, Regional Events, and Partner Events.

To establish a foundation for this work, several core questions were addressed: How does the current event programme meet athlete needs? How can a more effective and supportive framework be created for organizers? And how can long-term financial sustainability be secured? Throughout the process, consideration was also given to the spectator perspective and how audiences experience the sport.

5. Findings

5.1 High Level Event Program

The overall situation for major IOF events has improved in recent years, particularly from the perspective of organizers. Longer planning horizons, improved marketing opportunities, and advances in broadcast quality have contributed positively. The current event structures—especially the separation between Sprint and Forest disciplines—are generally functioning well and support high-performance competition at the highest level. Participation across disciplines has remained largely stable.

Despite these strengths, significant challenges remain. The WOC brand does not yet generate sufficient revenue to meaningfully offset hosting costs, and only a limited number of nations currently have the financial and organizational capacity to deliver major events. Participation growth, particularly in Sprint WOC, has been modest.

Several challenges relate to event requirements, including overall event duration (competition days plus rest days), which increases costs. Safety continues to be a top priority. In sprint events, TV production and arena requirements may limit terrain options and, consequently, affect course quality.

Furthermore, the WOC programme is not yet fully aligned with the IOF's strategic ambition to expand the sport beyond Europe. Applications from outside Europe remain few, and relatively few events have been hosted there.

The World Cup remains a key elite competition and an important development platform for future WOC organizers. With larger team sizes than WOC, it provides valuable opportunities for developing elite athletes, particularly those transitioning into senior level. Participation has grown over the past 15 years, and in some cases field sizes have created logistical challenges, such as extended start windows. Recent developments—including strengthened collaboration through the World Cup consortium, additional rounds, and the introduction of qualification races in forest events—have improved the series and mitigated these issues. While scheduling has improved, the placement of WOC within the annual calendar can still create challenges for the World Cup programme. Ensuring a sustainable financial model and attracting additional organizers remain key priorities.

Regional Championships, JWOC, and Regional Youth Championships are now well established and play an important role in athlete and organizer development, particularly for less experienced federations. However, major events continue to be hosted predominantly in Europe. Partner events, such as the FISU World University Championships and the World Games, are highly valued—especially for U25 athlete development. For some nations, the World Games have particular significance, as results may be considered equivalent to WOC outcomes by national Olympic committees when allocating funding.

5.2 Finance

There is no significant inherent difference in revenue potential between Sprint and Forest WOC editions. While forest events benefit slightly from participation-related income, overall financial differences are limited.

The most important determinants of financial outcomes include event location, the level of local interest in orienteering, and the organizer's ability to attract venue partners (such as host cities or municipalities) and sponsors. Events held in attractive, accessible locations with strong participation in public races tend to achieve more favourable financial results.

Opportunities to increase revenue through higher entry fees are limited. Financial stability is more effectively strengthened through a long-term national strategy for hosting WOC in combination with other IOF or related events. A proven example is hosting WMOC in the years before or after a WOC, which has had positive financial and organizational effects.

Looking ahead, the IOF should provide stronger and more proactive support to organizers. This should include not only assistance with sponsorship, but also joint efforts in marketing and communication. It is essential to clearly articulate—visually and narratively—the sporting, social, and economic value an event brings to a host city. While IOF already supports dialogue through HLES, national conditions vary considerably, and support must therefore be tailored to each organizer's circumstances.

Clear and consistent communication about what orienteering represents—its values and its international context—is critical. This could include educational films, ready-to-use media materials, school resources, “try orienteering” activities, stronger social media engagement, and increased visibility in host cities through accessible public activities. These efforts are particularly important in regions where orienteering is not yet well established.

Transparent financial reporting is essential for learning and continuous improvement. A concise one-page overview of income and expenditure should be prepared and shared with future organizers. Reports from previous events can provide valuable guidance, even though local conditions differ. For major events, establishing a dedicated local event company or similar structure can also help clarify responsibilities and ensure sound financial control.

A key strategic objective is to reduce participation costs for athletes and federations traveling long distances—particularly those with limited financial resources—while simultaneously improving financial conditions for organizers and volunteers. With appropriate financial models, broader participation can be achieved without compromising event quality, thereby supporting long-term sustainability.

5.3. Spectators and Audience Development

Attracting and engaging spectators is a priority. Marketing, arena design, and overall event planning are crucial, and different audience segments require tailored approaches:

- Online/TV viewers with strong knowledge of orienteering
- Online/TV viewers with limited or no knowledge of orienteering

- On-site spectators with strong knowledge of orienteering
- On-site spectators with limited or no knowledge of orienteering

The current product works well for knowledgeable online and TV audiences. Some countries—primarily in the Nordic region—have also successfully attracted viewers with limited prior knowledge. Understanding and measuring these successes could help transfer effective strategies to other regions.

In several countries, on-site spectators with strong orienteering knowledge are regularly attracted. There is potential to learn how to engage this group more consistently across events. It remains uncertain how realistic it is to attract large numbers of on-site spectators with limited knowledge of the sport, and further experimentation and learning are required.

A strong on-site atmosphere is essential. If spectators primarily follow races via their phones, the added value of attending in person is diminished.

6. Recommendations

6.1 High Level Event Program

Key Principles

- **Predictability:** Schedule high-level events within predefined annual time windows and communicate plans several years in advance.
- **Risk Management:** Consider extreme weather risks when defining time windows to safeguard athletes and minimize disruptions.
- **Travel Efficiency:** Minimize travel demands; account for major club events (e.g. Jukola, Tiomila) and coordinate World Cup rounds with training camps ahead of future WOCs.
- **Overseas Participation:** Cluster high-quality events within a limited period (typically June–July in Europe) to enable athletes from outside Europe to combine multiple competitions in one trip.
- **Alignment:** Athletes and coaches strongly prefer that the World Cup round immediately preceding WOC mirrors the WOC formats to support optimal preparation.

WOC Program – Current Format

The recommendation is to retain the current WOC concept. Its advantages—shorter overall duration, operational efficiency, use of specialized terrain, and consistent annual focus for teams—outweigh its disadvantages. This position is supported by dialogue with the Athlete Commission.

Proposals to allow optional additional disciplines were discussed but not recommended. Such changes would increase organizational complexity and costs, risk imbalances between sprint and forest, and make it more difficult to secure suitable venues.

World Cup

Preferably, the final World Cup round before WOC should align closely with the WOC programme. Other rounds may allow for greater flexibility, and from the athletes' perspective there is openness to mixed formats.

A key challenge is to ensure long-term sustainability, while financial aspects will be addressed in more detail later in the report.

The recommendations therefore focus on widening the organizer base and setting a clear long-term direction. A key priority is to establish a clear ambition to organize a World Cup round outside Europe

Regional Championships

Regional Championships play an important role in organizer development and regional growth, particularly outside Europe where they often provide higher-level competition at lower cost than WOC, JWOC, or the World Cup. Allocating personal WOC places could further strengthen their relevance.

Challenges include late applications, difficulties securing local organizers in some fixed-rotation regions, and calendar constraints driven by climate and holiday periods. The recommendation is that Regional Championships remain a stable component of the IOF calendar, supported by a volunteer network for knowledge-sharing and a stronger coordinating role for the GDC.

World Games

The World Games should be scheduled to align well with other IOF competitions, enabling invited nations to participate effectively. While an important milestone on the path toward potential Olympic inclusion, limited participation means they should not be fully integrated into the core IOF competition programme. A longer-term ambition could be to expand participation and strengthen integration over time.

6.2 Finance

Ensuring financial viability remains challenging, particularly while aiming to increase athlete participation and expand events beyond Europe.

It is recommended that high-level events adopt a structured, transparent financial model based on a long-term plan. This should include detailed cost mapping—especially for TV production and related services—and an assessment of cost drivers such as additional rest days.

Sponsors, partners, and strong agreements are essential for financial success. To reach the next level, an additional dedicated resource in this area is recommended.

Developing high-quality visual and support materials for organizers—covering marketing and event delivery—is also strongly recommended. In addition, venues and countries without a strong orienteering tradition should be supported and educated in how to present and develop the sport’s unique appeal.

6.3 Spectators and Audience Development

Finally, it is recommended that a focused study be conducted to better understand and improve the event experience. This could explore factors that make events more attractive, ways to reach broader audiences, and areas where current events fall short. For example, the reliance of on-site spectators on TV coverage via mobile devices suggests that the live experience may not yet fully meet expectations.



INTERNATIONAL ORIENTEERING FEDERATION

Sustainable Event Program Working Group Report:

MTBO, SkiO & TrailO

May 2026

Contents

1. Background	1
2. Remit	1
3. Deliveries and recommendations	2
3.1. TrailO	2
3.2. MTBO:	3
3.3. SkiO:	3
Ongoing work	3

1. Background

Following the 2024 General Assembly, the IOF Council established a working group to address challenges and opportunities related to events in the MTBO, SkiO and TrailO disciplines.

The working group consisted of the Discipline Commission Chairpersons for MTBO, SkiO and TrailO. Representing the IOF Council were Jürg Hellmüller, Ildze Straume, Dušan Vystavel and Tom Hollowell. Jonatan Ståhl represented the Athletes' Commission and Advisory Group. Henrik Eliasson and Jenny Nilsson provided support from the IOF Office.

2. Remit

The remit of this work is to:

1. Review and recommend changes to the overall event programs, specifically considering type of events, global vs regional events programs, and the level of requirements for the various event types.
2. Investigate and recommend changes to the sanction fee structure and related delivery of fee related services to improve the financial sustainability for organisers and other stakeholders.
3. Review and potentially recommend changes to the event management structure with further involvement of the MTBO, SkiO and TrailO disciplines' communities.
4. With background in the work completed so far further detail key issues in the creation of a sustainable event program for MTBO, SkiO and TrailO

3. Deliveries

Given the practical nature of some of the challenges, and their limited impact on IOF Member Federations, the working group was able to move beyond recommendations and deliver concrete measures. Initially, the group focused on the first two items in its remit and succeeded in agreeing on **amendments to the event fee system**, including lower fee levels and related requirements. A proposal was submitted to the IOF Council in January 2025 and subsequently approved. During this process, both SkiO and TrailO also concluded that it would be preferable to **prioritise** and organise an **annual global championship** for senior athletes, and therefore decided to cancel or pause efforts to find organisers for the regional championships.

Current status: The new fee system has now been in operation for MTBO, SkiO and TrailO for approximately 1.5 years. It is still too early to fully assess whether the amendments have improved the previously low level of applications in these disciplines. However, initial indications suggest that **more federations are showing interest in organising events**. For the 2028 season, MTBO has received applications for all four of its main events, which is a positive development. In contrast, SkiO and TrailO have not yet received any applications for their 2028 events. As a result, the application deadline for these disciplines has been extended to 1 July 2026.

Regarding point three in the working group remit, the implementation of a fully **digital onboarding process of all commissions** in Microsoft Teams during the winter of 2025/2026 has enabled **improved collaboration and more efficient internal processes**, with greater involvement from commission members. Examples include shared storage of original files, allowing faster and more accurate updates of application documents, contracts and guidelines, as well as reduced processing time from approval to contract drafting.

In relation to item four, the key issues for creating a sustainable event programme are outlined below for each discipline:

3.1. TrailO

TrailO Commission has chosen to prioritise the organisation of an annual World TrailO Championships (WTOC). The European TrailO Championships (ETOC), previously organised every second year, has now been cancelled or paused and will only be reconsidered once there is sufficient confidence in securing future WTOC organisers, which is currently not the case. There has also been no progress in establishing regional championships outside Europe.

TrailO has seen an increase in World Ranking Event (WRE) event weekends. Part of this can be attributed to the new PreO sprint format: weekends with three WREs are now common, and sprint-focused weekends with TempO and PreO sprint are attracting younger competitors while allowing the use of smaller areas. A higher number of WREs is likely to increase the pool of potential WTOC organisers in the future.

Within TrailO, there are concerns regarding the level of participation fees proposed by organisers. Work is ongoing with the aim of introducing entry fee caps in the future to ensure that events remain accessible to a broad range of IOF Member Federations and athletes.

3.2. MTBO:

MTBO Commission is generally satisfied with the current structure of its international championship events, which brings together several age categories across three “event weeks”/locations each year, with the World Masters MTBO Championships remaining the only standalone event.

To address the limited interest in organising the World MTBO Championships, organisers are allowed to host four medal events instead of the full programme, unless financial conditions and organisational capacity make a full programme feasible. There has been some progress in attracting more applications during the past year. However, the underlying challenge remains that the overall number of MTBO athletes and organisers is small and not growing. There has also been no progress in establishing regional championships outside Europe.

3.3. SkiO:

SkiO Commission has chosen to prioritise the organisation of an annual World Ski Orienteering Championships (WSOC). The European Ski Orienteering Championships (ESOC), previously organised every second year, has now been cancelled or paused and will only be reconsidered once there is sufficient confidence in securing future WSOC organisers. In connection with this, an alternating programme has been developed: every second year features a sprint-focused programme that can also be organised in locations where snow availability may be limited, while the alternate year includes a long-distance race. There has also been no progress in establishing regional championships outside Europe.

Another improvement introduced to address the challenges caused by rapidly changing snow conditions is the use of orange-coloured track/map standards, enabling events to utilise artificial snow tracks while still creating technical challenges for the athletes.

The number of World Cup races increased slightly during the last season, likely linked to the revised requirements and the commitment of organisers in the Nordic countries. However, a recurring challenge is that the season programme is often only finalised within the year preceding the events.

Ongoing work

Currently, MTBO and SkiO are reviewing the test period for the introduction of U23 Championships and U23 World Cups. The IOF Council has requested a report evaluating whether participation among young senior athletes has increased, and recommendations for the future.

Work has also started on exploring ways to modernise and simplify the handling of event items at IOF events. Today, each diploma and medal is unique and managed through a system that is more than five years old and involves several manual steps, placing an unnecessary burden on both organisers and the IOF Office.



INTERNATIONAL ORIENTEERING FEDERATION



INTERNATIONAL ORIENTEERING FEDERATION