

DEVELOPMENT AGREEMENT FOR 2024

This Agreement dated: 23 February 2024

BETWEEN

WORLD TRIATHLON (hereinafter referred to as “**World Triathlon**”),

A not-for-profit corporation incorporated under the laws of Switzerland domiciled and residing at Maison du Sport International, Avenue de Rhodanie 54 in the city of Lausanne, Canton de Vaud, Switzerland.

and

AFRICA TRIATHLON (herein referred to as “**Africa Triathlon**”)
residing at International Cairo Stadium, New Federations Building #11, Cairo, Egypt

1. **Introduction:** The purpose of this agreement is to:
 - 1.1. Sustain World Triathlon and Africa Triathlon membership for the sport of triathlon and Para triathlon all over Africa.
 - 1.2. Redesign junior development camps to support athletes' careers from junior towards u23 (introduction of strict and targeted selection criteria).
 - 1.3. Athlete, Coach, Technical Officials, and Event development linked to the Development Regional Cups
 - 1.4. Focus on coach education with possible support from Olympic Solidarity
 - 1.5. Support of athletes and Para triathletes to ensure new flag slots are taken at the Olympic and the Paralympic Games
2. **Projects:** The agreed projects with budget/resource allocation are:

AFRICA TRIATHLON DEVELOPMENT BUDGET & PROJECT PLAN 2024		
Administration, Finance, Governance	Africa Triathlon Executive Board Meeting & Congress	\$ 15.000,00
	Africa Triathlon Staff Salaries (Africa Triathlon Executive Secretary: USD 11,520, Office Messenger: \$2,800, Development & Technical Continental Coordinator: USD 14,400)	\$ 28.800,00
	Africa Triathlon Office yearly expense (12 x USD 500 - phone/internet, etc.)	\$ 6.000,00
	Africa Triathlon Office yearly maintenance fee & electricity.	\$ 6.000,00
	Continental Coordinator's office expenses (internet/phones=\$166 x 12=\$2,000 USD)	\$ 2.000,00
	Continental Coordinator support: for World & Africa Congress/Championships -travel costs	\$ 7.000,00
	Payment to AASC/UCSA - Continental Fees	\$ 2.000,00
SUB-TOTAL		\$ 66.800,00 33%
NF Projects & Support	World Triathlon Regional Development Cup, ALGIERS Support for the event as per the criteria. Year 1.	\$ 10.000,00
	World Triathlon Regional Development Cup TBC Support for the event as per the criteria.	\$ 10.000,00
	World Triathlon Regional Development Cup Saly, SENEGAL Support for the event as per the criteria. Year 2 - a new venue for 2025	\$ 10.000,00
SUB-TOTAL		\$ 30.000,00 15%
Athlete & Coach Development	Africa Regional Junior Development Camp-NORTH-HURGHADA, EGYPT, April 2024 (Pre-event)	\$ 20.000,00
	Africa Regional Junior Development Camp-SOUTH-venue and dates TBC	\$ 20.000,00
	Elite Athlete Support for racing at African events - African New Flag potential athletes	\$ 7.000,00

	Africa Triathlon Junior Leaders Support-to be used for race equipment and travel based on the best 4 results from 2023 rankings from Junior African Cups-minimum of 4 events to be staged, however. \$1,500=1st male/female; \$1,000=2nd male/female; \$750=3rd male/female	\$ 6.500,00	
	World Triathlon Level 1 Coaching Courses - Olympic Solidarity hosting support / Support for Facilitator fees	\$ 5.000,00	
	World Triathlon Level 1 Coaching course- linked to Development Regional Cup=5 weeks online & 3 days seminar. For 2024-North of the Equator NFs. For 2025 South of the Equator NFs.	\$ 10.000,00	
SUB-TOTAL		\$ 68.500,00	34%
Technical Officials & Events Development	World Triathlon Community Technical & Event Organiser Seminar (English) - Freetown, Sierra Leone-linked to Zone 1 Championships	\$ 3.000,00	
	World Triathlon Level 1 Technical Official Seminar - linked to Africa Games Triathlon, Accra March 2024. This would need to be before the AG BUT only if there are experienced participants. If not, resource imported TOs?	\$ 3.000,00	
	Africa Triathlon Technical Delegates Support. Per diems x 4 days x \$70 USD x 21 TDs & 2 x TL	\$ 6.500,00	
	Travel support for Egyptian Level 2 TO to WTCS Abu Dhabi as SFTO	\$ 1.000,00	
	Africa Triathlon Championships-Medals	\$ 1.200,00	
SUB-TOTAL		\$ 4.700,00	7%
Para triathlon Technical Support & Education.	Ranked athletes that are in line for possible qualification to Paris 2024. New Flag support for travel to ranking events.	\$ 9.000,00	
	Equipment support for ranked athletes in line for Paris 2024	\$ 6.500,00	
	Para triathlon Coordinator travel & accommodation to Africa Triathlon Championships	\$ 2.500,00	
	Para Contingency	\$ 2.000,00	
SUB-TOTAL		\$ 20.000,00	10%
TOTAL		\$200.000,00	

The above budget figure (**total 200,000 USD**) was approved by the Triathlon Africa Executive Board and the World Triathlon Executive Board.

The World Triathlon made the following recommendations for the above projects:

- The Administration costs in Africa Triathlon are over 20% of the total as recommended by World Triathlon to all Continental Confederations.
- World Triathlon would recommend setting a three (3) month project re-confirmation deadline with all host National Federations before each project to ensure a better outcome.
- Africa Triathlon to finalise the dates for all projects to be able to launch the Africa Triathlon Development Calendar and start working on details by mid of March.

Any change to the agreement will require the approval of both parties. Any changes to the above-listed projects can be presented to the World Triathlon Development & National Federation

Services Department by September 30, 2024, which will require the final approval of the World Triathlon Executive Board.

The World Triathlon will make additional funding of 10,000 USD from ASICS for supporting athletes' development pathways from junior/U23 to elite (through regional cups, continental events, or continental camps) on their way to becoming a member of the Team World Triathlon. Africa Triathlon is to submit to TRI an athlete development plan for this purpose until 31 March 2024.

3. Obligations and Reporting Procedures: World Triathlon and Triathlon Africa will ensure all projects are planned, and funds and resources are managed transparently, including:

- 3.1. Work with the World Triathlon National Federation Services & Development to clearly outline each project's procedures, content, outcomes, and reports. The World Triathlon will provide forms for all project planning, funding, and reporting.
- 3.2. All justifications should be sent to the World Triathlon National Federation Services & Development, based in Lausanne, Av. Rhodanie 54. 1007 Lausanne, Vaud, Switzerland.
- 3.3. Allocating funds for programmes and activities which will take place at the beginning of the year. World Triathlon will pay one-quarter of the total amount during that period. Further payments will be made once Africa Triathlon justifies the amounts received. Africa Triathlon and World Triathlon Administration will agree on which amounts will be paid directly to Africa Triathlon for their disbursement and which will be paid by World Triathlon.
- 3.4. File semester (6 months period starting 1st of January) project reports with expenses supported by receipts and reasons for the expenditure. World Triathlon Administration and Finance will provide the format for the reports.
- 3.5. World Triathlon will provide support funds to cover the costs of the projects marked as World Triathlon Expense on the Project and Budget allocation to meet the region's development needs.
- 3.6. A maximum of 20% of the total allocation of funds could be dedicated to Administration costs.
- 3.7. The funds allocated can only be used during the 2024 fiscal year.
- 3.8. Africa Triathlon should fulfill the obligations stated in articles 15.2 and 45 of the World Triathlon Constitution
- 3.9. Only National Federations who have fulfilled annual membership obligations (Art 8., World Triathlon Constitution), therefore, are in good standing, can apply for or/and attend any development projects.

4. Branding:

- 4.1. All Events shall follow the Continental and [World Triathlon Branding Guidelines](#) unless approved otherwise by World Triathlon. All activities other than events aforementioned (funded by World Triathlon) shall follow the above-mentioned Branding Guidelines.

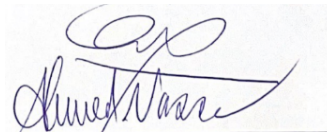
Wherever the Continental Federation logo is present or seen linked to any development project covered in this agreement, the World Triathlon logo must be accompanied with it considering the mentioned branding guidelines.

- 4.2. All Continental Development Programs will bear the rights of ASICS as an exclusive World Triathlon partner. World Triathlon will provide technical equipment and an additional yearly

fee of 10,000 USD. Before 31 March, each CC shall provide World Triathlon in writing with one single place for acceptance for all technical equipment to be sent.

5. **Term:** This Agreement shall take effect for the year 2024.
6. **Notices:** All notices, consents, approvals, and statements hereunder shall be given to the respective addresses of the Parties, which are the headquarters of each organisation.
7. **Governing Law:** The parties shall make every effort to resolve any dispute arising out of this Agreement in an amicable manner conforming to the spirit of this Agreement. This Agreement shall be governed by and interpreted in accordance with the laws of the Canton de Vaud (Switzerland). The Africa Triathlon and World Triathlon shall use utmost good faith in attempting to resolve all disputes under this Agreement. Any dispute arising from or related to the present Agreement will be submitted exclusively to the jurisdiction of the Court of Arbitration for Sport in Lausanne, Switzerland, and settled definitively in accordance with the Code of Sports-related Arbitration. The panel will consist of three arbitrators, and the language of the arbitration will be English. Each Party shall bear its own legal costs relating directly or indirectly to the preparation of and performance of its obligations under this Agreement.
8. **Signing Authorities:** We, the undersigned, agree to the conditions and obligations of this agreement.

Marisol Casado, President
World Triathlon



Ahmed Nasser, President
Africa Triathlon