

DEVELOPMENT AGREEMENT FOR 2023

This Agreement dated: 4 March 2023

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

EUROPE TRIATHLON (herein referred to as "**Europe Triathlon**")
residing at 3 Route d'Arlon, L-8009 Luxembourg.

1. **Introduction:** The purpose of this agreement is to:

- 1.1. Establish a baseline of provision for developing triathlon and resources available to NFs across Europe.
- 1.2. Establish communications and media links at a level commensurate with the optimum promulgation of positive images and descriptions of triathlon and related multisports across the region.
- 1.3. Increase World Triathlon and Europe Triathlon membership for the sport of triathlon and Para triathlon all over Europe.
- 1.4. Assist European NFs to create and developing their own skills to attain competitive excellence at all technical levels.
- 1.5. Improve liaison with the World Triathlon in order to work closely together to achieve the best results for programmes already in place and implement others according to the particular needs of Europe Triathlon and affiliated NFs.

2. **Projects:** The agreed projects with budget/resource allocation are:

Europe Triathlon Development Budget 2023			
Goal Area	Budget Item	Amount	
Admin	European Triathlon Development Coordinator Fee	€ 10.000,00	
	European Triathlon Development Coordinator Travel	€ 3.000,00	
Sub-total		€ 13.000,00	9%
Athletes & Coaches	Level 1 Coaching Course - Sarajevo (BIH), April 8-12	€ 9.000,00	
	Level 2 Coaching Course - Pula (CRO), October 18-22	€ 9.000,00	
	European Triathlon Development Camps: 1. Performance Development Camp, Pula, (CRO) March 15-19, 2. Junior Development Camp: Druskininkai (LTU) August TBC	€ 31.000,00	
	European Youth Development/Youth Festival - Banyoles (ESP) July 24-30	€ 14.000,00	
	European Triathlon Development Team (linked to 4 Sprint Triathlon European Cups: Yenisehir (TUR) - TBC, Olsztyn (POL), Wels (AUT) and Ceuta (ESP)	€ 18.500,00	
Sub-total		€ 81.500,00	54%
Technical Officials' Education	Technical Officials Level 1 Seminar - Bar (MNE), September TBC	€ 5.500,00	
	Technical Officials Level 2 Seminars - Belgrade (SRB), October 13-15	€ 7.000,00	
Sub-total		€ 12.500,00	8%

Para triathlon	Para triathlon (1. Swansea World Para Triathlon Conference, 2. Para Triathlon Camp)	€ 15.000,00	
Sub-total		€ 15.000,00	10%
National Federation Projects	Croatia (Athletes development, Youth camp)	€ 2.000,00	
	Estonia (1. Youth and Junior athletes – participation in international events 250 EUR 2. Quality Coaching 500 EUR 3. TOs and Events 750 EUR)	€ 1.500,00	
	Finland (1. A youth camp with Baltic countries 2.500 EUR 2. Certified coaches 500 EUR)	€ 3.000,00	
	Iceland (1. Participation in Level 1 coaching course 1.000 EUR 2. Kids Triathlon 1.000 EUR, 3. Triathlon Youth summer camp 1.000 EUR)	€ 3.000,00	
	Latvia (One triathlon for everyone)	€ 2.000,00	
	Lithuania (1. Druskininkai Development Continental Camp, 2.500 EUR 2. Coaches Level 1 course 1.500 EUR)	€ 4.000,00	
	Moldova (1. TO Workshop Moldova - Romania 800 EUR, 2. Development Camp 2.900 EUR, 3. Coaches' experience exchange Moldova - Romania 300 EUR)	€ 4.000,00	
	North Macedonia (1. We are the future – Youth 2500 EUR of which 1.500 EUR Preparation camp for athletes 2009-2010 in Loutraki, GRE. March-April 2023 2. We are the future – junior 1.500 EUR)	€ 4.000,00	
	Romania (Triathlon training camp for Youth athletes Moldova - Romania)	€ 1.000,00	
	Serbia (Training camp for Youth and Junior athletes)	€ 3.500,00	
Sub-total		€ 28.000,00	19%
Total		€ 150.000,00	

The above budget figure (**total 150 000 EUR**) was approved by the Triathlon Europe Executive Board and the World Triathlon Executive Board.

Any change to the agreement will require the approval of both parties. Any changes to the above-listed projects can be presented to World Triathlon Development & National Federation Services Department until September 30, 2023, which will require the final approval of the World Triathlon Executive Board.

The World Triathlon will make an 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. Europe Triathlon is to submit to TRI an athlete development plan for this purpose until 15 March 2023.

3. **Obligations and Reporting Procedures:** World Triathlon and Triathlon Europe 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 Europe Triathlon justifies the amounts received. Europe Triathlon and World Triathlon Administration will agree on which amounts will be paid directly to Europe 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 2023 fiscal year.
- 3.8. Europe 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 28 February, 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 2023.

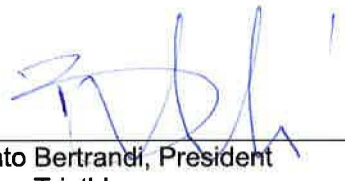
6. **Notices:** All notices, consents, approvals, and statements hereunder shall be given to the respective addresses of the Parties, which are the headquarters of each organisation.

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 Europe 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



Renato Bertrandi, President
Europe Triathlon