



***INTERNATIONAL
HOCKEY FEDERATION***

Annual
Report
2023

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5-11 February

FIH Indoor Hockey World Cup South Africa 2023



6 June

Launch of the FIH Empowerment and Engagement Strategy



21 July

FIH launches "Give Back to Forest" initiative



29 November 10 December

FIH Hockey Women's Junior
World Cup Chile 2023

13-29 January

FIH Odisha Hockey Men's World Cup Bhubaneswar & Rourkela 2023



4 May

FIH becomes first International Sports Federation to join Centre for sport and Human Rights as Engaged Organisation

5 June

First FIH National Associations Summit

7 June

FIH joins United Nations Sports for Climate Action Framework

17-25 June

First participation of hockey at Special Olympics World Games



5-16 December

FIH Hockey Men's Junior World Cup Malaysia 2023

FIH President Foreword.

Dear Friends,

2023 was another really exciting year for FIH, full of remarkable events – the FIH Odisha Hockey Men's World Cup Bhubaneswar-Rourkela, the FIH Indoor Hockey World Cup South Africa and the FIH Hockey Junior World Cups Chile and Malaysia, alongside a full FIH Hockey Pro League season - and incredible performances from our athletes!

With athletes being the best ambassadors of hockey, improving athletes' welfare and enhancing awareness for the athlete rights has been at the top of our agenda throughout the year.

With development being our core mission, 2023 was also a very important year in this area for FIH. In particular, I initiated the launch of the first-of-its-kind FIH Empowerment and Engagement Strategy, under which we are committed to provide necessary resources, whether it is infrastructure, equipment, high performance coaching sport or innovative competitions, to foster hockey's growth globally.

Another initiative that we've taken in order to have a more regular and closer interaction with the National Associations was the introduction of NA Summits to discuss key strategic matters such as innovation, digitalisation, empowerment and engagement of National Associations, sustainability, exposure of the sport or understanding of the rules of hockey. A perfect opportunity for FIH, Continental Federations and National Associations to exchange, share insights, tackle challenges and look for opportunities.

Since we strongly believe in the power of sport to be a catalyst for positive change in society - especially in terms of sustainability, inclusion and diversity - we've joined the Centre for Sport and Human Rights and the United Nations Sports for Climate Action Framework last year. We've also launched a global initiative for sustainability, called "Give Back to Forest".



Over the last year, we've worked hard to play a more active role in the Olympic movement. Personally, I made sure to have regular encounters with key members of the Olympic family, including the IOC and its President, Thomas Bach.

To conclude, I would like to extend my deepest gratitude to everyone in the global hockey family for their tireless dedication, with a special mention to the FIH Executive Board, the FIH Committees and Panels, the FIH Team, the Continental Federations, the National Associations and the clubs.

2024 has all in store to be another thrilling year for our sport with, amongst others, the XXXIII Olympic Summer Games in Paris, the 49th FIH Congress – to be staged in-person -, the first ever FIH Hockey5s World Cup and the FIH Centenary. 100 years of dedication, passion and growth is not just a celebration; it is a commemoration of a century of resilience, progress and the unyielding spirit of the hockey community. It also is an opportunity to pay tribute to our athletes, visionary leaders, dedicated volunteers, valued partners, and to all those who have been part of this incredible journey.

I look forward to your continued support to help us fulfil our mission to your utmost satisfaction.

Yours in hockey,

Tayyab Ikram

President

International Hockey Federation (FIH)

Development.

HIGHLIGHTS

A new structure was introduced for the FIH Academy in 2023, incorporating 6 branches of education – Athlete, Coach, Events, Executive, Official and Umpire, which together with the launch of a new online platform has significantly enhanced the education offer to FIH stakeholders – <http://academy.fih.hockey>

185 events (courses & workshops) were delivered across 6 programme areas to 2626 individuals (including 1000+ FIH solidarity supported places) in 5 languages. Individuals from 82 nations participated, with highest participation from UK, India, Canada & South Africa.

ATHLETE

The “Start Hockey” matched funding programme for NAs was launched with its first 5 projects selected by Continental Federations. The 5 projects received support in the form of funded Experts + Equipment + Education. Support was for projects that could demonstrate sustainable development principles. Start Hockey 2023 specifically targeted initiation of new hockey activity for young children (5-13yrs) with projects in Portugal, El Salvador, Uganda, Samoa and Tajikistan.

HockeyID was represented in the Berlin 2023 Special Olympics World Games for the very first time and was a huge success, further contributing to the growth of this format of the game.

A further 2000+ young players participated in FIH World Hockey Camps, including Olympic Values

Education Programmes and the addition of 1 new Camp.

Athlete education programmes and guidance for safeguarding, prevention of competition manipulation and anti-doping introduced in online and face to face formats.

All 5 Continental Federations received an annual grant for administration and development from the FIH. Many CF education and development projects are therefore a result of this funding. Via the FIH EB and the FIH Development & Education Committee, there is continued alignment and tracking of FIH and continental programmes to maximise efficiency and sustainability.



COACH, UMPIRE & OFFICIAL

The HockeyID Level 1 Coaching Course was successfully delivered for the first time in the UK and is now being rolled out as part of a wider plan supported by the "Love is all" EU funded project.

Two High Performance coaches, Sofie Gierts and Joy Jouret were supported to join the Olympic Solidarity funded WISH (Women in High Performance Sports Coaching) Programme.

A new format FIH High Performance Coaching Award programme began at the FIH World Cup in Bhubaneswar and the second year of the FIH Level 4 Coaching Award began in Kuala Lumpur with a total of 30 participating coaches.

A new Foundation Umpire Manager course was launched in December 2023 and will be followed by an Advanced Umpire Manager in 2024. This is a significant addition to the Umpire/UM development pathway.

The Road to Paris2024 Umpire Development Programme began in September, a new initiative to support umpires appointed to the Paris2024 games that includes a series of online and face to face workshops led by the FIH Academy and the 4 Paris2024 Umpire Managers.

A series of courses and workshops for Umpire and Officials in Hockey5s and Indoor Hockey formats were also delivered, with a more comprehensive programme coming in 2024.



GENERAL EDUCATION

In 2023, 185 courses and workshops were delivered by the FIH Academy, including courses organised by all 5 Continental Federations and a large number of National Associations.

The FIH Academy continued to work closely with many National Associations to support the development of their own domestic education pathways. Solutions range from equivalence/recognition of domestic programmes to complete integration of the FIH Academy framework.

The FIH Academy Framework, across all 6 programmes, is currently being reviewed to align with the International Qualifications Framework, with a view to providing quality assurance and international recognition for all awards.

NA Development Series delivered 6 editions across a range of subjects from club development to Gender Equality with an average of 70 NAs attending each session. The aim of these sessions is to introduce areas of good practice, presented by individuals and organisations who have experienced success. All sessions are interactive, providing opportunities to ask questions and make connections.

Since the launch of Hockey2024, the FIH Academy has been promoting the principles of sustainable development for all hockey projects and programmes. The launch of the FIH Sustainability strategy will further enhance the role of these principles and their alignment with the United Nations Sustainable Development Goals.

FIH Empowerment & Engagement Strategy.

On 6 June 2023 at the Olympic House in Lausanne, FIH and its President, Tayyab Ikram, launched a first-of-a-kind strategy for the global development of hockey - called "Empowerment and Engagement" strategy - in attendance of IOC President Thomas Bach.

The strategy aims in the first place at empowering hockey stakeholders such as Continental Federations (CFs) and National Associations (NAs) for them to lead the development of hockey in their respective continents and countries, and engaging with all FIH members and hockey stakeholders.

The exhaustive and ambitious programme centers around four main pillars:

- More places to play
- A boost to coaching
- More opportunities to compete
- More tools to empower CFs and NAs

Other key elements include:

- Reaching out to youth
- A new Development Bureau managing and overseeing execution
- An enhanced communication, with an intensified digital engagement
- A regular consultation with hockey stakeholders
- A transparent process
- A repurposed Hockey Foundation, driving social development, sustainability efforts and FIH contribution to the UN SDGs through hockey
- Playing a positive role on society
- A firm commitment for sustainability, strengthening hockey values such as gender equality, inclusion and diversity, into an enhanced FIH Sustainability Strategy.

Since the launch of the strategy, numerous concrete activities have been implemented, such as:

- National Associations Summits and calls with NAs, that serve as a platform to promote solidarity among CFs and NAs, and development of hockey
- Enhancing the position of hockey within the Olympic Movement, including multiple meetings with IOC President
- Massive engagement opportunity for smaller nations through the very first FIH Hockey5s World Cup Oman 2024
- Many dry turf pitches installed around the world, especially in NAs where hockey is still in developing phases, including in Africa and Asia
- Planning for Nations Cup 2 – that will provide a unique opportunity for 3rd tier nations to play a global top-flight event – ready
- Empowerment of NAs by providing more exposure to explore the new potential and new avenues for hockey in regions where the sport is less privileged (Hockey5s World Cup and Olympic Qualifier in Oman, Nations Cup in Poland, Indoor World Cup in Croatia)
- Equipment distribution projects successfully conducted in consultation with CFs
- Feasibility for several projects of Hockey5s turf allocation to NAs ready – these projects will also be delivered through CFs
- Many coaching assistance programs successfully conducted in several NAs



Sustainability.

SUSTAINABILITY TASK FORCE

Our Sustainability Task Force that continues to be chaired by Clare Prideaux, met on a number of occasions throughout the year and continue to remain committed to championing Sustainability

projects throughout the global hockey family. The following projects are the highlights of the activity in 2023:

Transgender Athlete Eligibility policy development

The working group, chaired by Marijke Fleuren, are moving this project forwards under the guidance of the recently published IOC framework, and helped by IOC expert Madeleine Pape who sits on our Task Force. The new policy is due to be published in 2024.

Centre for Sport and Human Rights (CSHR)

Following the announcement as a Recognised Organisation by the CSHR, a number of meetings have been held including the introduction of FIH into the regular working groups that meet quarterly and are chaired by the CSHR.

Athlete choice of playing uniform

Following the publication of the decision to allow the wearing of shorts, skorts or skirts by players, we have now received the first kits for approval at the 2024 Olympic Games in Paris from some teams including these different items so that they can offer their athletes the personal choice. This is a great step forwards in inclusivity and in giving athletes a personal choice over their playing kit for international hockey.

Planet – “Hockey activities leaving as small a footprint on the PLANET as possible”

Carbon footprint measurement

In June, the FIH signed the UN Sports for Climate Action framework in the presence of IOC President Thomas Bach. By joining the Sports for Climate Action Framework, the FIH is committing to supporting its overarching mission to help drive the sports sector to net-zero emissions by mid-century, in line with a 1.5°C pathway.

With assistance and expertise from IOC partner Deloitte, the FIH have completed our baseline measurement of the FIH carbon footprint for 2022 and have devised an action plan to reduce our carbon emissions from this baseline by 50% by 2030,

As an international sporting organisation, we will clearly not be able to reduce our emissions to zero, as international competition requires international travel, but after reducing our emissions where we can, we will then develop a clear plan to offset the remaining CO2 each year through various projects including the FIH President’s “Give back to Forest” initiative which began earlier this year.

Racing to Zero, with Canadian athlete Oliver Scholfield

In another example of hockey athletes taking Sustainability initiatives, we were delighted to see that Canadian men's team player Oliver was shortlisted by the IOC in the first ever IOC annual Climate Action Awards. Oliver's work in setting up "Racing to Zero" in Canada with Track & Field Olympian Olu-seyi Smith in 2019, is aimed at assisting sporting organisations to create communities that have the tools and knowledge to tackle climate change and reduce their own impact.

"Give back to Forest"

Supporting the FIH "Give back to Forest" programme, the Uruguay Hockey Federation have recently started foresting its own venue in front of the beach of the capital city of Montevideo. During the 3 Nations tournament that was played In Uruguay, the national teams of Chile, Wales and Uruguay planted the first line of trees. They were then joined by other Uruguayan hockey teams who participated in this planting process where more than 600 trees were planted by players, coaches, umpires and board members. All the members of the hockey family attended this important work of sustainability and everyone was invited to reflect on conserving the environment for a better planet.



Events.

FIH ODISHA HOCKEY MEN'S WORLD CUP BHUBANESWAR – ROURKELA 2023

The 15th FIH Hockey Men's World Cup was scheduled from 13th to 29th of January 2023, in Bhubaneswar and Rourkela in India.

The draw ceremony took place in the Convention Centre, in Lok Sewa Bhawan, Bhubaneswar (India), on 8th September 2022 and the four Pools of the FIH Odisha Hockey Men's World Cup 2023 Bhubaneswar - Rourkela were determined as follows:

16 Participating teams divided in 4 pools

Pool A: Argentina, Australia, France, South Africa

Pool B: Belgium, Germany, Japan, Korea

Pool C: Chile, Malaysia, Netherlands, New Zealand

Pool D: England, India, Spain, Wales

The Matches of the FIH Odisha Hockey Men's World Cup were played in The Kalinga Stadium in Bhubaneswar and Birsamunda International Hockey Stadium in Rourkela.

The final day of the FIH Odisha Hockey Men's World Cup 2023 was played in the Kalinga Stadium in Bhubaneswar as Germany were crowned the champions of the world, defeating the defending champions Belgium in a thrilling final, where they went down by 2 goals early in the first quarter but fought their way back again and took the game into a shoot-out, where they held their nerves in the sudden deaths, winning 5-4.

Final Standing

1. Germany;
2. Belgium;
3. Netherlands;
4. Australia; 5. England; 6. Spain; 7. New Zealand;
8. Korea; 9. Argentina; 10. India; 11. South Africa;
12. Wales; 13. France; 14. Malaysia; 15. Chile;
16. Japan

Individual and team Awards

Fair Play Award : **Team Belgium**

Maximum Team Goals : **Netherlands**

Best Team Goal Celebration: **Korea**

JSP Foundation Fan's Choice Award:

Christopher Rühr (GER)

Best Defender: **Jeremy Hayward (AUS)**

Best Midfielder: **Victor Wegnez (BEL)**

Best Forward: **Niklas Wellen (GER)**

Best Junior Player of the Tournament:

Mustaphaa Cassiem (RSA)

Hero Top Scorer: **Jeremy Hayward (AUS)**

JSW Best Goalkeeper: **Vincent Vanasch (BEL)**

Odisha Best Player: **Niklas Wellen (GER)**





FIH INDOOR HOCKEY WORLD CUP SOUTH AFRICA 2023

South Africa was confirmed as host of the FIH Hockey Indoor World Cup, which was postponed due to Covid-related reasons. The event was staged in Pretoria in the Heartfelt Arena, from 5 to 11 February 2023.

12 Participating Women's teams divided in 2 pools:

Pool A

Australia, Austria, Netherlands, New Zealand, South Africa, United States

Pool B

Belgium, Canada, Czech Republic, Kazakhstan, Namibia, Ukraine

12 Participating Men's teams divided in 2 pools:

Pool A

Austria, Belgium, Kazakhstan, Namibia, Netherlands, New Zealand

Pool B

Argentina, Australia, Czech Republic, Iran, South Africa, United States

After 80 matches and seven days of rousing action, Austria's men successfully defended their world title while the Netherlands regained the women's crown as the FIH Indoor Hockey World Cup came to a gripping end in Pretoria, South Africa.

Final Women's Standing

1. Netherlands;
2. Austria;
3. Czech Republic;
4. South Africa; 5. Belgium; 6. Ukraine;
7. Australia; 8. Canada; 9. United States;
10. Kazakhstan; 11. New Zealand; 12. Namibia

Final Men's Standing

1. Austria;
2. Netherlands;
3. Iran;
4. United States; 5. Belgium; 6. South Africa;
7. Argentina; 8. Namibia; 9. Czech Republic;
10. Kazakhstan; 11. Australia; 12. New Zealand

Individual Awards

Women

- Best Player: **Donja Zwinkels (NED)**
 Hero Top Scorer: **Donja Zwinkels (NED)**
 Best Goalkeeper: **Barbora Cechakova (CZE)**
 Best Junior Player: **Reese D'ariano (USA)**

Men

- Best Player: **Fabian Unterkircher (AUT)**
 Hero Top Scorer: **Michael Körper (AUT)**
 Best Goalkeeper: **Mateusz Szymczyk (AUT)**
 Best Junior Player: **Mustaphaa Cassiem (RSA)**



FIH HOCKEY WOMEN'S JUNIOR WORLD CUP CHILE 2023

Santiago, Chile was appointed to host the 2023 FIH Hockey Women's Junior World Cup.

The Official Launch of the FIH Hockey Women's Junior World Cup Chile 2023 took place at the headquarters of the Chilean Olympic Committee on 22nd June 2023.

The draw ceremony - where the pools and match schedule were revealed - was graced with the presence of the highest governmental sports authority of Chile, Minister Jaime Pizarro.

16 participating teams divided in 4 pools

Pool A: Australia, Chile, Netherlands, South Africa

Pool B: Argentina, Korea, Spain, Zimbabwe

Pool C: Belgium, Canada, Germany, India

Pool D: England, Japan, New-Zealand, United States

The event was staged from 29th November till 10th December 2023 at the Claudia Schüller Santiago National Stadium.

Fierce competition, sheer adrenaline rush, and some great hockey, probably these were the things that defined the final of the Women's Junior World Cup. Probably, a game that will be etched in the hearts of hockey lovers throughout their lives. Coming back from a 2-0 deficit to drawing levels to winning the shootout, Netherlands did the undo-able to defend their trophy.

Final Standing:

1. Netherlands;
2. Argentina;
3. Belgium;
4. England;
5. Australia;
6. Germany;
7. Japan;
8. Spain;
9. India;
10. United States;
11. Korea;
12. Chile;
13. South Africa;
14. Zimbabwe;
15. New Zealand;
16. Canada

Individual Awards:

Best Player: **Teresa Lima (ESP)**

Top Goal Scorer: **Astrid Bomani (BEL)**

Best Goalkeeper: **Mercedes Artola (ARG)**





FIH HOCKEY MEN'S JUNIOR WORLD CUP MALAYSIA 2023

Kuala Lumpur, Malaysia was appointed as the host for the 2023 FIH Hockey Men's Junior World Cup.

The highly anticipated FIH Hockey Men's Junior World Cup Malaysia 2023 was officially launched on 24th June 2023 at a ceremony which took place at the Mercure Living Hotel, Putrajaya, Malaysia, attended by the Honourable Minister of Youth and Sports Malaysia, YB Hannah Yeoh and MHC President, Dato' Sri Subahan Kamal. On this occasion, the pools and match schedule of the tournament were revealed.

16 participating teams divided in 4 pools:

Pool A: Argentina, Australia, Chile, Malaysia

Pool B: Egypt, France, Germany, South Africa

Pool C: Canada, India, Korea, Spain

Pool D: Belgium, Netherlands, New Zealand, Pakistan

Germany went one step further than they did in 2021, upgrading their silver to gold by claiming a 2-1 victory over France in the final of the FIH Hockey Men's Junior World Cup in Malaysia.

A brave performance from the Germans saw them coming back from a goal down to clinch the win against a determined French side.

Final Standing:

1. Germany;
2. France;
3. Spain;
4. India; 5. Netherlands; 6. Australia; 7. Argentina;
8. Pakistan; 9. Belgium; 10. South Africa;
11. New Zealand; 12. Malaysia; 13. Korea;
14. Egypt; 15. Chile; 16. Canada

Individual Awards:

Best player: **Gaspard Xavier (FRA)**

Top Goal Scorer: **Hugo Labouchere (BEL)**

Best Goalkeeper: **Joshua Onyekwue Nnaji (GER)**

FIH HOCKEY PRO LEAGUE AND MULTI-SPORT GAMES 2023

For the FIH Hockey Pro League– 2023 was a significant year which brought to a close the first contractual term of the League, having been extended through the third season COVID pandemic to a new end date of July 2023.

144 matches of “Hockey at its Best!” were hosted in season 4 (2022/2023) in 12 mini-tournament venues across seven hosting nations between October 2022 and July 2023 cementing the mini

tournament format which drastically reduces the travelling requirements of each team and contributes towards creating a more environmentally sustainable event.

We have witnessed in the League's newest venue Rourkela, Odisha the single biggest spectator attendance at a FIH Hockey Pro League match to date 19 742 attendees.



The best teams - having accumulated the highest number of points at the end of the League - were Netherlands men and women, the first League double in its short history! The Dutch women's team were crowned Champions and received the coveted FIH Hockey Pro League Trophy from President

Tayyab Ikram in Amsterdam in front of a packed partisan crowd. After a thrillingly close end to the season in the Men's League, the Dutch left it to the very last match against arch-rivals and Olympic Champions, in Belgium to take the spoils in front of their own home crowd in Antwerp.



The Hero Top Scorer Awards were won in the Women's League by Yibbi Jansen of Netherlands and in the Men's League for a second consecutive season by Harmanpreet Singh from India.

2023 also heralded a new era for the future, one which saw the implementation of a central element of the new League term in Season 5 (2023/2024). India Women and Ireland Men will be welcomed to season 5, having been promoted from their success as winners of these FIH Hockey Nations Cups 2022. The first team to be touched by the relegation process at the other end of the League table was New Zealand men and additionally, sadly due to financial challenges the New Zealand women were also

unable to take up their place in season 5 despite a hard-won relegation battle with USA to close out season 4.

At the end of the season in July in Antwerp Belgium, FIH hosted the annual season wrap up and planning sessions for future seasons. Strategic areas discussed included commercial objectives and alignment with the international digital & data ecosystems, Event Delivery and Hosting objectives, Hockey's positioning and value proposition, Sport and Sustainability areas as well as Governance and Broadcast. These discussions focused not only on season 5, but also the longer term future seasons and on-going strategic direction of the League.



Following the break for Continental Federation events FIH Hockey Pro League Season 5's centre pass was in Argentina in December 2023, against the men's and women's reigning League Champions, Netherlands and also Great Britain.

Season 5 will continue in 2024 with five further mini tournaments hosted in India, Argentina, Great Britain, Netherlands and Belgium and we look for-

ward to seeing the best athletes in the world battling it out in the League in Season 5 ahead of the Paris 2024 Olympic Games. FIH would like to acknowledge all the National Associations, Athletes, Officials, Volunteers and Staff for their extensive efforts for the FIH Hockey Pro League.

COMMONWEALTH GAMES

On 18 July 2023 we were sadly advised that the Victorian Government had withdrawn its agreement to Host the Commonwealth Games, Victoria 2026. FIH had been collaborating and sharing ex-

pertise in relation to the venue proposal and operational planning for the Games and will continue to support CGF as they determine the next steps for future Commonwealth Games.

PARIS 2024

Collaboration and knowledge sharing has also continued throughout 2023 with the IOC and Organising Committees of Paris 2024, LA 2028 and Dakar 2026 in relation to the upcoming editions of the Olympic & Paralympic Games and Youth Olympic Games respectively and in line with Hockey's contribution to the IOC's Agenda 2020+5 for the Olympic movement. FIH has made significant contributions to requests from IOC for optimisation and efficiency of Games delivery.

FIH has worked collaboratively with FFH on projects such as Sport Information at Games-time and has supported and amplified all French Hockey & Paris 2024's promotional initiatives throughout 2023. At the one year to go mark in July 2023, FIH launched its En Route to Paris campaign, aligned to the IOCs performance indicators for the Games and shared this with all potential participating nations, alongside the launch of its Paris 2024 Olympic Hockey website.

In Paris, work was completed on the installation of hockey turfs at Yves de Manoir and the renovation and build of the new legacy venue buildings. Selection and training of NTOs, Volunteers and appointment of TDs, ITOs and additional members of the Paris 2024 Hockey Delivery team milestones have taken place throughout 2023. Planning and preparations for the testing activity are well underway and Homologation and IF visits have taken place. Additionally, FIH has welcomed Paris 2024 Hockey delivery team to Lausanne for a Hockey Initiation team building activity.

Following the completion of the Continental Championships acting as Qualifying events, the final line up for the FIH Olympic Qualifier events to be in India, Oman and Spain in January 2024 was announced on 5 November 2023. The first quarter of 2024 will see the unveiling of the Match Schedule for the Games.



LA 2028 DISCIPLINE REVIEW AND DAKAR 2026 OPTIMISATION

FIH has positively contributed to the LA 2028 Discipline review process. Announcement of the venue and work on the event format and competition schedule will be the focus with LA 2028 in 2024. Announcement of the venue and work on the event format and competition schedule will be the focus with LA 2028 following this confirmation.

the disciplines, events, competition formats and athlete quotas to reduce cost and complexity of the YOG and deliver a meaningful Dakar 2026 event programme which reflects existing venues in the host city and fully considers impacts on city operations. The feedback and decisions from the IOC Executive Board on this aspect are expected in 2024.

FIH has also been engaged with Dakar 2026 in respect of the Youth Olympic Games venue in Senegal and the introduction of Hockey activities in the country exhibited by its inclusion for the first time at the Dakar en Jeux festival in October 2023. also received a formal request from IOC are currently who have been undertaking a review in relation to

FIH continues its strong and positive collaboration with IOC and to enhance the value that Hockey contributes to the Olympic Games and Olympic movement as well as focus its efforts on the long-term sustainability of hosting Hockey at the Games.

Sport.

SPORT STATISTICS FROM 2023

In 2023, 1358 official matches took place, with a total of 8526 goals being scored.

MEN	MATCHES	GOALS	WOMEN	MATCHES	GOALS
Outdoor	483	2769	Outdoor	400	1995
Indoor	112	1975	Indoor	100	569
Hockey5s	119	1066	Hockey5s	144	1052
TOTAL	714	4910	TOTAL	644	3616

SPECIAL OLYMPICS WORLD GAMES, BERLIN, GER

First time that hockey was part of the Special Olympics World Games as a demo sport

Signing of a Memorandum Of Understanding between FIH and Special Olympics

Participation of 13 Teams coming from 4 different Continents

#Berlin2023: Recap (youtube.com)



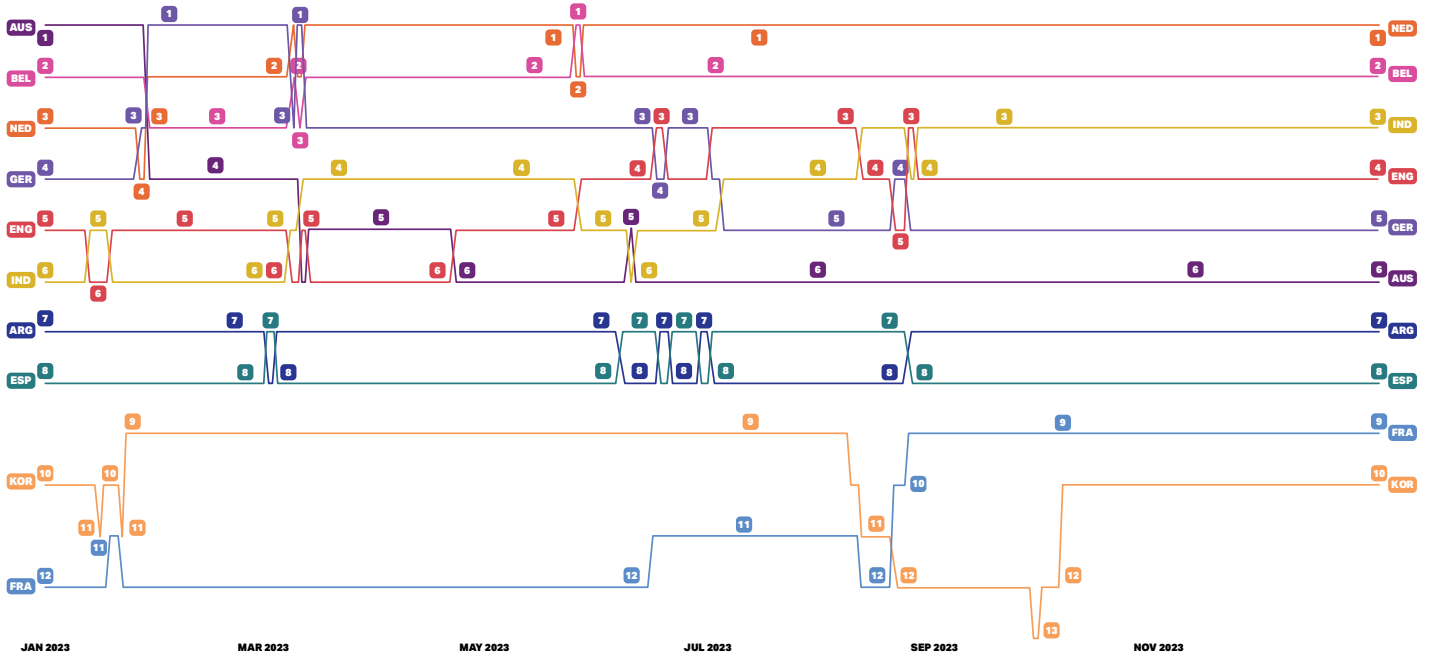
OUTDOOR FIH WORLD RANKINGS

An action-packed year of hockey in 2023 saw a few changes in the FIH World Rankings. After holding the top spot at the end of 2022, the Australian

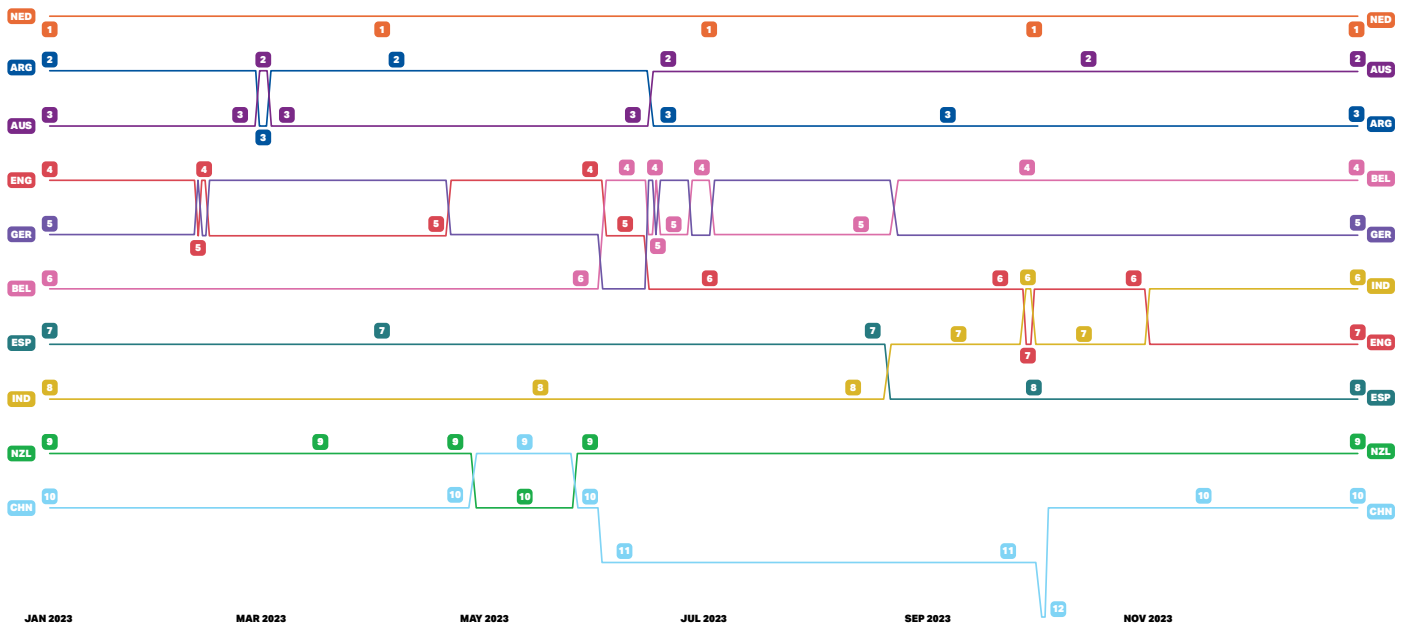
Men's Hockey Team dropped to sixth, whereas the Dutch stood atop both men's and women's divisions.

Please see below the movement of the **Top10 ranked teams:**

Men.



Women.



FIH JUNIOR WORLD RANKINGS

The year was also marked by the launch of the FIH Junior World Ranking. The new Ranking model is a Tournament based system and will be constantly impacted by the performance of each new generation of athletes. It can therefore be used as a tool to evaluate the development of hockey in each Nation.

The calculation of the ranking points and the weightings attributed to each competition is similar to what was previously applied for the Senior Out-

door Ranking system and takes into consideration the results of the last three (3) FIH Hockey Junior World Cups and the last three (3) Continental Junior Events.

In the Women's Junior World Ranking, Netherlands, Argentina, and Germany (in this order) are the top 3 ranked Nations. In the Men's Junior Ranking, Germany, India and Argentina are the Top 3 ranked Nations.

SPORT COMMITTEES – KEY FOCUS AREAS

Rules Committee

- Alignment between indoor and outdoor: the new Indoor rules book will include changes that result from this alignment. Following Paris 2024, the same will happen in outdoor hockey
- Successful Hockey5s rules trials to be implemented during the Hockey5s World Cup in early 2024, including restrictions on high shots at goal from distance to reduce the risk of danger

Competition Committee

- The Video Umpire Protocol was updated to provide greater clarity to umpires and teams when using the video referral in FIH competitions
- Hockey5s World Ranking to be implemented after the World Cup. The model used would be the same as that of the Junior World Cup, ie to include results of continental qualifiers
- Advertising to be allowed on sleeves and shorts to give greater opportunities to National Associations

Technical Officials Committee

(previously part of the "Officials Committee")

- Review of FIH international TO panel structure for better efficiency and effectiveness, announced, together with ongoing work on the Guidelines for Grading of International Officials
- Adaptation and finalization of performance evaluation reports in relation to new panel system, and establishment of 360° Feedback (evaluation of TDs)

Umpiring Committee

(previously part of the "Officials Committee")

- Recalibration of the existing Panel System – to develop a system by which the FIH UC can identify the right characteristics and competencies that are needed in our umpires and umpires' managers to conduct all FIH tournaments
- Umpires Managers development - to create a working group (world-wide UMs) to develop a training component in conjunction with the FIH Academy and a specialized group of experience and knowledgeable persons to educate and grow our mentors and assessors
- To develop a real time fitness monitoring system that can be used by all our umpires to establish and maintain their fitness level at optimum level to satisfy and conduct all FIH tournaments.
- To develop and provide the best program for our umpires and umpires managers leading up to Paris 2024

Health and Safety Committee

- Continued Injury Recordings and Assessments Utilization of the standard recording means, as "match injury report" (table officials responsible, in TMS), "Daily Medical Report" (team medical staff) and "Serious Injury Report" (FIH Medical Officer)
- Educational material provided on Concussion management and Sudden Cardiac Arrest In cooperation with Education Committee
- Involvement of the Committee into the development of Transgender rules in FIH Support of the existing working group in evaluation the existing scientific literature

FIH QUALITY PROGRAMME

The FIH Quality Programme now has 54 commercial members, representing turf and equipment manufacturers and suppliers, lighting manufacturers and installation contractors. It also has 12 accredited test institutes, located around the world. During 2023 two new turf manufacturers and two new equipment manufacturers join the programme; their contribution to hockey is appreciated.

Early 2023 saw the programme's 11 FIH Preferred Turf & Field Suppliers recommitted to this top tier of membership for another three years. These are the leading manufacture of hockey turf products that show a global commitment to working with the FIH to provide high-quality hockey fields suitable for international, national, club and development hockey.

221 hockey fields were certified in 24 different countries; this was an increase of 17% from 2022. 50% of the fields had Global category wet turfs, but for the first time 50% had sand dressed or multi-

sport surfaces; showing an increasing environmental desire to play on fields that do not have to be watered prior to use. Recognizing this trend and the sustainability benefits of being able to play hockey at all levels on non-irrigated turfs, the Quality Programme published its first Innovation Standard for Dry Turf surfaces. This standard has been developed to assist manufacturers develop hockey turfs that provide acceptable characteristics for top-level hockey without the need to water them prior to play. Since publishing the new standard, five companies have developed compliant turfs and these are now being installed in various countries round the world. Working with the UK's Loughborough University, the Quality Programme is now collecting player feedback to determine how these surfaces perform, so we can determine whether further improvements are required before these types of surfaces can be incorporated into the Global category of hockey turf, allowing their use for top level competitions.



Women in Sports.

GEDI COMMITTEE 2023

The Women in Sport Committee has changed its name to better reflect its role in Gender Equality, Diversity and Inclusion matters. In its role, the Committee assists the Executive Board and raises awareness to the need of equal opportunities for everyone involved in hockey as a player, official, fan, volunteer or administrator regardless of age, gender, religion, demography or ability.

The Committee's main ambition is to define the future key actions and KPIs that will guide the committee's work to generate a positive impact on all PEOPLE involved in hockey.

In 2023, the GEDI Committee has started defining the key objectives and pillars of its strategy which can be summarised as follows:

- Drive universal growth of hockey
- Have a positive impact on the communities within which hockey is played
- Provide best practice education activities and courses for the global hockey community

- Strong Governance structures at all levels of the sport
- Ensure to give further visibility of gender equality matters

The strategy is focused on the following 4 key pillars:

- Universal Growth of Hockey
- Leadership and Governance
- Visibility and Portrayal
- He for She: Men as Allies

The first draft of the strategy was discussed within the GEDI Committee on a meeting set on October 31st 2023, shared with the Sustainability Taskforce and presented to NAs during a roundtable organised in January 2024.

The final strategy will be presented for validation to the EB Executive Board before its communication, deployment and implementation which is planned before the end of 2024.



FIH TRANSGENDER ATHLETE ELIGIBILITY

The Committee has been instrumental in the working group discussions on Transgender matters, working on the different aspects of policy development which will ultimately lead to the review of the current one.

In 2023, we have engaged with key stakeholders for resources, information and experience in developing a transgender athlete eligibility policy. The

taskforce will continue its work throughout 2024 and engage with other stakeholders, continue to review all current published medical papers on the subject and find guidance on any particularly useful research that could be applicable to hockey. Ultimately, issue and publish a FIH eligibility guideline and, following internal alignment and validation, a policy.

WISH

As the Olympic Movement strives to achieve gender equality at all levels in sport, the under-representation of women among high-performance coaches (also observed in hockey around the world and one of the KPIs within our GEDI Strategy) is one of the biggest challenges. The Women in Sport High-performance pathway (WISH) programme is a key part of the International Olympic Committee's (IOC) response to this issue.

WISH is a tailor-made programme, deployed over four years and designed to train a hundred women in high-level training (Olympic Games, World Championships, and continental teams).

Under the theme "Empowering Women Coaches", these 19 women spent a week in total immersion, trying out activities designed to further develop their leadership skills and confidence and to boost their careers. Representing seven sports and 17 countries, the coaches were chosen by their respective International Federations (IFs) and National Olympic Committees (NOCs) for their individual achievements, potential and ambition. Sofie Giers and Joy Jouret, both FIH coaches have been selected for the sport of hockey.

Since the start of the programme in August 2023, we have been in direct contact with the two participants. On the one hand because it is important to give support to our delegates in the WISH Program, on the other hand to listen to their advices how FIH can contribute to the growth of the number of female coaches at elite level.

One concrete action that came from those exchanges with Sofie and Joy is the establishment of a network to support and motivate starting coaches to keep going and make them aware of the importance of them becoming role models to the next generation of female coaches. Isabelle Jouin and Jacqueline Mwangi, members of the FIH GEDI committee, will contribute to this initiative, too.

We will stay in close contact with them throughout 2024 to use their learnings to improve the number of female coaches at elite level in hockey.

Finance.

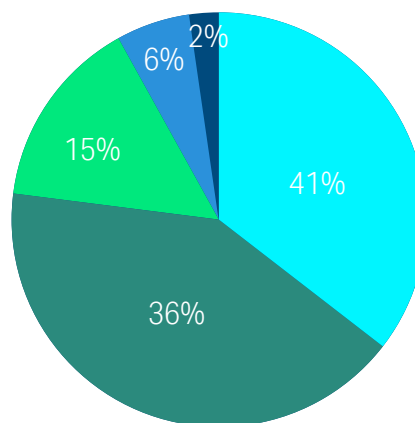
2023 Financial Report

The financial performance of the FIH in 2023 was highly positive, largely driven by the Men's World Cup in India, which continues to be our most signif-

icant asset. The successful initiatives throughout the year enabled us to exceed our annual targets by 27%, achieving a year-end profit of CHF 1.9 million.

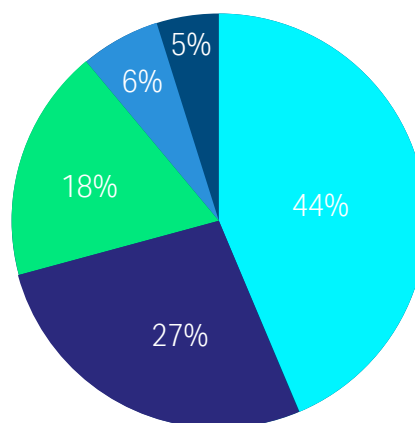
Income sources totalling CHF 14.3 million included

- Media & Television Rights 41%,
- Sponsoring and Hosting Fees 36%,
- IOC Olympic Games 15%,
- Licensing Fees 6%,
- Other Sources 2%.



Operating expenses amounting CHF 11.2 million were distributed across

- Operational costs 44%,
- Events and Marketing 27%,
- Sport and Development 18%,
- Governance 6%,
- Other Expenses 5%



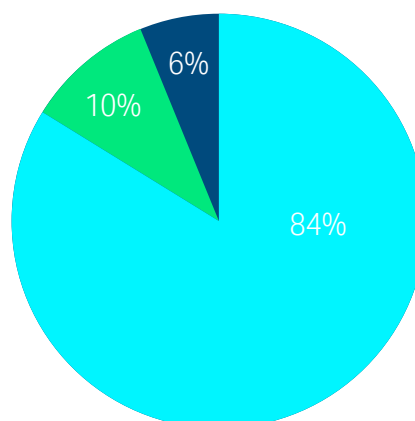
Additionally, a financial loss of CHF 1.1 million was recorded in 2023.

The Pro League demonstrated significant improvement, moving from substantial losses in its inaugural season, to achieving profitability in the third and

fourth seasons, primarily through enhanced sponsoring income and efficient cost management.

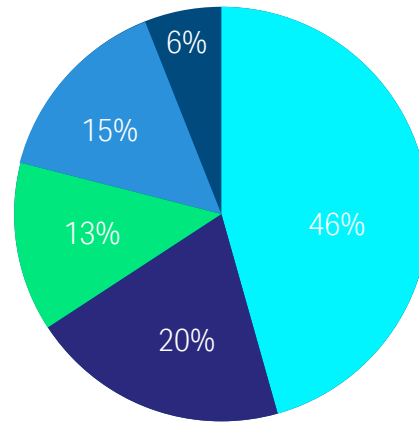
The balance sheet as of December 31, 2023, reflected total assets of CHF 13.6 million

- Cash 84%
- Receivables 10%
- Other Assets 6%



The liabilities and equity structure included

- Equity and Reserves 46%
- Deferred income 20%
- Accrued Expenses 13%
- Payables 15%
- Loans 6%



Looking ahead to 2024, the approved budget anticipates an operational profit of CHF 58k and includes new development plans and annual grants of CHF 1 million through Continental Federations. Contracts ensuring TV and media broadcast and production have been secured for the next four-year cycle, while some sponsorship agreements are still under negotiation.

In conclusion, after challenging years in 2018 and 2019 and reaching break-even during the pandemic in 2020 and 2021, the organisation achieved positive results in 2022 due to Women World Cup, and even higher profits for 2023 due to Men World Cup.

A key objective remains to build up reserves to counterbalance the volatility of the USD, our primary income currency, and ensure financial stability.

In terms of governance and compliance, FIH maintains a strict risk management process with regular updates by the Finance Risk and Compliance Panel before each Executive Board meeting.

To enhance transparency and accountability, the publication of audited accounts will now be conducted annually, while still requiring approval by the Congress.

This report reflects our commitment to robust financial health and strategic foresight, setting a solid foundation for the FIH's future operations and initiatives.

Commercial.

First and foremost, FIH would like to thank all its Commercial Partners for their outstanding support and contribution to deliver such successful events for hockey fans and for the development of hockey across the world.

HERO, our Global Leadership Partner, completed their 13 years of partnership with FIH and also partnered for the 4th cycle of World Cups in this time period. Their high contribution to give better exposure to Hockey and its athletes through multiple activations has been very precious.

Odisha, our Global Partner, delivered successfully the Birsa Munda stadium for the FIH Hockey Men's World Cup in January 2023, in Rourkela, India, which is officially recognised by the Guinness World Records as the largest fully seated hockey arena in the world. They also offered a unique hospitality during the event, a perfect sample of the touristic experience you can have in India.

They were joined by two other Indian companies, the **JSW Group** and **JSP Foundation**, proud to welcome the World to India and to contribute to the success of the event.

FIH also signed a new partnership for the Pro League with **Cadbury**, a great opportunity to promote their "CheerForAllSports" campaign.

The good collaboration and communication with **Osaka**, our Global Supplier, was key to deliver successfully on time all sportswear equipment to officials and staff members.



KEY EVENT ACTIVATION HIGHLIGHTS

FIH Hockey Men's World Cup Bhubaneswar & Rourkela 2023

The year could not start better with one of the most prestigious Hockey event in the World where athletes could see a lifetime dream come true, lifting the World Cup Trophy. Our Commercial Partners also valued highly their association with the event and were very active during this whole period of time, such as:

HERO Top Scorer (also activated for FIH Pro League Season 4 and FIH Indoor World Cup) with the winner being rewarded by a cash prize and receiving a giant cheque during the official ceremony after the final.

Odisha Best Player was another great activation to highlight the amazing skills of hockey athletes, the winner being rewarded by a cash prize and receiving a giant cheque during the official ceremony after the final. Furthermore, Odisha contest to win a VIP trip to India allowed the lucky winners from Poland to enjoy immersive cultural and sporting experience. Another two winners from India were invited to share the experience.

Two other great FIH Men's World Cup digital highlights were the **JSP Foundation** moment of the day and the **JSW** goal of the day during Men's World Cup, a great chance for fans to watch their heroes performing at their best.

Hero and **JSW** also activated cam carpets which gave them additional TV exposure

Olly, was the official mascot of FIH Men's Hockey World Cup in Odisha. Dressed in a blue jersey and a cap, this turtle not just dances around to entertain the audience but has a bigger responsibility, which is to spread awareness about the endangered Olive Ridley turtles. All FIH Commercial Partners were proud to associate with Olly and contribute to the sustained efforts made for these turtles to conserve their habitat.

JSW and **Kayford** activated a stand at the Men's World Cup and used this opportunity to engage with fans, promote and sell products

Other FIH Hockey Events in 2023

Hero has activated several of their branding exclusive rights: They have significantly increased their visibility with cam carpets, bike display, team benches and sin bins

BetCity used also cam carpets for FIH Hockey Pro League to gain more branding exposure and benefitted from their great hospitality package to invite guests in Netherlands that could watch their favourite teams (Women and Men) being crowned champion

Odisha created multiple touristic promotional campaigns that were displayed onsite on the giant screen next to the pitch, a perfect occasion for local fans to catch a glimpse on the hospitality in India

Poligras magic skills award gives the opportunity to showcase some of what makes hockey so great to watch: astonishing dribbling skills, fantastic goals scored, impossible goalkeeper saves etc. Fans could vote for their three favourite talents among a selection of videos made by FIH (Pro League and Men's World Cup)

Cadbury's took a fantastic initiative during Hockey Pro League Season 4, enabling a higher interaction between athletes and their fans. This campaign inspired fans to participate in the happiness and motivation of athletes. The long distance was cut thanks to a giant screen installed in the venue and the athletes could see the emotions and support of their fans like they would play at home.

Gerflor, our Global Supplier, also delivered World Class surfaces at the FIH Indoor World Cup in South Africa and set the stage of a truly memorable event.

Finally, throughout all the year, FIH and its Global Partner **Nagra** continued to create new content especially with interviews of hockey athletes. A new and affordable FIH pass (valid for multiple events) has also been created in order to offer the best experience to fans. The geo-blocking (except in India and subcontinent) was lifted. The growing community, with 936'887 users visiting web/app in 2023 only, could watch up to 550 matches.

Broadcast.

First and foremost, FIH would like to thank all its Broadcast Partners for the great collaboration and continuous efforts to give exposure to hockey all around the world.

BROADCAST PARTNERSHIPS TEST FREE TO AIR 2023-2024

FIH informed the National Associations about the key objectives defined to grow the overall audience of hockey and develop further the collaboration with free-to-air channels. FIH implemented this strategy during the whole year, with some great success in different countries where we had broadcasted hockey in 2022-2023 on free-to-air channels (South Africa, Namibia, Austria, Spain, Malaysia) with great audience results.

Those cases have followed a test in 2024 with the FIH Hockey Olympic Qualifiers and have confirmed that there is a big community of hockey fans exist-

ing. FIH will continue to explore any opportunity to give more exposure to our sport and athletes. Broadcast free-to-air partnerships have been secured for the test in:

- UK - BBC
- USA - CBS
- India - Sport 18 & Jio
- Belgium - RTL & VRT
- Germany - ARD/ZDF
- New Zealand - TV NZ
- others

BROADCAST PRODUCTION AND PARTNERSHIPS 2023

The year started with one of our most prestigious events, the FIH Hockey Men's World Cup. All equipment met the highest broadcast quality standards.

It was followed by another 4 FIH events, all being delivered successfully:

- FIH HockeyMen's World Cup Bhubaneswar & Rourkela (VIK)
- FIH Indoor Hockey World Cup (VIK)
- FIH Hockey Pro League
- FIH Hockey Junior World Cups

FIH also produced multiple event promotional clips and shared them with all broadcast partners to raise the awareness and interest in the upcoming events.



FIH ARCHIVES - NEW SYSTEM 2023-2024

The collect and upload of historical footage goes on. We have not only uploaded immediately all the events from this year but also most of the events are now available. Access to the platform

has been granted to several members of our NAs and broadcasters to promote hockey and link past outstanding performances with today's matches and athletes.

FIH NEW GFX PACKAGE - 2023-2024

We have created a new GFX Package, the look and feel of which will be easy to implement for all our events.

DIGITAL PLATFORM - WATCH.HOCKEY

FIH and Nagra, our Global Partner, continued to work together on the growth of Watch.Hockey. All National Associations could share information about their own events and get exposure on Watch.Hockey (subject to a successful technical test to be conducted 2-3 weeks beforehand).

A few examples of events concerned are listed below:

- Rohrmax cup (07-08.01), Vienna, Austria
- Australia v India Test Series (18-27.05), Adelaide, Australia
- Men's Junior Asia Cup (23.05 - 01.06), Salalah, Oman
- Women's Junior Asia Cup (02-11.06), Kakamigahara, Japan

- RFEH Century Tournament (25-30.07), Terrassa, Spain
- Hero Asian's Champions Trophy (03-12.08), Chennai, India
- USA v Canada Test Series (08-10.09), Charlotte, United States
- Jharkhand Women's Asian Champions Trophy, (27.10-05.11) Ranchi, India

A total of 550 matches were broadcasted in 2023 and a new FIH Pass was introduced to give access to multiple events to a maximum number of hockey fans at an affordable price.

Geo-blocking restrictions were lifted (except in India and subcontinent) and close to 1 million users visited the web/app during the year.

GET YOUR
FIH+ PASS
NOW AND ENJOY AN EARLY BIRD DISCOUNT*!

Gain access to all live and on-demand matches to the following thrilling FIH events, all in one place!

FIH HOCKEY WOMEN'S JUNIOR WORLD CUP CHILE 2023*

FIH HOCKEY MEN'S JUNIOR WORLD CUP MALAYSIA 2023

FIH HOCKEY5s WORLD CUP OMAN 2024

THE HOCKEY NATIONS CUP

FIH HOCKEY OLYMPIC QUALIFIERS 2024

FIH PRO LEAGUE 2023/24

**Early Bird Discount valid until 20 November.*

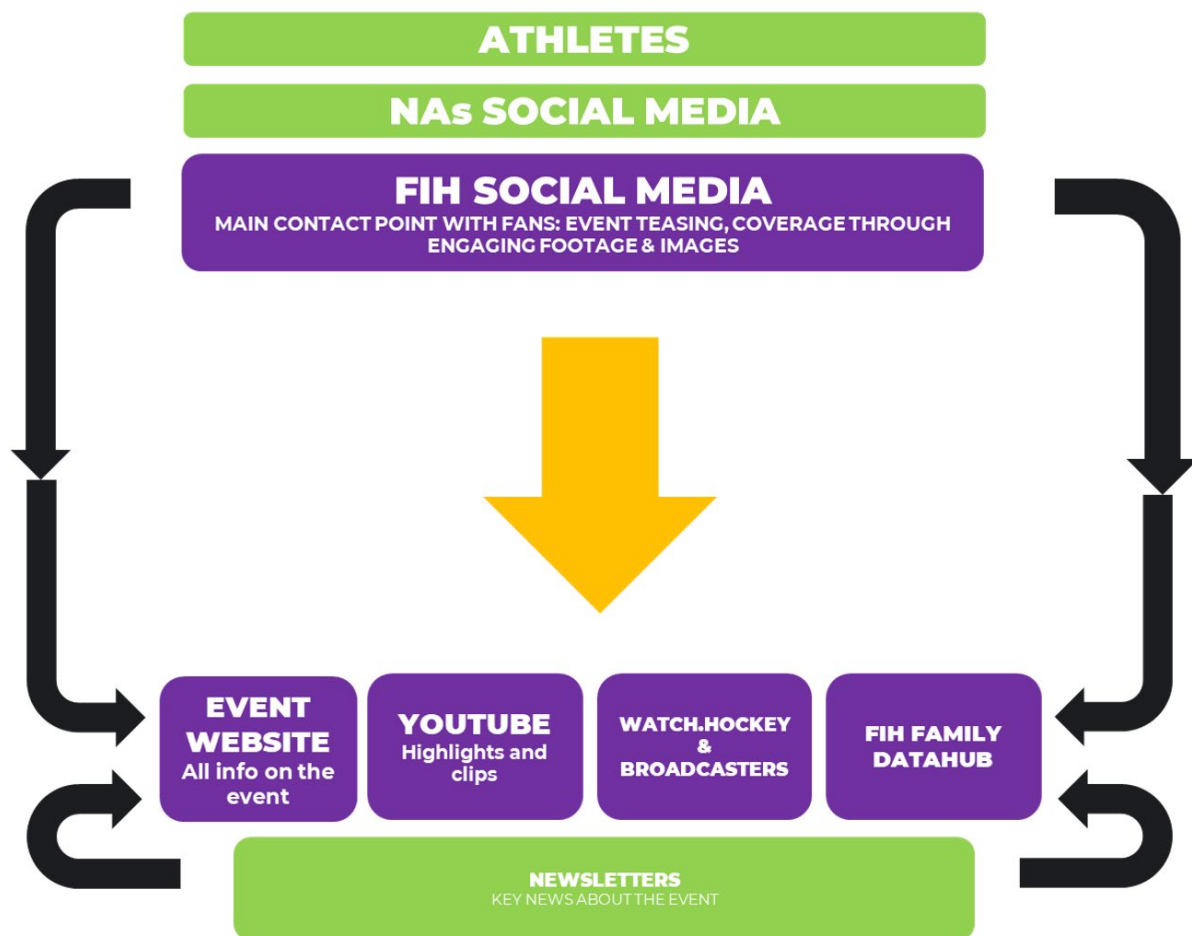
Marketing & Communications.

Throughout the year, the FIH Marketing and Communications (“MarComms”) team has organized its activities around the key pillars of its strategy:






- Raising awareness and attractiveness of hockey worldwide
- Strengthening the positioning of hockey as “fast, fun and skillful”
- Increasing the number of hockey digitally connected fans, by collecting fan data
- Offering a global integrated experience to the hockey community
- The following lines provide a summary of these activities.

DIGITAL

In 2023, our digital channels have again been essential to implement our MarComms strategy.



Our social media platforms have offered hockey fans a mix of sports-related content and storytelling, emotional content in English, Spanish and Hindi (plus Chinese for Weibo and WeChat).

GROUPS	POSTS	IMPRESSIONS	REACH	TOTAL ENGAGEMENT	COMMENTS & SHARES	VIDEO VIEWS	LINK CLICKS
TOTAL	4598	179,334,886	176,362,439	8,762,439	108,771	59,122,465	386,669
 TWITTER	1667	10,690,701	10,690,701	141,188	15,663	842,304	21,732
 FACEBOOK	1249	102,362,362	105,530,090	3,547,470	72,629	16,400,232	364,937
 INSTAGRAM	1079	58,912,101	53,010,100	4,749,580	13,992	34,510,207	-
 YOUTUBE	476	4,949,910	4,949,910	62,585	3,000	4,949,910	-
 TIKTOK	127	2,181,638	2,181,638	261,859	3,487	2,419,812	-

- Our engagement rate increased considerably in 2023 compared to 2022 as we decided to do less posts and invested in more appealing content. We had a 70 percent drop in the total number of posts while our overall engagement dropped by around 10 percent.
- TikTok was a new platform for us, and we added nearly 26'000 new followers and received around half a million likes in the first year itself.
- We added over 100'000 new followers across our platforms.

Obviously, videos aren't limited to live matches and we've made great efforts in producing far more videos in 2022 than in any other year before (2910 video posts in 2022 vs 1380 in 2021; 72 million video views in 2022 vs 22 million in 2021) thanks, amongst others, to the agreement reached at the end of 2022 with the agency Sportz Interactive. Video content is by far the most attractive content for fans and we will continue to grow it in the future.

For our **Watch.Hockey app** – also available as a web-platform on your laptop – 2023 marked another step forward with the introduction of two types of passes: FIH+ (to access all FIH events) and an Event pass (to access all matches of an FIH event). In addition to this, geo-blocking has been lifted (except on the Indian sub-continent). These significant developments have enabled an easier access to watch our sport for all hockey fans around the world. (see more information on page 28)

Our website, **FIH.hockey**, has become one of the major traffic drivers for FIH as well as a key platform for data gathering. The latter is due, in particular, to the launch in 2023 of the FIH Data Hub. The Data Hub encompasses a treasure of statistical information that come very hand for hockey lovers. Access to it is available through signing up to the FIH Hockey Family, which is a new and completely free offering from FIH, that brings hockey fans closer to the game than ever before. Creating an FIH Hockey Family account comes with additional benefits like voting for the FIH Hockey Stars Awards, participating in exciting fan contests with unique prizes, as well as a free subscription to the FIH monthly newsletter, '**Hockey Pulse**'.

ATHLETES

With athletes being the best ambassadors of hockey, we've aimed, throughout the year, at enhancing the role of athletes for the overall promotion of hockey. For example, we have given athletes access to our

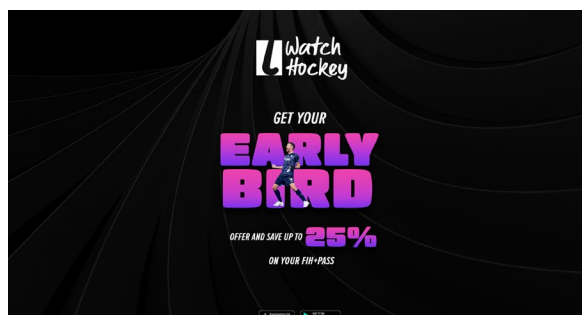
assets database (Photoshelter) allowing every athlete to access all available images and promotional footage of past events.

BRANDING

FIH ideates and conceives all of its branding – for events and beyond – in-house, delivering guidelines, tools and templates to hosts and NAs to enhance the positioning and visual coherence of our brands and their communication worldwide.



Inspiring, dynamic, purposeful, creative are some of the key principles applied when it comes to the branding conception. An attractive branding greatly contributes to the successful promotion of every event.



FAN ACTIVATIONS WITH FIH COMMERCIAL PARTNERS

Commercial partnership goes beyond visibility or exposure. On this basis, FIH regularly collaborates with its Commercial Partners to put together acti-

vations that also enhance fan engagement (more information on page 26).

CORPORATE COMMUNICATIONS

A substantial part of the MarComms activities relate to the FIH and its bodies, as well as policy or institutional topics. This includes reporting about the FIH President's activities, the Executive Board meetings.

engagement strategy, the National Associations Summits, the FIH Inclusion and Diversity Day, the "Give back to Forest" initiative, FIH partnering with the Centre for Sport and Human Rights, FIH joining the UN Sports for Climate Action framework, and so on.

In 2023, some specific communications outputs features the launch of the Empowerment and En-

IT.

HOCKEY DATA HUB GOES PUBLIC

Initiated in 2013, our project aimed to digitally capture every International Hockey match to build a comprehensive archive. Utilizing this database, we crafted interactive dashboards featuring data on more than 15,000 players and 7,000 matches to make hockey's detailed history widely accessible.

The successful launch of these dashboards enriches fan and analyst experiences, boosting engagement with hockey and providing a gateway to discover and celebrate the sport's legacy and its stars.

FIH FAMILY ACCOUNT LAUNCH

In the past year, we introduced the FIH Family Account at fih.hockey, offering exclusive perks like access to the Hockey Data Hub and monthly Hockey Pulse newsletter. Engage more deeply with hockey

through special contests and voting rights in the FIH Stars Awards. Not signed up yet? Do it now to join our global hockey community and enhance your fan experience.

INNOVATING HOCKEY CONTENT ARCHIVING AND DISTRIBUTION

This year, we launched an innovative Digital Media Assets Management platform, revolutionizing the way hockey content is archived and distributed to stakeholders like national associations, broadcasters, and partners. The platform features secure, selective access controls, enhancing the integrity of shared media (video and photo). With faster con-

tent delivery times, we've streamlined operations, improving the sport's global visibility, and fostering community collaboration. This technological advancement marks a significant leap forward in making hockey more accessible and engaging for fans worldwide.

WELCOME TO THE FIH FAMILY

ACCESS A UNIQUE DATA HUB
Dive into team statistics across major FIH events
Explore rich profiles and data for all international players (more than 15'000)
Search for the statistics on current and past seasons' top-scorers
Engage in intriguing player and team "head-to-head" comparisons
Explore in-depth shoot-out analytics

BECOME ELIGIBLE FOR EXCLUSIVE PRIZES & GOODIES
NOW!
As part of the FIH Family you automatically participate to the draw to:
WIN A PARIS 2024 MASCOT
WIN A SIGNED T-SHIRT FROM YOUR FAVOURITE HOCKEY PRO LEAGUE TEAM

HAVE YOUR SAY IN PRESTIGIOUS CONTEST & POLLS
Vote for your favourite players at the yearly FIH Stars Awards

GET HOCKEY PULSE
The FIH newsletter right in your inbox every month

CREATE YOUR ACCOUNT NOW AND BECOME PART OF OUR HOCKEY FAMILY! IT'S FREE!

FIH.FAMILY

Get Unique Benefits!

Exclusive eligibility for voting, contests and polls

Win exclusive merchandise through FIH regular contests

Subscription to FIH Monthly Newsletter ("Hockey Pulse")

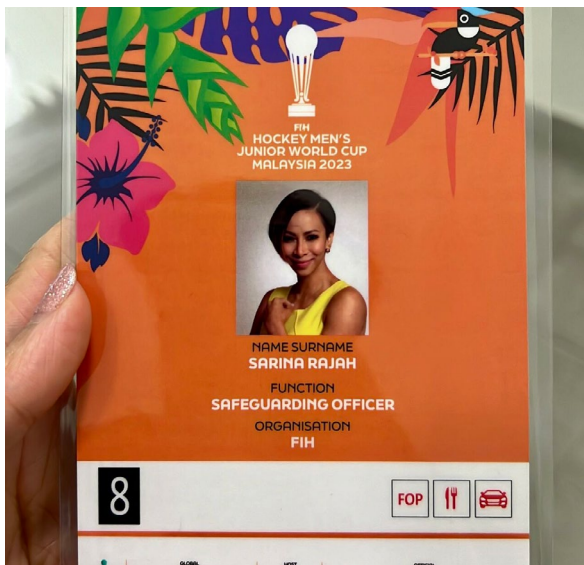
FIH.HOCKEY

Legal & Governance.

GOVERNANCE PANEL

The Panel reviews all membership application criteria in collaboration with the FIH Legal Department and has also contributed to the establishment of an onsite Safeguarding Officer during the Junior World Cup 2023, respectively held in Chile (Women's) and Malaysia (Men's). This pioneering initiative, a first in the history of FIH events, aims to create a secure and nurturing environment for young hockey talents. These officers play a pivotal role in ensuring the highest standards of safety, well-being, and protection for all participating ath-

letes. In collaboration with its member national associations, local authorities, sports organizations, and educational institutions, FIH is committed to building a comprehensive framework that addresses safeguarding concerns at the grassroots level. By integrating this initiative into its flagship Junior World Cup events, FIH aims to set a precedent for its future events."



FIH INTEGRITY UNIT

The FIU closely monitored the FIH Hockey Pro League, the 2023 Indoor World Cup and FIH Hockey Junior World Cup including the betting markets

and various intelligence sources. The FIU supported and monitored for integrity risks to the Men's and Women's Nations Cup's.

FIH JUDICIAL COMMISSION

In the past year, the Judicial Commission devoted itself to a comprehensive examination and precise

adjudication of a solitary case, underscoring its commitment to thoroughness and justice.

International & Olympic Relations.

True to its commitment to contributing to the global agenda and initiatives of Olympic Movement key stakeholders, in particular the UN's Sustainable Development Goals (SDGs) and IOC's Olympic Agenda 2020+5, FIH has, in 2023 as well, been very active in promoting numerous key international initiatives as well as its own FIH Inclusion and Diversity Day, launched in 2022.

These dates included:

- International Women's Day
- International Day of Sport for Development and Peace
- World Health Day
- WADA Play True Day
- Walk the Talk (WHO)
- World Environment Day
- World Refugee Day
- Olympic Day
- World Children's Day
- World AIDS Day
- International Volunteer Day
- Human Rights Day

FIH always urged all its stakeholders around the world to follow its steps in promoting the above-mentioned initiatives.



FIH Annual Report 2023.

Designed and produced by the FIH Marketing-Communications Department, with contribution from all FIH Departments for texts and illustrations

Photos:

WORLD SPORT PICS Frank Uijlenbroek, Will Palmer, Ady Kerry & Rodrigo Jaramillo, Marcel Sigg

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