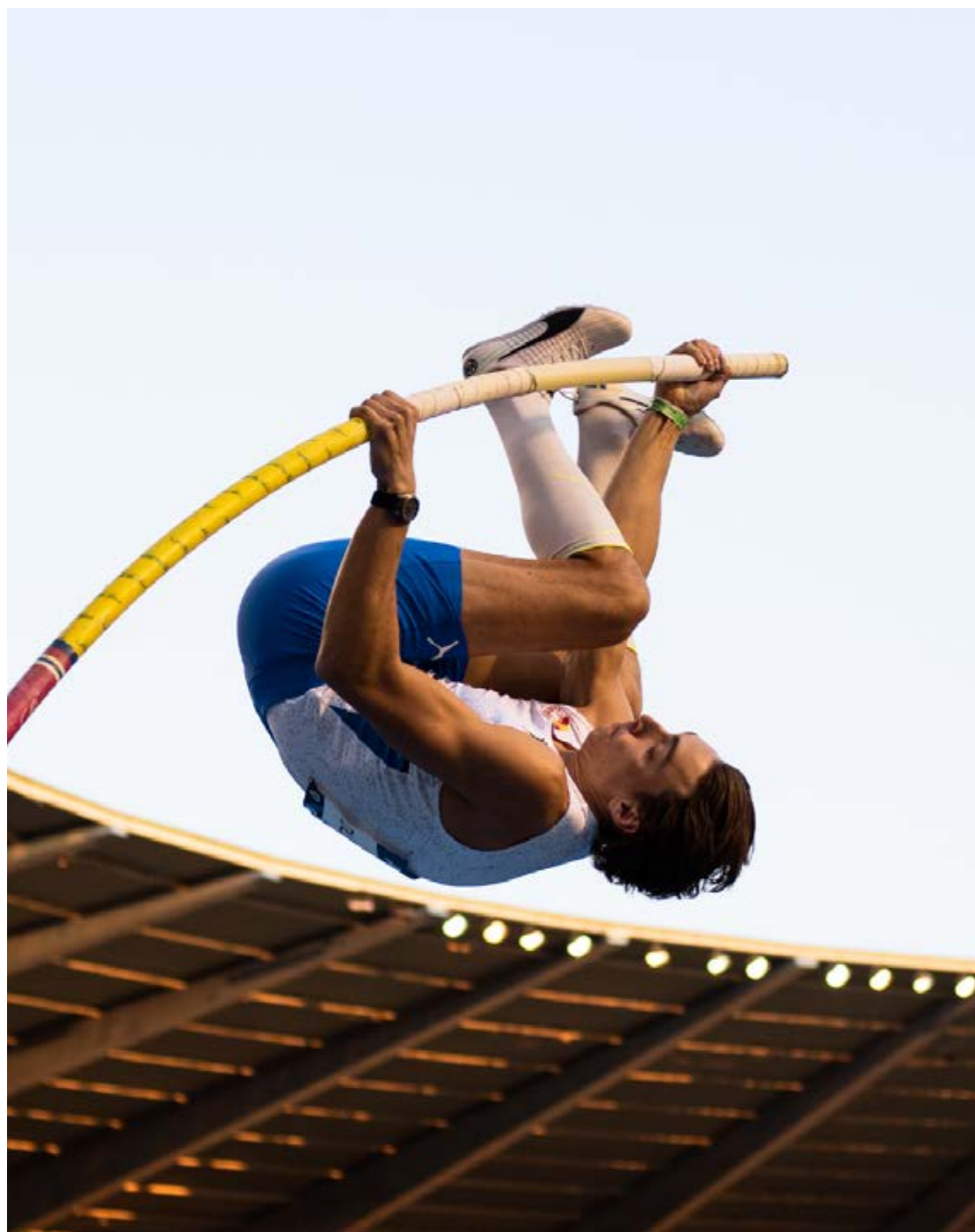


# 2021 ANNUAL COUNCIL REPORT





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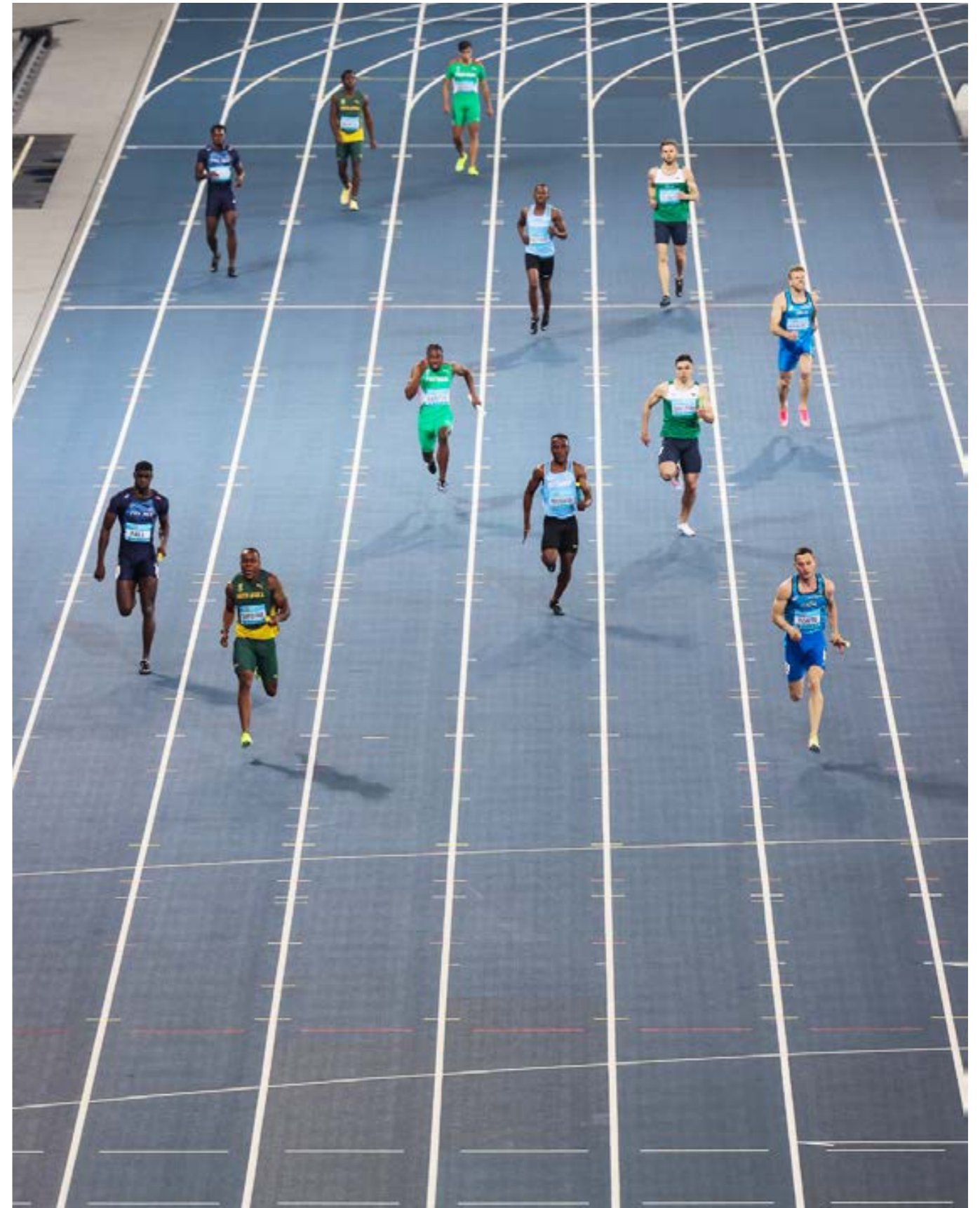


## Introduction

This is the Annual Council Report for 2021 required under Article 79 of the World Athletics Constitution, for the period 1 January 2021 to 31 December 2021. It includes the audited annual financial statements for 2021 and outlines the key decisions and activities during the year.

The 2021 Annual Council Report is divided into the following sections:

1. **President's Report**
2. **Executive Board Report**
3. **Council Report**
4. **Commission Reports**
5. **Working Group & Taskforce Reports**
6. **Financial & Audit Reports**
  - 6.1. Financial Audit
  - 6.2. Non-financial (Governance & Ethical Compliance and Anti-Doping & Integrity programmes) Audits



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# PRESIDENT'S REPORT





# 1. PRESIDENT'S REPORT

By the time you read this we will have staged our World Athletics Championships Oregon22, the first outdoor senior world championships for three years. I know a lot of work has gone into preparing the event and the athletes and I are looking forward to it enormously.

2021 was a challenging year for everyone in our sport as competition returned, albeit with restrictions on spectators in some cases, but the challenges presented by Covid-19 added layers upon layers of complexity.

There is a wise quote from British author, Vivien Greene, wife of distinguished novelist Graham Greene, that sums up 2021 for me: "Life isn't about waiting for the storm to pass, it's about learning how to dance in the rain". And across the sport we did just that. We learned a lot about ourselves and our sport in 2020, particularly about how to adapt, be flexible, resilient, brave and creative. We put this to good use in 2021, ending the year strongly despite the tough conditions.

Obviously, the central focus of our competition was the Tokyo Olympic Games.

No past Olympic Games have presented a greater challenge to all of us, particularly of course our athletes. Again, your flexibility, resilience and bravery saw us through. Your determination to keep our sport front and centre and doing everything you could to maintain your domestic events gave the athletes the platform for the many outstanding performances we witnessed in Tokyo. The athletes rose to the occasion after many months of disruption and frustration, and did so again at the World Athletics U20 Championships in Nairobi.

It was a collective contribution that saw athletics excel and crucially entrenched us as the number one Olympic Sport. This is not just anecdotal, the IOC commissioned Publicis Sport & Entertainment (PSE), an independent agency to collect and consolidate the sport and event data from all continents. And this research showed:

- Athletics recorded the highest number of broadcast viewing hours (2.2m) of any sport at the Tokyo Olympic Games
- The largest number of media articles were written about athletics (10k).
- Athletics also saw the highest number of shared articles across social media (700m), leading to over 62m conversations on social media around athletics.
- The highest number of video views across the IOC and Tokyo Olympic Games websites and app (over half a million).

You'll recall at the start of last year I challenged all of you as Member Federations to support delivery of the World Athletics Strategy for Growth and its four pillars by delivering five actions across the year. These were:

## 1. Increase participation at either grassroots or elite level or both

Many Federations focussed on placings and medals with the World Athletics Relays in Silesia, the World Athletics U20 Championships in Nairobi, the return of the one-day meetings and the Tokyo Olympic Games.



This is crucial for some because a good medal haul equates to greater Government funding. But a large proportion of Member Federations do not have these metrics and we understand that. We are **not** a one size fits all sport. Increasing participation in our sport at a community level is equally important and we saw that with a renewed focus on clubs, schools and recreational running communities. We also saw the number of our one-day meetings increase, particularly under the Continental Tour framework, which was encouraging and the successful launch and roll out of our new Kids' Athletics programme later in the year gave many Federations the tools to reengage with communities and governments.

## 2. Double the number of people taking coaching and officiating courses

And by that I meant more volunteers, coaches and technical officials. We have an unprecedented five years ahead of us and a focus at HQ is to enhance and expand our eLearning platform to provide a faster, more flexible, more accessible, and less costly way to increase the numbers of qualified coaches and technical officials coming into our sport. And this focus is beginning to pay off with increased numbers actively participating in our courses and programmes.

With more coaches and technical officials, we will have more people who are able to work with clubs, schools and recreational runners and build more grassroots participation.

## 3. Participate in two of the World Athletics campaigns

Four high-profile campaigns were created in 2021, which a large number of Federations supported and benefitted from. International Women's Day saw the launch of #WeGrowAthletics and a number of pledges from across our stakeholders. The results were exceptional, with over 200 articles. This was followed by the Global Conversation campaign to support the development of the World Plan, with many Federations making use of the communications toolkit to make sure their athletes, fans, clubs and other stakeholders were aware of the survey. It resulted in over 25,000 responses from 178 countries providing valuable direction for the development of the World Plan. The launch of our virtual museum – MOWA – and the Kids' Athletics roll out were also supported by a good number of Federations for which I am grateful.

## 4. Secure one meaningful partnership

We cannot deliver the growth we want to see without strong and resilient partners – not just commercial, although they are important, but non-commercial partnerships with governments, health and wellbeing organisations, community bodies, parent/teacher groups, universities and many others. Sport is the hidden social worker in all our communities. Not everyone needs money from us, they need people who understand our sport, who can help organise events, large and small, to assist in community events and advise schools in their many different shapes and sizes about how to engage children in a fun way in our sport. We have to make our sport a lot more fun for young people and we have seen this happen with our new Kids' Athletics programme and other initiatives that were carried out in 2021.

## 5. Take your athletes attending the Tokyo Olympic Games into schools (or if not applicable, take national champions or elite high-performance athletes)

There are some Federations that do this as a matter of course after an Olympic Games or a World Athletics Championships. We see strong connections with elite athletes and schools in the Caribbean, in Africa and parts of

Europe but we do want to see this rolled out across many more Federations as the connection is a powerful one.

Delivery is within all of us and every Member Federation has something to contribute. We are enormously proud of the fact we are a global sport so we need to ensure we continue to grow together and all play our part.

The development of our World Plan for Athletics, under the guidance of Willie Banks, as Chair of the World Plan Working Group, will help us do this and I am grateful for the work he and his team, with all of you, put into this. Our virtual Congress and Convention at the end of 2021 explored the World Plan in some detail and I think will help each one of us map our priorities for growth in meaningful ways.

We need to use our individual and combined influence, reach and impact. Sport, and our sport in particular, has never been so relevant. We see this all around us, wherever you are in the world. We see athletes inspiring communities and we see the helplessness of many of our Governments to effectively deal with the

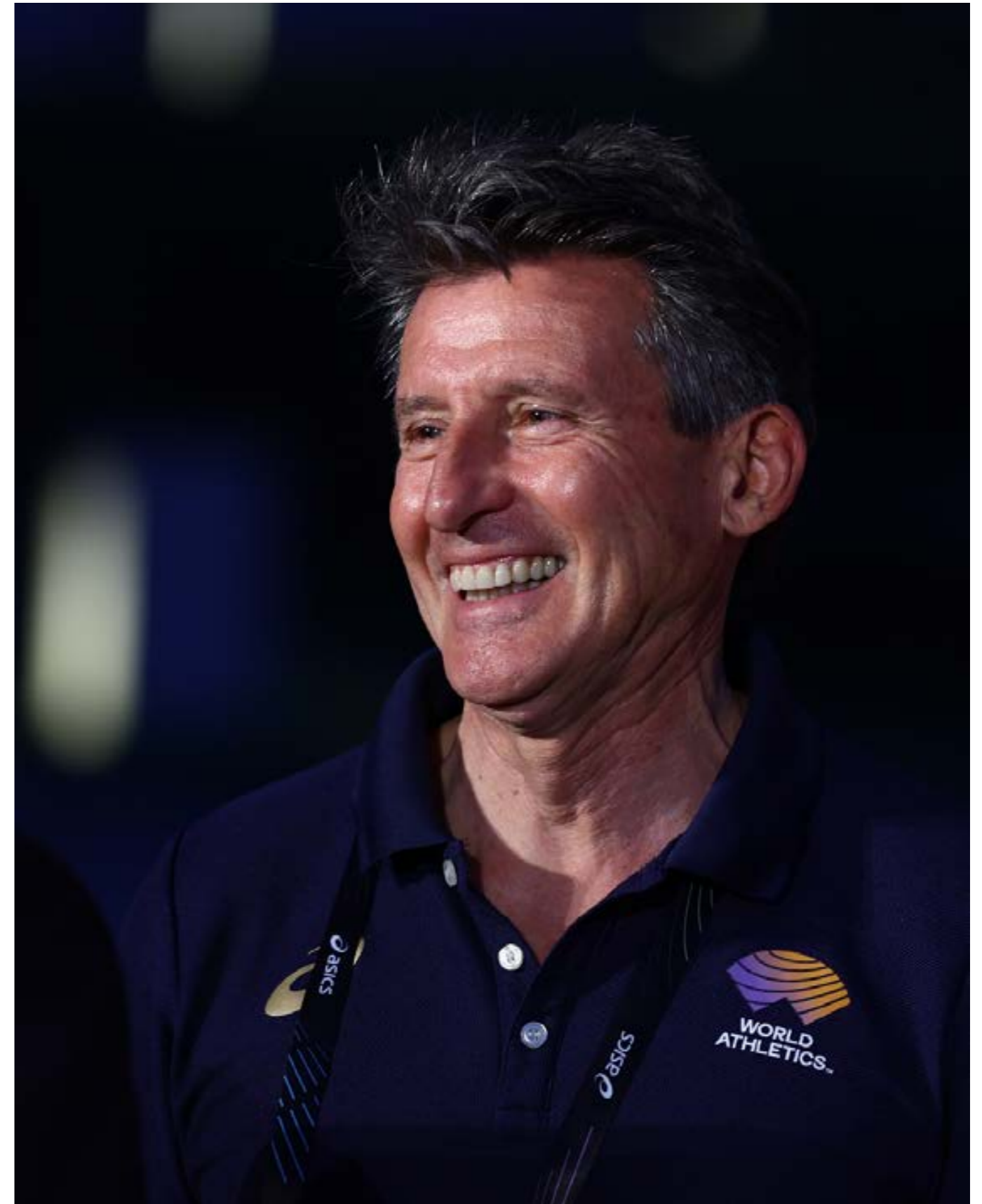
health, fitness and wellbeing of their citizens even if it is a priority. It has never been so stark. We need to look beyond the pandemic. Review how people are able to access our sport in our countries and territories. Make our sport more accessible, make it more inclusive so it fits into the lives of young people and adults when their lives get back to a more recognisable rhythm and we need to make it fun, engaging and essential.

We need to create new partnerships (non-commercial and commercial), we need to create more programmes that are accessible and relevant to the communities in our countries, we need more facilities - not just stadiums and tracks, but safe places where people can run, jump, throw and exercise – designated spaces in parks, better lighting, running groups so people can exercise together, support for our clubs by encouraging more people to coach and officiate.

And we need to use our athletes more to encourage people to participate in our sport and become fans of athletics. We can't have them locked away in training camps only coming out to compete or deliver on a sponsor's commitments. Let's combine these and make our athletes more accessible to

our communities and to the media. Work with our athletes, their sponsors and their training programmes to reach deeper into our schools and communities... it is a win/win/win for everyone.

I am proud of how we ended 2021 and have never felt more confident about our sport and our ability to grow it substantially over the next few years. These are exciting times and we stand ready to work alongside each of you to meet your ambitions as they are critical to us meeting our global sport ambitions.





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# EXECUTIVE BOARD REPORT



## 2. EXECUTIVE BOARD REPORT

The Executive Board is composed of the following members:

- Sebastian COE (GBR), President
- Sergey BUBKA (UKR), Senior Vice-President
- Geoff GARDNER (NFI), Vice-President
- Ximena RESTREPO (COL), Vice-President
- Nawaf Bin Mohammed AL SAUD (KSA), Vice-President
- Abby HOFFMAN (CAN), Appointed Member
- Hasan ARAT (TUR), Appointed Member
- Sunil SABHARWAL (USA), Appointed Member
- Jon RIDGEON (GBR), Chief Executive Officer (ex officio, non-voting member)

The term of office is four years (2019-2023). Details regarding the Executive Board are available on the website [here](#).

The Executive Board met seven times in 2021 as listed below, with the majority of these meetings held virtually.

- 28 January, video conference (11<sup>th</sup>)
- 16 March, video conference (12<sup>th</sup>)
- 1 June, video conference (13<sup>th</sup>)
- 27 July, Tokyo (14<sup>th</sup>)
- 12 October, video conference (15<sup>th</sup>)
- 26 October, video conference (16<sup>th</sup>)
- 29 November, Monaco (17<sup>th</sup>)

The Executive Board has responsibility for all decisions related to the business of World Athletics including reviewing the World Athletics Strategic Plan; adopting and monitoring the annual plan and budget; financial planning and controlling income and expenditure; identifying and managing risks; and developing internal controls, organisational policies, procedures, and systems. The Executive Board reports to Council at each meeting and to Congress on an annual basis.



## EXECUTIVE BOARD COMMITTEES

In 2021, the Executive Board Committees completed their first full year of operations following their establishment in 2020. Details on the Committees are available on the website [here](#) and summarised below. The term of office of each Committee is approximately four years from appointment in 2020 until the conclusion of the 2023 Election Congress.

### AUDIT & FINANCE COMMITTEE

The Audit & Finance Committee's primary role is to advise and assist the Executive Board in respect of its audit function with regards to its responsibilities for financial reporting and internal control and in respect of its finance function in considering matters relating to financial management to safeguard financial stability, and to strengthen transparency and accountability.

#### Composition

- Sunil SABHARWAL (USA), Chair
- Nawaf Bin Mohammed AL SAUD (KSA), EB Member
- Julie ASANTE (GHA), Independent Member
- Riaan CLOETE (AUS), Independent Member
- Mary HARDY (GBR), Independent Member

## Reporting

The Committee reported to the Executive Board on three occasions in 2021, as follows:

- 13<sup>th</sup> EB meeting on 1 June
- 14<sup>th</sup> EB meeting on 27 July
- 16<sup>th</sup> EB meeting on 26 October

### RISK COMMITTEE

The primary role of the Risk Committee is to assist the Executive Board in fulfilling its responsibilities for identifying and managing key areas of risk including ongoing review of the corporate risk register.

#### Composition

- Hasan ARAT (TUR), Chair
- Ximena RESTREPO (COL), EB Member
- Arnis LAGZDINS (LAT), Independent Member
- Joanne MORTIMORE (CAN), Independent Member
- Adille SUMARIWALLA (IND), Appointed Member

## Reporting

The Committee reported to the Executive Board on four occasions in 2021, as follows:

- 11<sup>th</sup> EB meeting on 28 January
- 12<sup>th</sup> EB meeting on 16 March
- 13<sup>th</sup> EB meeting on 1 June
- 16<sup>th</sup> EB meeting on 26 October

### REMUNERATION COMMITTEE

The Remuneration Committee's primary role is to review and make recommendations to the Executive Board on the remuneration of officials within an established remuneration framework and policy.

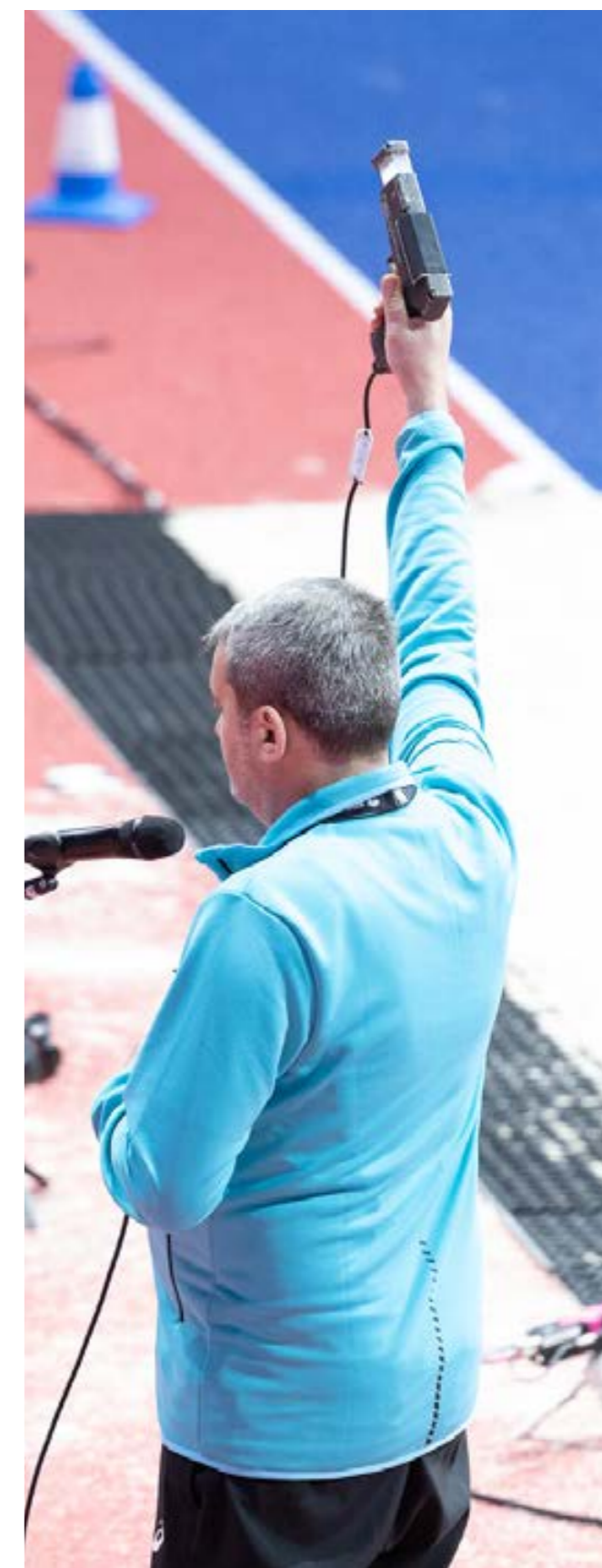
#### Composition

- Abby HOFFMAN (CAN), Chair
- Sergey BUBKA (UKR), EB Member
- Rob CLARKE (GBR), Independent Member
- Jean GRACIA (FRA), Independent Member
- Renee WASHINGTON (USA), Independent Member

## Reporting

The Committee reported to the Executive Board on three occasions in 2021, as follows:

- 11<sup>th</sup> EB meeting on 28 January
- 12<sup>th</sup> EB meeting on 16 March
- 17<sup>th</sup> EB meeting on 29 November





## KEY DECISIONS

Key areas of ongoing focus and decisions taken by the Executive Board in 2021 can be summarised as follows:

Focus	Decision/ focus
Strategic Plan	Ongoing review of the World Athletics Strategic Plan 2020-2023 and monitoring of delivery progress against identified goals and key performance indicators (details on progress outlined below).
Commercial strategy	Ongoing oversight of the commercial strategy and sponsorship pipeline, including the identification of potential new sponsor categories.
Financial management	Management and monitoring of the 2021 annual plan, cashflow and budget including control of income and expenditure, which continued to be pertinent during the Covid-19 pandemic, and consideration of longer term financial security.
Remuneration	A framework of remuneration principles for all relevant bodies was developed by the Remuneration Committee with agreement that the scope of the Committee's work should only consider the salary of the one person reporting to EB (i.e., the CEO) with the same policy applying for the AIU. The salaries and salary structure for the rest of the staff remain the responsibility of the CEO within the defined budgetary envelope set by the EB.
Risk management	<p>Ongoing monitoring and oversight of the corporate risk register through the Risk Committee with scrutiny on the financial and risk assessments related to potential postponement or cancellation of the World Athletics Series (WAS) events scheduled for 2021 and beyond and the Olympic Games.</p> <p>Following work by the Risk Committee, a recommendation was made to Council, and supported, to cancel the World Athletics Race Walking Team Championships in Minsk in April 2022 due to the political instability and negotiate an exit agreement with the Belarus Athletic Federation and local organising committee; and to identify alternative potential new hosts for the event in April 2022 as a matter of urgency.</p> <p>In addition, the Risk Committee reviewed and advised on the recommendations of the Human Rights Working Group (HRWG) including agreement to include the Risk Committee in any training that is developed in relation to the human rights framework and its application in practice.</p>
Prize money	<p>Approval to use an allocation of funds derived from the Russian Athletics Federation (RusAF) sanction fee to increase the current World Athletics Championships (WCH) total prize money budget of USD 7,530,000 by USD 1 million per WCH over the next two editions. This aligns with the Strategic Plan aim to increase financial opportunities for athletes with details of the proposal summarised below:</p> <ul style="list-style-type: none"> <li>• USD 2 million of the RusAF USD 5 million fine money to be used to increase WCH prize money (the remaining USD 3 million to reserves);</li> <li>• World Athletics committed to funding the increase for the 2022 and 2023 WCH, i.e., USD 1 million per WCH and USD 2 million in total;</li> <li>• WCH host cities will be responsible from 2025 onwards;</li> <li>• Overall increase represents an additional USD 23,000 per discipline at the WCH (44 disciplines from USD 150,000 to USD 173,000).</li> </ul>

Focus	Decision/ focus
Audits	<p>Adoption and approval of the 2020 audited accounts under International Financial Reporting Standards (IFRS) guidelines; as well as the 2020 non-financial audit of governance &amp; ethical compliance; and the 2020 non-financial audit of anti-doping and integrity programmes (also approved by the AIU Board).</p> <p>In addition, the Executive Board approved to recommend to Congress to confirm the following auditor appointments for 2021-2024:</p> <ul style="list-style-type: none"> <li>• Ernst &amp; Young as financial auditors;</li> <li>• Ernst &amp; Young as non-financial auditors of governance and ethical compliance; and,</li> <li>• QSA as non-financial auditors of anti-doping and integrity programmes (recommendation supported by the AIU).</li> </ul>
Major transactions	Approval of a loan of USD 1,992,000 to the Diamond League AG, as a major transaction. This loan was approved to mitigate the consequences of the Covid-19 pandemic on the Diamond League circuit and meetings, including a reduction in IMG secured international broadcast income.
2022 budget	Adoption and approval of the World Athletics budget and annual plan for 2022, and three-year projections for 2023-25, which were provided to Council for information.
HQ/ management oversight	Management of the HQ and human resources processes specifically the approach to the Monaco furlough scheme, which continued for the first half of 2021.



## COMMERCIAL PARTNERSHIPS & AFFILIATES

### Dentsu Athletics

The World Athletics/ Dentsu Steering Board continues to work in partnership to grow commercial revenues and reported on a quarterly basis to the Executive Board on progress against the World Athletics commercial strategy. The World Athletics/ Dentsu Steering Board, as well as the joint delivery, sales and media sub-groups, meet regularly to ensure that the commercial strategy is being implemented.

## COMMERCIAL AFFILIATES OF WORLD ATHLETICS AND THE WAS COMPETITIONS

In 2021, with many World Athletics Series competitions postponed and/or cancelled and with many companies/brands halting their marketing spend, it was a time to consolidate and speak to as many new brands as possible and build relationships with them in the run up to the first World Athletics Championships in the USA in 2022.

The Executive Board has continued to be instrumental in proactively supporting the Commercial Partnerships team in their discussions with potential partners, which it is hoped will lead to new partnerships in 2022.

## OFFICIAL PARTNERS

World Athletics' top tier partners are ASICS, QNB, Seiko and TDK.

## OFFICIAL SUPPLIERS

Mondo is an official supplier as are Pinsent Masons and Nielsen.

## MEDIA PARTNERS

TBS is World Athletics' official media partner.

EBU/ ESPN are World Athletics' official media distribution partners for Europe and Africa, and in 2021 the Executive Board was closely involved in the conclusion of a new six-year extension of the current media rights deal for the period starting 2024 until the end of 2029 (which included recommendations from both the Risk and Audit & Finance Committees).

World Athletics' Official Partners are set out [here](#) on the World Athletics website.

# WORLD ATHLETICS STRATEGY FOR GROWTH 2020-2023

Since the launch of the World Athletics Strategic Plan 2020-2023 in June 2020, significant progress has been made to drive global growth in athletics.

## VISION AND MISSION

# TO USE THE POWER AND ACCESSIBILITY OF ATHLETICS AND OUR ATHLETES TO CREATE A HEALTHIER AND FITTER WORLD

### GROW

Grow the sport of athletics and make it relevant in people's lives and in the lives of their communities.

### INSPIRE

Create globally appealing and accessible competitions, events, and activities so our talented athletes can entertain and inspire the world.

### LEAD

Be the best example of a well governed sports federation taking brave leadership decisions and valuing partnerships that deliver athletics around the world.



## STRATEGIC PLAN 2021 PROGRESS REVIEW

The Executive Board is responsible for monitoring delivery of the Strategic Plan, and a summary of the progress made at the end of 2021 at the halfway point of the Plan against the 16 key goals under each of the four strategic goals is provided below.

### MORE PARTICIPATION

The Continental Tour was launched in 2020, with seven Gold meetings taking place in what was a very difficult year for events, but in 2021, the Continental Tour Gold series was increased to comprise 12 events, including three new events in the USA. In 2021, the Continental Tour had 69 events in total, the Diamond League was successful with 12 events, the Indoor Tour comprised 24 meetings and two World Athletics Series events were staged (World Athletics U20 Championships, Nairobi (KEN) and World Athletics Relays, Silesia (POL)) in addition to the Tokyo 2020 Olympic Games. New World Athletics Tours in cross country (12 events), combined events (six events) and race walking (two events) were launched in 2021.

The athletes' prize money for the World Athletics Championships has been increased by USD 1 million. For the 2022 and 2023 editions this has been covered by World Athletics through investing the sanction fee from the RusAF suspension and reinstatement process. Future World Athletics championships organisers starting in 2025 will be responsible for the USD 8 million total in prize money.

The Global Conversation survey campaign results saw responses from over 25,000 people from around the world and the feedback gathered in 2021 contributed to the development of the World Plan for Athletics 2022-2030 that was approved by Congress on 17/18 November 2021.

### MORE PEOPLE

Building on the steps taken in 2020; in 2021, World Athletics has continued to improve its connectivity with Member Federations (MFs) and the information provided to them through the delivery of a minimum one MF Info Session per month (17 sessions were delivered in 2021 with 74% of the membership having attended at least one of the sessions representing 957 participants from MFs over the year).



The 2021 MF Info Sessions covered topics such as the eLearning platform content, the World Plan for Athletics 2022-2030 development, the new Kids' Athletics programme, introduction to the Museum of World Athletics, an overview of the key changes to the Anti-Doping Rules relevant to MFs, the Global Conversation findings, building allyship and embedding gender equality, Council meeting decisions, WAS event updates and competition management during Covid-19.

In 2021, seven road race webinars were also organised. All webinars were open to the public and 20% of attendees were, on average, MF officials, while other attendees included race organisers and technical officials. Additional seminars and courses delivered in 2021 included sessions on gender leadership, coaching and communications. Ahead of the Tokyo 2020 Olympic Games, a dedicated communications session was held with the MFs in each of the six Areas to provide guidance and support to MFs on how to promote athletics and their athletes during the Games using social media channels and the toolkit and collateral developed by the World Athletics' communications department.

Working with the Area Associations through the area development grant funding and the area development centres, the delivery of webinars and online seminars in each of the Areas on topics including officiating, coaching and gender leadership were organised worldwide. As in 2020, throughout 2021, most education has been delivered online rather than in-person due to Covid-19 restrictions.

The World Athletics eLearning content strategy, which sets out the educational vision, goals and proposed schedule of eLearning courses and associated target audience and numbers, was progressed in 2021. The following courses were online by the end of 2021:

- Certification for Level I Coach Education Certification System (CECS);
- Certification for Level I Technical Officials Education Certification System (TOECS);
- Gender leadership course material (converting the seminar material into an online version);
- Modules to support the new Kids' Athletics programme including safeguarding measures and practitioner training.

A new webinar section has also been created on the eLearning platform where a library of past webinars has been set up (section will be the future host of online seminars and live events).

## MORE PARTNERSHIPS

Notwithstanding the ongoing economic uncertainty presented by the pandemic and the postponement of some of our WAS events scheduled for 2022 and 2023, in 2021 there were far more meetings/discussions with potential new partners compared to 2020 and brands appeared far more willing to engage and discuss sponsorship opportunities. This has been aided by the appointment of four new sponsorship sub-agents, who have the right to approach 20 brands/companies each, and calls with six new potential brands/companies have been had. In 2021, there were approximately 280 companies indexed on the tracking tool, that represented active discussions with 84 companies.

There has been continued work with current World Athletics partners so that they can support 2021 campaigns/additional programmes – e.g., many partners supported our International Women's Day campaign. Pinsent Masons has also delivered both legal and non-legal training for World Athletics staff that has been enthusiastically received. World Athletics also continues to support its partners in their activations and campaigns (e.g., ASICS' campaign around mental health and what role exercise and fitness plays).



## MORE FANS

2021 was a mixed year in this area with limited live events or opportunities to engage fans through traditional broadcast. However, great strides have been made across all social media platforms culminating in a 73% increase in followers with TikTok contributing one million new followers. Work is progressing on developing tactical plans to drive the fan engagement strategy that will underpin our quest for one million 'known' fans. This will bring together the work and initiatives of our communications, marketing, broadcast and IT teams. A single sign on (SSO) for the website aims to enable fans to engage more to get a better, tailored experience of athletics and access to premier content,

which is being developed. A significant amount of work has gone into creating a world-class content hub for broadcasters and other media to directly access live and on-demand content and further development of the WebCIS and athlete tracking data is delivering more analytical data and graphics to broadcasters and on social media. The World Athletics Continental Tour was successfully completed in 2021 with record broadcast coverage and audience data. World Athletics is also maximising on opportunities to improve and accelerate the World Athletics digital rights.

The full Strategic Plan is available on the website [here](#).



# COUNCIL REPORT

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## 3.1 GOVERNANCE & MEMBERSHIP

### COUNCIL

2021 continued to be impacted by the ongoing global pandemic and the Council's focus was therefore on maintaining athletics centre stage and the provision of competition opportunities for athletes with the delivery of two World Athletics Series (WAS) events and a full calendar of one-day meetings.

In addition to this, key areas of work for the Council in 2021 included the creation of the World Plan for Athletics 2022-2030, the delivery of the first virtual Congress & Convention, the development of the new Kids' Athletics programme, maximising opportunities related to the Tokyo 2020 Olympic Games and the development of the World Athletics Safeguarding Policy. The Council also provided support in World Athletics strategic campaigns such as the Global Conversation, International Women's Day and the launch of the Museum of World Athletics.

The role of Council is to govern the sport of athletics; the Council is made up of the following members:

Sebastian COE	(GBR)	President
Sergey BUBKA	(UKR)	Senior Vice-President
Geoff GARDNER	(NFI)	Vice-President
Nawaf Bin Mohammed AL SAUD	(KSA)	Vice-President
Ximena RESTREPO	(COL)	Vice-President
Alberto JUANTORENA	(CUB)	Individual Member
Nawal EL MOUTAWAKEL	(MAR)	Individual Member
Abby HOFFMAN	(CAN)	Individual Member
Dahlan AL HAMAD	(QAT)	Member, Asia Area Group Representative
Hamad KALKABA MALBOUM	(CMR)	Member, Africa Area Group Representative
Anna RICCARDI	(ITA)	Individual Member
Sylvia BARLAG	(NED)	Individual Member
Hiroshi YOKOKAWA	(JPN)	Individual Member
Antti PIHLAKOSKI	(FIN)	Individual Member
Adille SUMARIWALLA	(IND)	Individual Member
Nan WANG	(CHN)	Individual Member
Willie BANKS	(USA)	Individual Member
Raul CHAPADO	(ESP)	Individual Member
Dobromir KARAMARINOV	(BUL)	Member, Europe Area Group Representative*
Beatrice AYIKORU	(UGA)	Individual Member
Mike SANDS	(BAH)	Member, NACAC Area Group Representative
Hélio Marinho GESTA DE MELO	(BRA)	Member, South America Area Group Representative
Robin SAPONG-EUGENIO	(NMI)	Member, Oceania Area Group Representative
Renaud LAVILLENIE	(FRA)	Member, Athletes' Commission Chair
Valerie ADAMS	(NZL)	Member, Athletes' Commission Representative

\*Elected President of European Athletics on 14 October 2021.



The term of office is four years (2019-2023), and details regarding the Council are available on the website [here](#).

## COUNCIL MEETINGS

The Council met on three occasions in 2021:

- 224<sup>th</sup> Council meeting, 17/18 March, video conference
- 225<sup>th</sup> Council meeting, 28/29 July, Tokyo
- 226<sup>th</sup> Council meeting, 30 November/ 1 December, Monaco

Due to the ongoing global Covid-19 pandemic, the Council meeting which took place in March 2021 was held by video conference over two sessions of approximately three hours. The Council meetings in Tokyo and Monaco were in a hybrid format, with Council members and presenters also able to join virtually as applicable.

## COUNCIL INFORMATION SESSIONS

In addition to the formal Council meetings, the following information sessions were held throughout the year to provide an opportunity for a more in-depth briefing and discussion on relevant topics, as follows:

- 19 January: Event Bidding process and rules
- 15 March: World Athletics Championships Oregon22 timetable and Paris 2024 Olympic

Games race walking proposal

- 27 April: Human Rights Working Group report findings and recommendations
- 19 May: World Athletics U20 Championships Nairobi21 planning and preparation
- 5 July: Proposed amendments to the Constitution and Candidacy Rules
- 19/20 July: Bidder presentations for the 2023 World Athletics Road Running Championships and the 2023 World Athletics Relays
- 10 November: Bidder presentations for the 2024 & 2026 World Athletics Cross Country Championships
- 22/23 November: Bidder presentations for the 2024 World Athletics Indoor Championships and 2024 World Athletics U20 Championships
- 17 December: Proposed new rules and regulations on athletic shoes.

As well as meeting formally, the Council also made decisions via email on an as needs basis to facilitate progress and meet deadlines as appropriate.

The key decisions of the Council and their subsequent implementation by the headquarters (HQ) are summarised in the relevant sections of this Annual Report.

## WORLD ATHLETICS AWARDS 2021

The World Athletics Awards 2021 were staged as a virtual event on 1 December and streamed live on the World Athletics YouTube channel (link to the full awards show can be found [here](#)).

The following athletes were named the **World Athletes of the Year** for their outstanding achievements in 2021 – Olympic champions **Elaine Thompson-Herah** of Jamaica and **Karsten Warholm** of Norway.

The other award winners were:

- **Rising Stars:** Athing Mu (Female) and Erriyon Knighton (Male)
- **Member Federations Award:** Federacion Costarricense de Atletismo (Costa Rica)
- **Inspiration Award:** Mutaz Barshim and Gianmarco Tamberi
- **President's Award:** Peter Diamond, Executive Vice President of NBC Olympic programming
- **Coaching Achievement Award:** Bobby Kersee
- **Woman of the Year Award:** Anju Bobby George
- **Jean-Pierre Durand World Athletics Photograph of the Year:** Ryan Piere's photograph of the women's high jump qualifying at the Tokyo Olympic Games.





WORLD ATHLETICS  
**CONGRESS 21**

## 53<sup>RD</sup> CONGRESS & CONVENTION

While the preference was to stage an in-person Congress and Convention in 2021, this was challenging to progress from a planning perspective due to the volatile global situation and ongoing uncertainty with regards to travel restrictions and quarantine requirements, social distancing measures, and the variable rates of vaccine roll out and uptake worldwide. As a result, to provide sufficient notice and clarity to Member Federations for planning purposes, the Council decided that the 53<sup>rd</sup> World Athletics Congress meeting and Convention would be held virtually on 16-18 November. Member Federations and Area Associations received notice of the 53<sup>rd</sup> World Athletics Congress and Convention in Circular M/11/21 dated 19 March.

The 53<sup>rd</sup> World Athletics Congress & Convention was therefore held virtually for the first time over three days on the 16-18 November between 13:00-16:00 CET with approximately 180 Member Federations represented.

The Congress Agenda, as approved by Council, and the full set of Congress documentation were circulated to Member Federations on 16 September and presented during the Congress meeting.

A Virtual Congress Procedure was approved by Council in accordance with Rule 15.2 of the Rules of Congress that permits Council to adopt new processes to ensure Member Federation participation while taking into account the practicalities of holding a virtual Congress.

The focus of the Convention meeting on 16 November was the proposed World Plan for Athletics 2022-2030 and the reports from the six Area Associations.

## CONGRESS DECISIONS

A summary of the key decisions taken by Congress is provided below:

- Continued suspension of the Russian Athletics Federation
- Approval of the World Plan for Athletics 2022-2030
- Approval of 84 amendments to the World Athletics Constitution, including:
  - Exempting Athletes' Commission members on the Council from the "one Member Federation rule"
  - Extending the reach of the Integrity Code of Conduct to clarify when officials, athletes, accredited persons, etc. are bound by the rules and the Code

- Providing flexibility to hold future virtual congresses, and for Membership to take decisions electronically, if needed in exceptional circumstances.
- Approval of the Annual Report and financial statements for the preceding two years (2019 & 2020)
- Approval of the Human Rights Working Group recommendations
- Appointment of the independent members of the AIU Board and of the Auditors (financial and non-financial audits)
- Approval of Service Awards: Veteran Pins (18), Plaque of Merit (six) & Silver Order of Merit (one) as summarised on the next page.

Details of the decisions taken by Congress can be found on the website by clicking [here](#).

Congress also took note of the dates of the 54<sup>th</sup> World Athletics Congress to be held in Budapest, Hungary on 17-18 August 2023, as approved by Council.

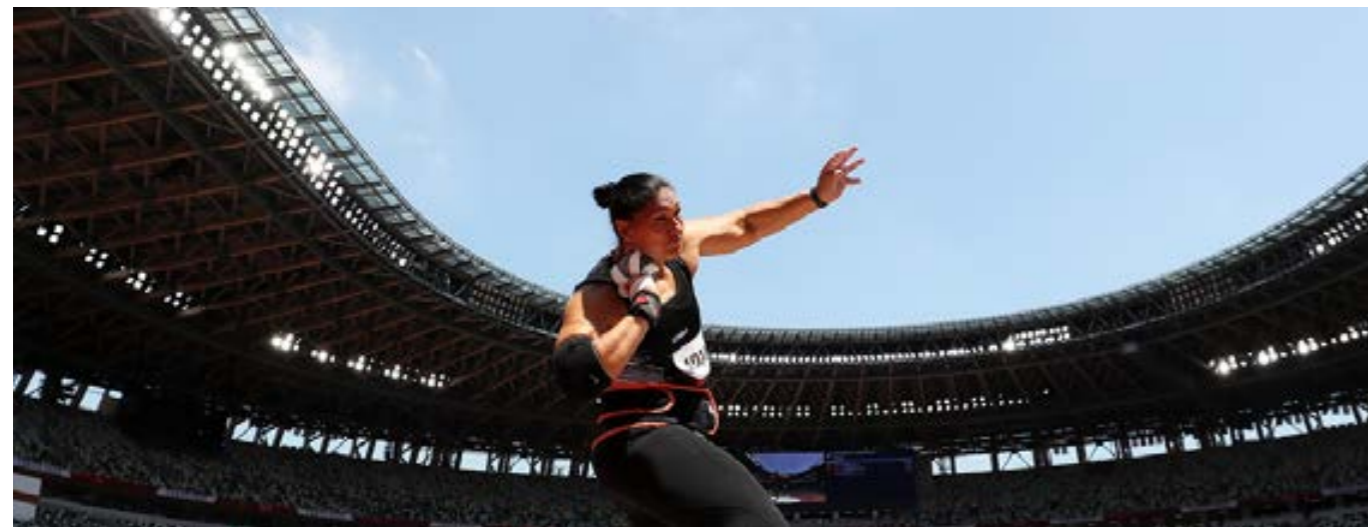


## VETERAN PIN

The Congress granted the Veteran Pin to the following recipients for their long and meritorious service to the cause of athletics within World Athletics and/or Area Association activities:

Area	Nominees	Country	Gender
Africa	Leonie ETONG Joseph OCHIENG Gezahegn ABERA	Cameroon Kenya Ethiopia	Female Male Male
Asia	Tsewang RINZING Shen CHUNDU Obeid Abud ALIYAN	Bhutan China Yemen	Male Male Male
Europe	Frank HENSEL* Keith DAVIES Anthony CHIRCOP	Germany Great Britain & NI Malta	Male Male Male
NACAC	Maria de la CARIDAD COLON RUENES Michael A. SERRALTA David WEICKER	Cuba Puerto Rico Canada	Female Male Male
Oceania	Dame Valerie ADAMS Sally PEARSON Semisi FONUA	New Zealand Australia Tonga	Female Female Male
South America	Ximena RESTREPO Dennis MACDONALD Luis VINKER	Chile Suriname Argentina	Female Male Male

\* Posthumously



## PLAQUE OF MERIT

The Congress granted the Plaque of Merit to the following recipients for their exceptional service to the cause of global athletics within Area Association activities:

Area	Nominees	Country	Gender
Africa	Ahmed ETTANNANI	Morocco	Male
Asia	Loh LIN KOK	Singapore	Male
Europe	Erika STRASSER*	Austria	Female
NACAC	Alberto JUANTORENA DANGER	Cuba	Male
Oceania	Brian ROE	Australia	Male
South America	Marco LUQUE	Bolivia	Male

\* Posthumously

## SILVER ORDER OF MERIT

The Congress granted the Silver Order of Merit to Honorary Life Personal Member **Carl-Olaf HOMEN** of Finland in recognition of outstanding contributions to the development and promotion of athletics throughout the world.



## WORLD PLAN FOR ATHLETICS 2022-2030

The World Plan for Athletics 2022-2030 was developed by the Council throughout the year and approved by the Council to be recommended to Congress for approval (details of the development of the World Plan through the dedicated World Plan Working Group are set out in section 5.4).

The proposed World Plan and supporting document were circulated to Member Federations as part of the Congress documentation.

The Congress unanimously approved the World Plan, which sets clear objectives against World Athletics' vision for the sport.

The World Plan is the result of the largest review World Athletics has ever undertaken as a sport. More than 85% of the 214 Member Federations completed detailed questionnaires about the state of athletics in their country and their priorities for growth. And, through the Global Conversation campaign, over 25,000 individuals from 178 countries across

the sport, from athletes to coaches, fans and recreational runners, gave feedback and recommendations.

The World Plan builds on the four-year Strategic Plan and the four pillars of “more participation, more people, more fans, and more partners” and the governance and integrity reforms and the work of the Athletics Integrity Unit. It covers the spectrum of athletics from school and recreational athletics through to elite performers. It is ambitious, setting metrics for the 67 actions against which World Athletics, the Areas and each Member Federation can benchmark progress. A one page summary of the Plan is set out. The full World Plan document is available in English, French and Spanish and can be accessed [here](#).

The Council will review the plan regularly over the next eight years and report annually on its progress.



# WORLD PLAN 2022-2030



A plan for the whole sport - from playgrounds and parks to Olympic podiums.

## A ROLE FOR EVERYONE

There is a place for everyone in our sport – young and old, female and male, elite and recreational. We will grow the sport by working together.

## CLEAR GOALS, OBJECTIVES & ACTIONS

Four strategic goals | 19 objectives | 67 actions

## ONE SIZE DOES NOT FIT ALL

Area and Member Federations have flexibility to prioritise actions based on their own needs and available resources.

**214**  
Member  
Federations

**6**  
Area  
Associations

**25,000**  
individuals

**178**  
countries

All were crucial to the development of this plan. No other International Federation has conducted such an extensive consultation process.



## MORE PARTICIPATION

- Development pathways - from school to the world stage
- Facilities and equipment
- Promotion and campaigning
- Athletics for All
- Masters athletics

## MORE PEOPLE

- Supply of support staff
- Development opportunities
- Safeguarding
- Gender equity

## MORE FANS

- Visibility of the sport
- Informed by data and insights
- Reputation
- Innovation and technology
- Entertain and engage via digital

## MORE PARTNERSHIPS

- Benefits of partnering with athletics
- MF and Area support and sustainability
- Host cities
- Broadcast partners
- Data and insights for partnerships



## ADOPTION OF HUMAN RIGHTS REPORT

Following a commitment made at the 2019 Congress, the Council appointed a Human Rights Working Group (HRWG) to undertake an initial assessment and report back to the 2021 Congress on progress in the recognition of human rights within the sport of athletics. The HRWG report findings and recommendations were approved by Congress. The HRWG was supported in its analysis by experts from the Centre for Sport and Human Rights and Shift and the report includes an independent comment from them.

The HRWG report is available on the website at this [link](#) and further detail is provided in section 5.2 of this Annual Report.

## MEMBERSHIP

### Member Federation obligations

Member Federations' compliance with their member obligations is monitored annually. The Covid-19 pandemic impacted on the ability of some Member Federations to meet their member obligations through no fault of their own. This was primarily due to either their inability to stage national championships given local legislation and health and safety restrictions or due to their inability to have

athletes participate in international competitions. Despite the disruption, all Member Federations met their reporting requirements in 2021.

### Russian Athletics Federation

Following the decision by Congress in September 2019 to confirm the suspension of the Russian Athletics Federation (RusAF) until such time as there is full compliance with the reinstatement conditions set by the Russia Taskforce, Council has received reports at each subsequent Council meeting from Rune Andersen, the independent Chair of the Russia Taskforce, on RusAF's progress. All the Russia Taskforce's reports, and resulting Council decisions, have been notified to Member Federations and made available on the World Athletics website.

Following detailed work by the Russia Taskforce, its independent experts, and RusAF, a final Reinstatement Plan for Russia to return to full international membership of the sport was developed before the 1 March 2021 deadline. The final Reinstatement Plan was approved by Council on 28 February and subsequently published on the World Athletics website (the related press release including the link to the Reinstatement Plan can be accessed [here](#)).

In March 2021, Council approved the Russia Taskforce's recommendation to reinstate the Authorised Neutral Athlete (ANA) programme for clean athletes from Russia, which commenced in time for the 2021 outdoor competition season. Council's decision also stated that for the remainder of 2021, no more than 10 Russian athletes would be granted eligibility to compete as ANA athletes at the Tokyo Olympic Games, the 2021 World Athletics Series events and the 2021 European Athletics U23 Championships. RusAF could choose which 10 athletes would compete from those who were granted ANA status, but it had to prioritise the selection of athletes who were in the International Registered Testing Pool. There was no cap on the number of Russian athletes who competed at other international competitions, provided they had ANA status. Russian athletes in the under 15 age group could continue to compete in under 15 international competitions as neutral athletes without applying to the Doping Review Board. These provisions could be revoked at any time if the Russia Taskforce advised that satisfactory progress was not being made against the milestones and key performance indicators (KPIs) set out in the Reinstatement Plan approved by Council.

At the July 2021 Council meeting, the Russia Taskforce confirmed that RusAF was making satisfactory progress against the milestones and KPIs set out in the Reinstatement Plan under the guidance of Acting President Irina Privalova, and with the assistance of the three international experts appointed to assist in the Reinstatement Plan.

Council further decided that the status of RusAF's membership would be put on the agenda for the 53rd World Athletics Congress meeting, where the Congress was asked to vote on the following resolution:

*Congress resolves, in exercise of its powers under Article 13.7 of the World Athletics Constitution, that the suspension of RusAF's membership of World Athletics will continue until Council decides that all of the conditions set by Council from time to time for the revocation of RusAF's suspension and the consequent reinstatement of RusAF's membership have been met.*

Congress approved the Council's recommended resolution that RusAF continues to be suspended while the Council oversees completion of the Reinstatement Plan.



The Russia Taskforce reviewed the conditions for maintaining the ANA programme in 2022, and the Taskforce's recommendation, which was approved by Council, was that the ANA programme be maintained in 2022 but amended as outlined in the Russia Taskforce's full report available by clicking [here](#).

Following the military invasion of Ukraine by Russia in February 2022, the Council, separately and unconnected to the Russia Taskforce's work, agreed to impose sanctions against the Member Federations of Russia and Belarus, which included that all athletes, support personnel and officials from Russia and Belarus would be excluded from all World Athletics Series events for the foreseeable future, with immediate effect. As a result, Council decided that the ANA process would remain in place but that Russian athletes who received ANA status for 2022 would be excluded from World Athletics Series events for the foreseeable future.

## RULES AND REGULATIONS

All new, or amended, rules and regulations approved by Council in 2021 are listed below. They were communicated to Member Federations via circular and included within the Book of Rules, which can be found on the website [here](#).

- Athletic Shoe Regulations
- Candidacy Rules
- Constitution
- Competition & Technical Rules
- Diamond League Regulations
- Eligibility Regulations for the Female Classification
- Event Bidding Rules
- Governance Rules
- Honorary Member and Service Award Rules
- Label Road Race Regulations
- Rules of Congress
- World Athletics Continental Tour Regulations
- World Athletics Combined Events Tour Regulations
- World Athletics Cross Country Tour Regulations
- World Athletics Race Walking Tour Regulations
- World Athletics Series Regulations

A summary of the key amendments is provided below.

- Constitution
  - Council's proposed amendments were circulated to Member Federations as part of the Congress 2021 documentation and were approved at the 53<sup>rd</sup> World Athletics Congress (refer to the Congress section for details).

- Candidacy Rules
  - Amendments based on the experience of the previous candidacy period to provide the balance between the required good governance framework and a practical process to resource and implement.
- Competition & Technical Rules
  - These Rules were amended in March and July to provide clarification and correction reflecting current practice, or amends were consequential following the introduction of the 35km race walk. The main changes concern the following:
    - Competition Rule 19.4 (Judges): to allow for the use of alternate visual indications to confirm the validity or non-validity of attempts in field events.
    - Competition Rule 32: to provide for world records for newly approved events (50km road running) and the eventual deletion of a record for a then redundant distance and the performances set as inaugural world records in the 35km and 35,000m race walk.
    - Technical Rule 6.2 Notes (disciplinary sanctions, physical support): to correct a previous oversight in relation to athletes receiving assistance from another athlete.
- Technical Rule 7.3 (disciplinary sanctions, Relay Events): in the case of serious unsporting behaviour, the offender may not take part in further events.
- Technical Rule 11 (Validity of Performances): to allow performances currently considered valid only if achieved on an outdoor facility to be also valid if achieved on an indoor facility, subject to all technical rules being respected, including on oversized indoor tracks to count towards the outdoor lists.
- Technical Rule 17.2.2 (Obstruction): to provide a clear interpretation of obstruction / jostling.
- Technical Rule 32.14 Notes (failure in cage throws): to clarify which case is a failure if the implement hits the cage and, bouncing back, lands within the landing sector, and that it is also a failure if the implement does not make a measurable imprint.
- Technical Rule 54.1 (Race Walking) and Technical Rule 54.7.3 (Race Walking): to provide for the introduction of the 35km and 35,000m race walk.
- Rule 5 (Clothing, Shoes and Athlete Bibs) of the Technical Rules was amended in June and in October to reflect the

continuation of the transition provisions set out in Note (ii) to Rule 5.2 of the Technical Rules to 31 October and to 31 December 2021 successively. Further specific amendments to the Technical Rule 5 were approved by Council on 22 December along with new Athletic Shoe Regulations which came into force from 1 January 2022.

- Event Bidding Rules
  - New Event Bidding Rules came into force on 26 January 2021 and included the following key amendments:
    - a. Removal of the Special Bid Process for the World Athletics Championships and World Athletics Indoor Championships with Area Selection moving into the evaluation criteria
    - b. Inclusion of the ability to award two sequential editions of the same WAS event, subject to the Bid Evaluation Panel's recommendation and at the discretion of Council
    - c. Revised bidding process, evaluation criteria and proposed methodology.
  - Further amendments were approved to the Bidding Rules in December to provide flexibility and the ability to respond to the changing nature of the bidding market and urgent situations.

- Governance Rules
  - Amendments to Rule 7.9 of the Governance Rules to align wording and deadlines relating to reporting to Congress.
- Honorary Member and Service Award Rules
  - These new Rules set out the process underpinning the appointments of Honorary Members and the awarding of Service Awards at Congress. The process involves the Nominations Panel to review the Area nominations and support the service award recommendations made to the Council to submit to Congress for approval.
- Rules of Congress
  - Amendments to provide for Congress to be held virtually and for notice of Congress to be given less than 12 months in advance in exceptional circumstances, also to simplify the rules for debate and provide detail on written resolutions to be passed by Member Federations.
- Regulations
  - Amendments to the Diamond League Regulations and the World Athletics Continental Tour Regulations (which came into force on 1 April 2021)
  - Label Road Race Regulations 2022 which

came into force from 1 November 2021

- New Regulations for the World Athletics Cross Country Tour, World Athletics Race Walking Tour and World Athletics Combined Events Tour
- World Athletics Series Regulations
  - amendments to offer the Wild Card for WCH Oregon22 in the 35km race walk to the male and female world champions in the 50km race walk in Doha in 2019
  - amendments to Regulation 16.9.1 (specific provisions for World Athletics Indoor Championships) to enable more athletes to have additional attempts, starting at the World Athletics Indoor Championships Belgrade22
- Amendments to Eligibility Regulations for the Female Classification (Athletes with Differences of Sex Development): these were operational and procedural changes which took effect from 10 December 2021
- New Athletic Shoe Regulations: all rules pertaining to athletic shoes are now in a new set of specific Athletic Shoe Regulations leaving an enabling rule at Technical Rule 5.2.

## SAFEGUARDING POLICY

The World Athletics Safeguarding Policy was approved by Council and formally launched on 10 November 2021. It is designed to ensure that those in positions of authority in athletics adopt practices that actively prevent harassment, abuse and exploitation within the sport. The new policy, which is available to download from the website [here](#), aims to create a safe and welcoming environment at all levels in the sport, where everyone involved is respected, valued and protected. The policy defines the specific roles and responsibilities of Member Federations, Area Associations and World Athletics in protecting athletes and other participants in athletics, such as those engaged in Kids' Athletics. The policy encourages Member Federations to adopt their own safeguarding policies and necessary safeguarding materials, and guidance documents and a starter pack are being prepared to support Member Federations to do this.

The policy will be reviewed annually and brought back to Council for approval each year.

Further details are outlined in the Safeguarding Working Group report under section 5.3.



## APPOINTMENTS TO WORLD ATHLETICS BODIES

During 2021, Council approved appointments to World Athletics bodies as summarised below.

World Athletics governance or independent body	Membership and appointments	Term of appointment
Mechanical Aids Review Panel	David GRACE (AUS), Chair Francis DODOO (GHA), Member and Chair of the Governance Commission Jinaro KIBET (KEN), Governance Commission Member Raul CHAPADO (ESP), Council Member and Chair of the Competition Commission Anna RICCARDI (ITA), Council Member Prof. Caroline NICOL (FRA), Member	24 January 2021 until 23 January 2025 (4 years)
WAS Event Bid Evaluation Panel	Antti PIHLAKOSKI (FIN), Chair and Council Member Nawal EL MOUTAWAKEL (MAR), Council Member Ximena RESTREPO (COL), Council Member Jakob LARSEN, ex officio Member (Director of C&E department) Niels LINDHOLM, ex officio Member (CRO) Ryo WAKABAYASHI, Dentsu Representative	18 March 2021 until 17 March 2024 (3 years)
Doping Review Board	Sylvia BARLAG (NED)*, Interim Chair Louise REILLY (IRL)**, Interim Member	9 July 2021 until 31 December 2021
Safeguarding Working Group	Abby HOFFMAN (CAN), Chair and Council Member Francis DODOO (GHA), Member and Chair of the Governance Commission Willie BANKS (USA), Council Member Beatrice AYIKORU (UGA), Council Member Bernard LAGAT (USA), Member Brian SHAPIRO (USA), Member	16 June 2021 until 15 June 2022 (1 year)
Athletic Shoes Working Group	Robbert DE KOCK (NED), Co-Chair Sylvia BARLAG (NED), Co-Chair Carson CAPRARA (USA), Member Tom CARLEO (USA), Member Chris COOK (GBR), Member Toni ARNDT (SWE), Member Iñaki GÓMEZ (CAN), Member Ryan MONTGOMERY (GBR), Member Spencer NEL (RSA), Member Anna RICCARDI (ITA), Member Brian ROE (AUS), Member	Extended from 5 June 2021 until 31 December 2021

\* Temporary Chair for the period Robert Hersh was unable to continue on the DRB (In January 2022, Council approved that her term would run until such time as Bob Hersh is ready and able to return to his position).

\*\* DRB secretary temporary appointed as the third member until 31 December 2021.

In addition, Congress approved the recommended appointments of Victoria Aggar and Jill Pilgrim as the Independent Members of the Athletics Integrity Unit Board for a further two-year period from 1 December 2021 until the first World Athletics Council Meeting following the 2023 Election Congress. The report from the AIU Board Appointments Panel setting out the recommendation was circulated to Member Federations on 6 August 2021 with details also set out in the Congress documentation.

## WORKING GROUPS

### Safeguarding Working Group

Following the Council's decision at the March 2021 Council meeting that a Working Group should be established to assist HQ with the further development of the Safeguarding Policy and the documentation to be prepared for Member Federations and Area Associations, Council approved the membership of the Safeguarding Working Group as set out in the above table with the corresponding terms of reference.

The 2021 report of the Safeguarding Working Group can be found in section 5.3 of this Annual Report.

### World Plan Working Group

To assist in the development and delivery of the World Plan for Athletics 2022-2030, an internal working group of Council members was established to be the project steering board and provide oversight and input throughout the World Plan development process.

The composition of the Council working group was as follows:

- Willie BANKS (USA), Chair
- Antti PIHLAKOSKI (FIN)
- Hélio Marinho GESTA DE MELO (BRA)
- Beatrice AYIKORU (UGA)
- Nan WANG (CHN)
- Adille SUMARIWALLA (IND)
- Robin SAPONG-EUGENIO (NMI)

Following a request for proposals and a robust tender and evaluation process, Deloitte LLP was selected as the agency to provide consultancy support to deliver the World Plan project.

The 2021 report of the World Plan Working Group is set out in section 5.4 of this Annual Report.

At its December 2021 meeting, the Council decided that a World Plan Implementation Working Group should be established under new terms of reference for one year to monitor progress against the World Plan.

## PANELS

### Mechanical Aids Review Panel

Work was undertaken in early 2021 to establish a panel of experts with the relevant competence to review individual cases and decide whether the mechanical aids proposed to be used do or do not provide a competitive advantage. Council recommended that the panel comprise four people covering a legal regulations expert, a competitions expert, a para-athletics/disability expert and possibly a sports science and medicine expert – membership is as set out in the table above. The role of the panel is to look at each case on its merits and determine what procedure would be needed to look at all the issues in each individual case and give approval.

### WAS Event Bid Evaluation Panel

In accordance with Rule 4 of the Event Bidding Rules, a Bid Evaluation Panel (BEP) was established by Council to oversee the bid process, evaluate bids and recommend to Council a host for each WAS event. Council

approved the appointment of the three Council Members to the BEP for a three-year term as set out in the table above.

The responsibilities, powers and duties of the BEP are set out in the terms of reference which can be found in Appendix 1 to the Event Bidding Rules ([Book C: Competition – C6.1 Event Bidding Rules](#)).

The BEP's approved recommendations are set out in this Annual Council Report.

### Nominations Panel

The composition of the Nominations Panel is as follows:

- Gordon ORLIKOW (CAN), Convenor
- Vijay MAKHAN (MRI), Member
- Chantal BRUNNER (NZL), Member
- Catherine THYRA FORDE (TTO), Member
- Sebastian COE (GBR), President

The panel, which was established in 2019, is primarily responsible for reviewing and making nominations to the Council for appointments to World Athletics bodies. Details of the responsibilities, powers and duties of the Nominations Panel are set out in Rule 6 of the Governance Rules ([Book B – 3.1 of the Book of Rules](#)).

Following the introduction of the new Honorary Member and Service Award Rules, the Nominations Panel was involved in the review procedure of the proposed service award recipients.

The proposed list of recipients of the Veteran Pins, Plaques of Merit and the Silver Order of Merit was communicated to Member Federations as part of the Congress 2021 documentation.

### Nationality Review Panel

The Nationality Review Panel (NRP) was established by Council in 2018 pursuant to Clause 5.1 of the Eligibility to represent a Member in National Representative Competitions Regulations.

The composition of the NRP in 2021 was as follows:

- Hiroshi YOKOKAWA (JPN), Chair
- Geoff GARDNER (NFI), Council Member
- Márton GYULAI (HUN), Member
- Catherine JORDAN (BAR), Member
- Jinaro KIBET (KEN), Member
- Rožle PREZELJ (SLO), Member
- Miguel CARRIZOSA GALIANO (PAR), Member
- Brian ROE (AUS), Member
- M'Hammed RHAZLANE (MAR), Member





The role of the NRP is to determine the eligibility of an athlete to compete representing a Member Federation in National Representative Competitions based on the criteria set out in the Eligibility to Represent a Member Rules (now Eligibility Rules). In 2021 the NRP, with input from the AIU, conducted a review of the above rules, regulations, and associated application procedure following the application of the rules since their introduction in 2018.

Arising from its review, the NRP recommended to Council the principles of improvements to the rules and regulations including, for example, that athletes can be requested at any time to provide documentation proving their eligibility; that the NRP's decision can be conditioned and the NRP can decline an application if the imperatives are impinged; and that greater scrutiny can be given to the documentation submitted as part of an application.

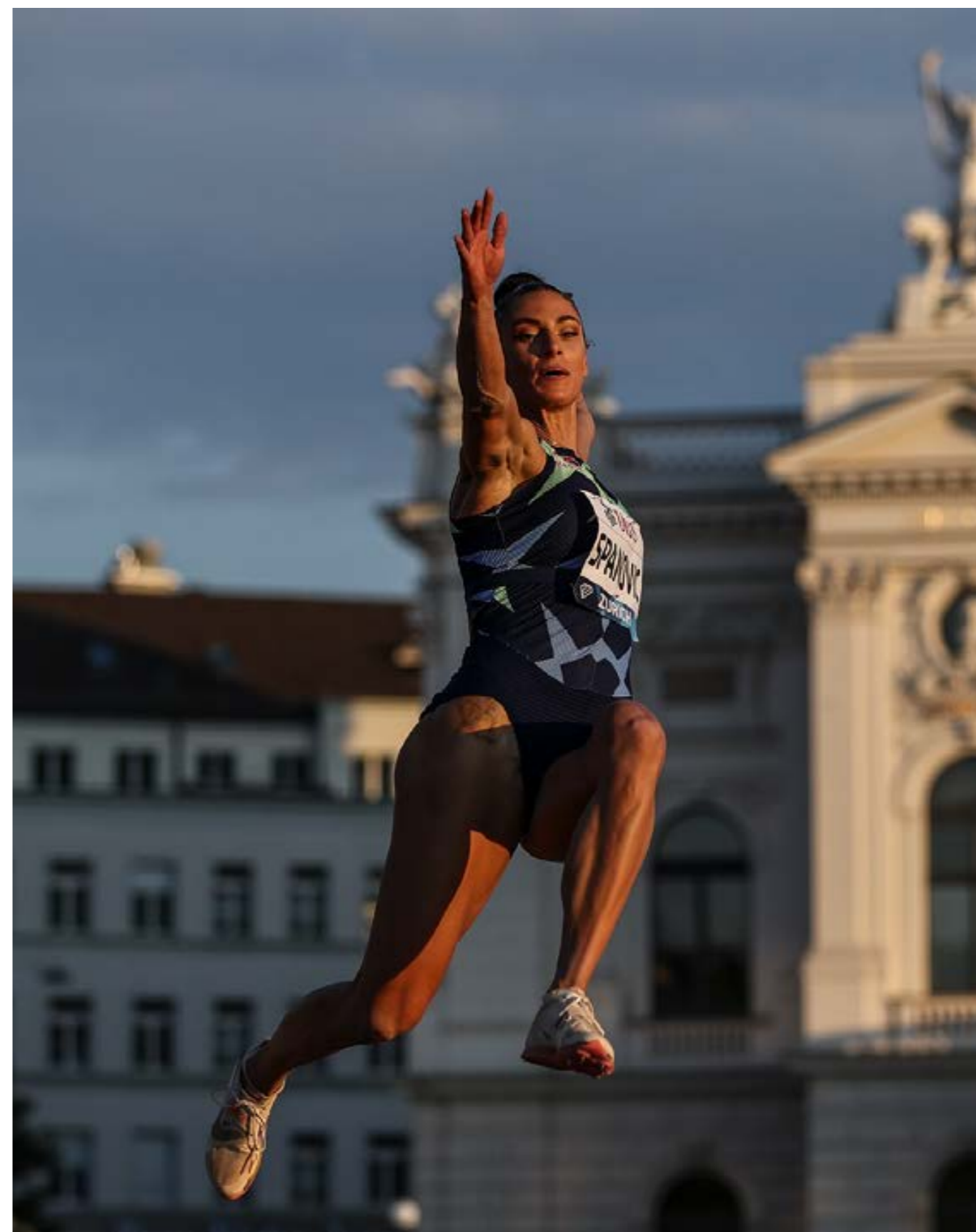
In addition, to complement the proposed improvements to the rules and regulations, the NRP also recommended that the application procedure be improved to include document checks carried out by the AIU; that prior notification of the outgoing Member Federation be compulsory; and specific

questions on the rights and privileges the athlete will be entitled to in their new country or territory. The NRP also discussed and agreed that an application fee as envisaged in the regulations be implemented. Council approved the recommended principles for the NRP to take forward to draft the amendments into the rules and regulations.

In 2021, the NRP took 27 decisions, which are summarised [here](#) on the website (Athlete Transfer of Allegiance section).

### 2020 ANNUAL COUNCIL REPORT

Council approved the 2020 Annual Council Report including the 2020 audits on 5 September 2021, which was subsequently circulated to all Member Federations (and approved at Congress) and published on the website [here](#).



## 3.2 COMPETITION & EVENTS

### WORLD ATHLETICS SERIES (WAS) COMPETITIONS AND OLYMPIC GAMES

A key focus in 2021 was to ensure that as full a programme of competitions and events could be delivered for athletes despite the ongoing Covid-19 pandemic. This included two World Athletics Series events and the Olympic Games.

Date (2021)	Competition	Location
1 – 2 May	World Athletics Relays	Chorzow, Silesia, Poland
30 July – 8 August	Tokyo 2020 Olympic Games	Tokyo, Japan
18 – 22 August	World Athletics U20 Championships	Nairobi, Kenya

Key statistics and highlights from these events are set out below.

### WORLD ATHLETICS RELAYS, SILESIA (POL)

- A total of 384 athletes took part (203 men and 181 women)

- 31 Member Federations participated
- Teams from Cuba, Germany, Italy, the Netherlands, South Africa and Poland (host) secured qualification for the Tokyo 2020 Olympic Games
- The World Athletics Relays in Silesia attracted global audiences of 13.4m people, albeit slightly down on par with previous editions.
- The biggest audiences came from US, China and Italy over the course of the two days. There were a further 310,000 views of the event on the World Athletics YouTube channel and over 215,000 on Facebook.

### TOKYO 2020 OLYMPIC GAMES

The Tokyo 2020 Olympic Games were the most globally successful edition of the Games for athletics. Postponed from 2020 due to the global pandemic, the athletics programme of the Tokyo Olympics took place between 30 July and 8 August 2021.

- A total of 1,913 athletes took part (1,012 men and 901 women).
- 197 Member Federations (including the Athlete Refugee Team (ART) and the Authorised Neutral Athletes (ANA)) were represented in Tokyo.
- A record 83 teams reached finals, highlighting the global reach of the sport, with 43 teams

featuring on the medal podium and 23 of those winning gold.

- Over 10 days of competition, three world records, 12 Olympic records, 28 area records and 145 national records were set.
- The tally of 43 countries on the medal table is the biggest in athletics for more than 20 years, underlining the diversity and depth of talent in the sport. Across all Olympic sports at the Tokyo Games, 93 teams earned medals, so almost 50% of those achieved their dreams in athletics.
- For 12 teams – Bahamas, Bahrain, Botswana, Burkina Faso, Ethiopia, Grenada, Jamaica, Kenya, Morocco, Namibia, Puerto Rico and Uganda – athletics was their pathway to the Olympic podium.
- Over 100 countries have now won a medal in athletics at the Olympic Games.
- In total, athletes at the Games covered a combined distance of 2,045,750 metres in track events and 10,737km in road events. Field eventers threw a combined distance of 1,508 metres and jumped a combined distance of 2,490 metres.
- The Tokyo Olympic Games was also the highest quality major event in history, as per the competition performance rankings:

Score	Event
197,115	Tokyo 2020 Olympic Games
196,457	World Athletics Championships Doha 2019
195,953	Rio 2016 Olympic Games
194,547	World Athletics Championships Beijing 2015
193,426	World Athletics Championships London 2017





## WORLD ATHLETICS U20 CHAMPIONSHIPS, NAIROBI (KEN)

Originally scheduled between 17-22 August, the World Athletics U20 Championships began one day later on 18 August, due to the impact of Covid on teams travelling and logistics of moving vital equipment around the world.

- A total of 849 athletes took part (460 men and 389 women)
- 114 Member Federations (including ART and ANA) were represented
- Four world U20, 11 area U20, 14 championships, 69 national U20 and 10 national senior records were set during the championships
- 18 teams won gold medals, 35 won medals and 63 had top eight finishes.
- Botswana, Finland, Nigeria and Kenya (host) were among the countries that had their best ever World Athletics U20 Championships. Israel and Namibia won their first gold medals and Cyprus won its first medal
- The championships were broadcast to more than 70 countries around the world and every other country had access to a livestream on World Athletics YouTube channel. In Kenya, the local free-to-air broadcaster NTV had around one million viewers tune in to the championships each day

- The Championships attracted global audiences of 19.2m which is very comparable to former editions with record viewing figures across Kenya on KBC. There were also a further 1.74m views of the Championships on the World Athletics YouTube channel and 340,000 on Facebook.

Key statistics and facts from the World Athletics U20 Championships can be accessed [here](#).

## FUTURE WAS COMPETITIONS

The following WAS events were postponed in 2021 due to the continued health and safety measures, as well as travel restrictions put in place by local governments to prevent the spread of Covid-19.

### World Athletics Cross Country Championships Bathurst23

Originally scheduled on 20 March 2021, the event was initially postponed to 19 February 2022, and will now take place on 18 February 2023.

## World Athletics Indoor Championships Nanjing23

The new dates for the World Athletics Indoor Championships to be held in Nanjing (CHN) are 17-19 March 2023. The event had originally been awarded to Nanjing for the March 2020 edition, and had been postponed to March 2021 and then again to March 2023.

## World Athletics Half Marathon Championships Yangzhou 22

In addition, the World Athletics Half Marathon Championships Yangzhou was postponed from 27 March 2022 to 13 November 2022.

## WAS Competitions awarded

In 2021, Council awarded five WAS events as follows:

Date	WAS competition	Location/ host
4-5 March 2022	World Athletics Race Walking Team Championships*	Muscat, Oman
30 Sept – 1 Oct 2023	World Athletics Road Running Championships	Riga, Latvia
13-14 May 2023	World Athletics Relays	Guangzhou, China
1-3 March 2024	World Athletics Indoor Championships	Glasgow, Great Britain
20-25 August 2024	World Athletics U20 Championships	Lima, Peru

\* Minsk in Belarus was originally selected to host this event, but the Council decided to relocate the event given the uncertainties around diplomatic relations and international travel restrictions and impact on the staging of the championships in Minsk.

Council postponed the award of the World Athletics Cross Country Championships 2024 and 2026 to 2022.

Across the previous three bid cycles of all WAS events (i.e., 21 WAS events) there were 23 candidate city bids.

Event hosting challenges were compounded during the Covid-19 pandemic. Facing one of the most uncertain geo-political landscapes since the 1940s, World Athletics made WAS event bidding a major priority. Following changes in strategy and approach, in 2021 a record number of bids from candidate cities were received.

In 2021, there was an increase in the volume of bids by 250% compared to the past three bid cycles, with 19 candidate cities submitting bids across seven WAS events, as well as a total of 45 expressions of interest. There was also an increase in the diversity of the candidate cities by 300% with bids submitted by 15 Member Federations.

There were five WAS events awarded by Council in 2021 and three of these events will be held in new WAS event territories: Latvia, Oman and Peru demonstrating an expansion in global reach, visibility and investment in the WAS events.

The bidding calendar with the latest submission deadlines for future WAS events is set out [here](#).

## WAS COMPETITION CALENDAR

Date	WAS competition	Location/ host
1-2 May 2021	World Athletics Relays	Silesia, Poland
18-22 August 2021	World Athletics U20 Championships	Nairobi, Kenya
4-5 March 2022	World Athletics Race Walking Team Championships	Muscat, Oman
18-20 March 2022	World Athletics Indoor Championships	Belgrade, Serbia
15-24 July 2022	World Athletics Championships	Oregon, USA
1-6 August 2022	World Athletics U20 Championships	Cali, Colombia
13 November 2022	World Athletics Half Marathon Championships	Yangzhou, China
18 February 2023	World Athletics Cross Country Championships	Bathurst, Australia
17-19 March 2023	World Athletics Indoor Championships	Nanjing, China
13-14 May 2023	World Athletics Relays	Guangzhou, China
19-27 August 2023	World Athletics Championships	Budapest, Hungary
30 Sep – 1 Oct 2023	World Athletics Road Running Championships	Riga, Latvia
1-3 March 2024	World Athletics Indoor Championships	Glasgow, Great Britain
20-25 August 2024	World Athletics U20 Championships	Lima, Peru

## QUALIFYING PROCEDURES AND TIMETABLES

In 2021, the qualifying procedures and/or timetables for the following WAS competitions were approved by Council with detailed information circulated to Member Federations and made available on the website:

- [World Athletics Race Walking Team Championships Muscat22](#)
- [World Athletics U20 Championships Cali22](#)
- [World Athletics Indoor Championships Belgrade22](#)
- [World Athletics Championships Oregon22](#)
- [World Athletics Cross Country Championships Bathurst23](#)

## WORLD ATHLETICS CHAMPIONSHIPS OREGON22 – START OF THE QUALIFICATION PERIOD UPDATED

The start of the qualification period for WCH Oregon22 was postponed to 28 June 2021 with all other deadlines remaining unchanged. This affected all events except the marathons, race walks, 10,000m, combined events and relays which had earlier starting dates and were not impacted. The aim was to avoid any unfair advantage for Member Federations who staged events on the second national championships window and, more specifically, on 27 June 2021.

## WORLD ATHLETICS CHAMPIONSHIPS OREGON22 – MIXED RELAYS

As both the preliminary heats and the final of the mixed 4x400m relay are scheduled on the first day of WCH Oregon22, Council approved to limit the number of substitutes in the 4x400m mixed relays to a single athlete to ensure the timetabling would not disproportionately favour the Member Federations with significant depth in 400m if four substitutes were allowed.

## WAS EVENTS PRIZE MONEY REVIEW

A review of the distribution of prize money across the WAS competitions was undertaken and a revised structure approved by Council.

The revised structure includes:

- A revision to the World Athletics Relays prize money aimed at aligning the prize money for the World Athletics Relays with other WAS events and ensuring a more sustainable financial model for future local organising committees with the goal to attract more host cities for the event.
- An increase of the World Athletics Championships prize money by USD968,000 and a reduction of the prize money at the World Athletics Race Walking Team Championships (WRW) by



USD280,000. The reduction of prize money at the WRW was based on the removal of the prize money for individual competitions considering that race walkers compete for prize money at the biennial World Athletics Championships and given the WRW is primarily a team event, and therefore the team competition should be given priority. The additional prize money at the World Athletics Championships will be distributed across the top eight-placed teams in each event.

### RACE WALK IN THE 2024 OLYMPIC PROGRAMME

Following the IOC decision to not include cross country and an additional race walk event in the 2024 Olympic Games, and the request that to ensure gender equity the men's long race walk should instead be a mixed event, World Athletics has worked to develop a race walk event that is able to feature both men and women. Following consultation with different stakeholders including the Athletes' Commission, the Competition Commission, and the race walk community, a proposal has been developed for a mixed gender race walk event which is being discussed with the IOC and is pending their approval.

### DELEGATE APPOINTMENTS

In 2021, Council approved the delegate appointments for the following events:

- World Athletics Indoor Championships Belgrade 22
- World Athletics U20 Championships Cali 22

A roadmap with clear targets and a timeline has been developed to outline how the ongoing concerns regarding area and gender representation among international technical officials will be addressed in the future. This work is being led by the Development and Competition commissions.

Council also approved a change to the existing mandate periods for the International Technical Officials, International Starters, International Photo Finish Judges and International Race Walking Judges Panels, and a consequential adjustment in the timing of the evaluation and appointment process, as follows:

Panels	Current mandate	Proposal
International Technical Officials (ITOs)	2018 to 2021	2018 to 2022
International Starters*	2017 to 2021	2017 to 2022
International Photo Finish Judges*	2017 to 2021	2017 to 2022
International Race Walking Judges	2019 to 2022	2019 to 2023

\* The tenure of these two panels was extended by one year in 2019 so that their mandates would be the same as for the ITOs

The rationale for the extension was that with the pandemic and the situation worldwide in 2021, it has not been possible to train Technical Official Education Certification System (TOECS) Level II lecturers and therefore for the Areas to run their TOECS Level II courses to appoint Area ITOs; and as a result, enable the selected officials to attend the World Athletics ITOs Evaluation which is an in-person assessment. The postponement of the 2020 Olympic Games and some of the WAS events also meant that existing panel members are appointed to events in 2022, which would be after their mandate has expired.



## ONE-DAY MEETINGS

### Wanda Diamond League

Despite the ongoing challenges caused by the pandemic, the Wanda Diamond League managed to stage a 2021 season that was almost complete, with only the two Chinese legs of the circuit being cancelled (as a comparison, only eight Diamond League meetings were staged in 2020). A total of 12 Diamond League meetings therefore took place, culminating in the first two-day Final in Zürich, which showcased all 32 Diamond Disciplines, following a championship-style model. Athletes scored points at the series meetings to qualify for the final of their discipline.

The Final 3 Format, which was trialled throughout the 2021 season in horizontal jumps and in the throws, was not implemented in the Final. The winner of each Diamond Discipline was awarded USD 30,000 prize money and a wild card for the World Athletics Championships Oregon22.

Overall, 466 male and 427 female athletes competed in the Wanda Diamond League series in 2021. One world record was broken at a Wanda Diamond League meeting, as well as 13 area and 53 national records.

Detailed results are available on the website [here](#).

### World Athletics Continental Tour

Launched in 2020, the aim of the World Athletics Continental Tour is to create a coherent global tour of the best international one-day meetings outside of the Wanda Diamond League, reaching across every continental area. The tour comprises Gold, Silver and Bronze level meetings spanning the globe and held from February to December. The 2021 Continental Tour Gold series combined some of the sport's most venerable meetings with newer competitions that have already begun establishing impressive traditions of their own in different regions of the world.

Despite some cancellations due to the pandemic, 69 World Athletics Continental Tour meetings were staged in 2021 (12 Gold, 16 Silver and 41 Bronze) compared to only 28 meetings in 2020. Overall, 2,912 male and 2,441 female athletes competed on the circuit throughout the 2021 season. Two world, 12 area and 100 national records were set at Continental Tour meetings.

The detailed calendar of competitions including full results are available on the website [here](#).

### World Athletics Indoor Tour

The World Athletics Indoor Tour offered enhanced competition opportunities in 2021 with its biggest calendar yet, comprising 24 meetings spread across Europe and North America. Six Gold level meetings took place, along with 10 Silver level meetings and eight Bronze meetings.

Overall, 711 male and 645 female athletes took part in meetings of the World Indoor Tour in 2021. Three world, 11 area and 66 national records were set at the meetings.

The detailed calendar including full results is set out on the website [here](#).

### Race Walking Challenge, Combined Events Challenge and Cross Country Challenge

The Cross Country, Race Walking and Combined Events Challenges were severely affected by the pandemic in 2021 with only three cross country, one race walking and four combined events competitions being staged as part of the former Challenges series.





The one-day series of the world's best cross country, combined events and race walking meetings all moved to a three-tier World Tour format from the end of November 2021. Adding the final pieces to the jigsaw of the restructuring of international athletics competitions, the World Athletics Cross Country Tour, Combined Events Tour and Race Walking Tour will replace the existing Challenge and Permit series with a more global spread of fixtures.

### GLOBAL CALENDAR UNIT

In 2021, the Global Calendar Unit continued to engage with Area Associations, Member Federations, Meeting Directors and the Athletes' Commission to identify the national championships windows for both indoor and outdoor seasons.

The protected windows were confirmed for the period 2021-2023 as set out below:

2021	Indoor	Outdoor
Protected Window 1	20-21 February	5-6 June
Protected Window 2	-	26-27 June

2022	Indoor	Outdoor
Protected Window 1	26-27 February	25-26 June
Protected Window 2	-	-

2023	Indoor	Outdoor
Protected Window 1	18-19 February	8-9 July
Protected Window 2	-	29-30 July

### WORLD ATHLETICS LABEL ROAD RACES

In 2021, 191 road races were granted a World Athletics Label at the beginning of the year; although the number of races that took place was 84. The races were held in 50 countries and across all six areas.

The impact of the pandemic on the 2021 season was therefore significant, with half of the planned races not being staged in 2021. Several races took place with only domestic fields, and in some cases with no elite field, due to travel restrictions. As a result, the road race industry has been hit hard by the pandemic; producing events is much more expensive than before, and countries with zero-Covid policies in particular are where the sport is facing the greatest challenges.

Information about the World Athletics Label Road Races, including the calendar and competition results, are available on the website [here](#).

The anti-doping programme (based on the out-of-competition testing model and funding framework) for Label Road Races initiated in 2020, was scaled back in 2021 to account for fewer competition opportunities for athletes, and to avoid overburdening races financially considering the challenges of the economic situation. USD 0.95m was however provided through the anti-doping contribution from the road races' part of the programme. In 2021, the total number of samples collected in the dedicated out-of-competition programme stood at 1,766 (it was 1,434 in 2019 and 1,151 in 2020). 302 athletes were part of the Registered Testing Pool (RTP). The average number of tests per year on an RTP athlete was 7.10 for those in the top-40, and 3.43 for the others. A total of USD 674,145 was invested in testing only. 20 specific road running legal cases for anti-doping rule violations were initiated in 2021. On the education front, an "Education Pool" was established, with 316 Label Athletes targeted. 10 sessions for athletes and four for athlete support personnel were organised. Attendance rate stood at 70%, and the drop-out rate was as little as 2%.



## WORLD RECORDS IN 2021

In 2021, world records were set and ratified as follows:

Category	Men	Women	Mixed	Total
Outdoor	6	13	0	19
Indoor	3	1	0	4
U20	6	3	0	9
U20 Indoor	1	3	0	4
<b>Total</b>	<b>16</b>	<b>20</b>	<b>0</b>	<b>36</b>

World records are listed on the World Athletics website [here](#).

## WORLD RANKINGS

The World Rankings are available on the World Athletics website [here](#).

The 'Road to Tokyo' online tool provided tracking of the qualification process for the Olympic Games. Searchable by discipline, country and qualification status, the tool provided a real time view of each event over the course of the Tokyo 2020 qualification period which ended on 29 June 2021.

## WORLD RANKINGS COMPETITIONS PROJECT

World Athletics undertook work in 2021 to review the formal definition of "International Competition", this being the common wording which correlates to World Athletics rules and regulations for competition. The definition is appropriate for competitions sanctioned by World Athletics or Area Associations but the majority of those conducted at national level would not necessarily be covered by this formal definition, although the results are presently still processed by World Athletics.

As a result, Council approved the introduction of the concept of "World Rankings Competitions", an overarching category of competitions that will include all worldwide competitions, at all levels, capable of delivering events in full compliance with the World Athletics rules and regulations.

The World Rankings competitions project will be implemented as a pilot project in 2022 and will be regularly assessed and reviewed before it is proposed to be implemented in full in 2023.

In addition, the Council approved amendments to the World Rankings mechanisms (in force from 1 January 2022) as outlined below:

- Track race walking events to be considered as main events (like those conducted on the road) and will therefore score according to the same category for the purpose of world ranking points.
- 5km and 10km road race distances will be included as similar events in 5000m and 10,000m event groups respectively, with the following adjustments:
  - 5000m (or 5km) no longer a similar event to the 10,000m
  - World Athletics Cross Country Championships no longer a similar event to the 10,000m
  - Consequently, results will only be considered if achieved on properly measured courses for which an international measurement certificate has been issued.

- Placing Scores will only be awarded if there are a minimum of two athletes in the event, regardless of the category of competition.

## Competition Categories

Amendments to the category of some existing / new competitions have been agreed as follows:

- NCAA Outdoor Championships will now award ranking points according to category B (was C)
- NCAA Indoor Championships will now award ranking points according to category C (was E)
- Asian Grand Prix Series (one competition conducted over two days in two different venues) will award ranking points according to category C
- Mediterranean U23 Championships will award ranking points according to the following:
  - Outdoor: D category
  - Indoor: E category
- Area Permit Meetings (APM) will be incorporated into the Continental Tour and labelled Continental Tour Challenger Series. They will still be conducted under the authority of the respective Area Associations and will continue to award World Ranking points according to category D.



## CROSS COUNTRY RANKINGS

In 2021 World Athletics launched the Cross Country Tour and, in parallel, introduced the inaugural Cross Country World Rankings, which are now available in the World Rankings section of the [website](#).

Due to the different nature and distances of cross country running, World Ranking points are awarded based on performance scores (which are dependent on the finishing positions only) and the corresponding tables are available in the Cross Country Tour Regulations (and soon also in the World Rankings Rules section). Athletes can score for the Cross Country World Rankings at any of the following competitions, which are divided into four categories:

World Rankings Category	Competitions
GW	World Athletics Cross Country Championships
GL	Area Cross Country Championships Cross Country Tour meetings (Gold level)
A	Cross Country Tour meetings (Silver level)
B	World Athletics Cross Country Championships – U20 races Cross Country Tour meetings (Bronze level) National Cross Country Championships Other International Cross Country competitions (Pan Am, FISU, Balkan, etc.)

Only senior races score for the World Rankings with the only exception being the U20 races at the World Athletics Cross Country Championships.

## TRAIL, MOUNTAIN, ULTRA AND MASTERS

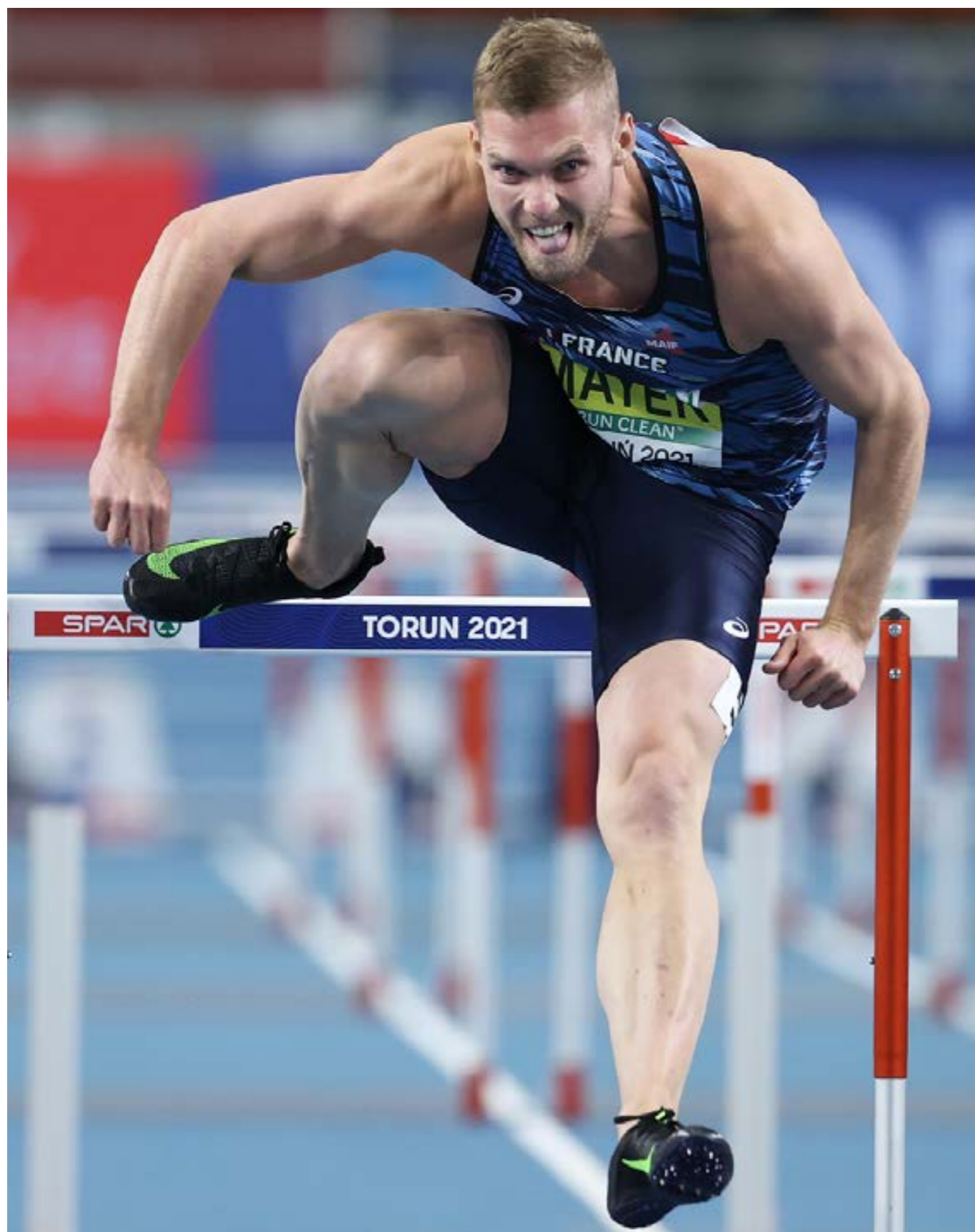
The inaugural World Mountain & Trail Running Championships initially scheduled for November 2021 in Chiang Mai, Thailand, was postponed to 3-6 November 2022. The preparations remain underway.

The World Mountain Running Association (WMRA) Mountain Running World Cup took place successfully in 2021, and out of 16 scheduled events only one did not take place. WMRA also held the 20<sup>th</sup> edition of the World Masters Mountain Running Championships, and a 'Nations Cup' (a small World Cup).

The World Masters Association Outdoor Championships scheduled for 2021 in Tampere, Finland, was postponed to 2022 due to the pandemic.

In ultra running, all 2021 major events were unfortunately cancelled. The International Association of Ultrarunners (IAU) 24h World Championships, Romania was scheduled to take place on 2-3 October 2021 (also with a masters championships); and the 50km World Championships, Chinese Taipei, was due to take place on 31 October 2021.





## 3.3 DEVELOPMENT

World Athletics supports Member Federations and Area Associations in the global growth and development of athletics through the provision of financial grants and delivery of education initiatives and technical services and guidance.

The Executive Board approved budget for grant support for Member Federations and Area Associations in 2021 is set out below. Actual grant expenditure in 2021 was less than budgeted due to the impact of the Covid-19 global pandemic on the delivery of competitions and, education and development initiatives by the Member Federations and Areas.

Further detail is provided of actual expenditure in the 2021 Audited Financial Statements at Appendix A of this report.

### AREA ASSOCIATIONS

Area	2021 Area Association Grants (USD)			
	Administration	Competition	Development	Total
Africa	300,000	634,500	800,000	1,734,500
Asia	250,000	395,000	380,000	1,025,000
Europe	250,000	531,500	250,000	1,031,500
NACAC	250,000	475,000	210,000	935,000
Oceania	200,000	375,000	216,000	791,000
South America	200,000	430,000	180,000	810,000
<b>Total</b>	<b>1,450,000</b>	<b>2,841,000</b>	<b>2,036,000</b>	<b>6,327,000</b>

A total budget of USD 6,327,000 was initially allocated to the six Area Associations in 2021.



### Area Administration grant

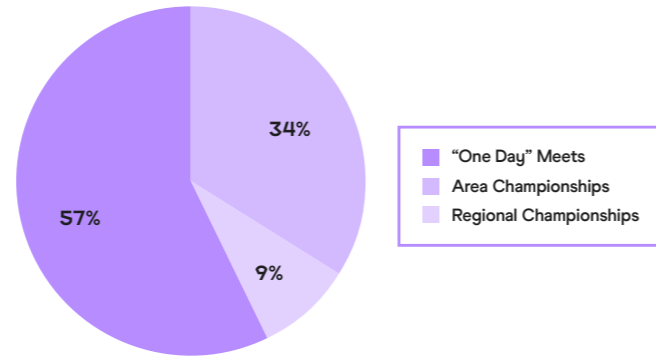
The purpose of the Area Administration grant is to assist Area Associations to operate including, for example, support to maintain a permanent office as a headquarters and to defray costs such as rent, utilities, communications, website, staff salaries, and institutional meetings. A total of USD 1,450,000 was provided to the Areas for this purpose in 2021.

### Area Competition grant

The purpose of the Area Competition grant is to support the organisation and delivery of competitions at continental level, namely area championships, regional and international competitions, and one-day Continental Tour meetings.

As in 2020, due to the global Covid-19 pandemic, the competition calendar was significantly impacted. Most of the competitions scheduled in Asia, Africa and Oceania were cancelled in 2021, but all Areas were still able to deliver a reduced competition programme. As a result, a total of USD 1,507,420 was provided to the Areas for competitions in 2021.

### Global Distribution of 2021 Area Competition grant per category



As illustrated, in 2021, the grant was primarily used by the Areas to support delivery of one-day meetings, including Continental Tour Silver and Bronze events, grand prix series events, road circuits and international meetings. Area Championships (senior or age groups across different disciplines) were delivered in South America, Europe, Oceania and NACAC but had to be cancelled or postponed to 2022 in Africa and Asia.

In total, the competition grant supported the delivery of 102 competitions across each of the six Areas, offering competition opportunities for more than 6,500 athletes. Of the 73 one-day meetings staged, this included support for eight World Athletics Continental Tour Silver, 25 Bronze, 37 area permit meetings/grand prix and three international competitions.

### Area Development grant

The Area Development grant is used to support the delivery of education and development in each of the Areas primarily through the Area Development Centres (ADCs). Each of the Areas determine which activities to organise using the Area Development grant based on the needs of their Member Federations, with World Athletics providing an oversight role.

The Areas are responsible for the day-to-day management of the ADCs in their respective region and for the selection of educational coaching courses and seminars organised by these ADCs. Two activities remain mandatory each year: women's and youth.

In 2021, due to the ongoing pandemic 95% of activities were once again conducted online, similar to 2020 with in-person meetings and seminars more limited. The online format led to an overall reduction in expenditure, with reduced budgets across most Areas. As a result, in total USD 1,498,400 was provided to the Areas through the development grant in 2021.

In addition, 20 area championships were organised in 2021 (and a total of USD 506,317 invested to support delivery of these important competitions), including one indoor championships, one senior championships, two U18 championships, two U20 championships, three U23 championships, one age group (U13 & U15) championships, two race walk championships, two cross country championships, one combined events, one marathon, two half-marathon, one throwing cup and one team championships.

The following area regional or pan-regional championships were also supported:

- African Western Region Grand Prix, Kaduna (NGR)
- Central Asia Open Championships, Tashkent (UZB)
- Small States of Europe Competition, San Marino (SMR)
- CADICA Race Walking & Cross Country Championships, Guatemala City (GUA)
- CADICA Senior Championships, San José (CRC)
- CADICA U18 & U20 Championships, Managua (NCA)
- CADICA U13 & U15 Championships, Managua (NCA)
- PanAm Race Walking Cup, Guayaquil (ECU)

## SUMMARY OF THE ADCS STATUS IN 2021

Area	ADC and 2021 course/activity details
Africa	<p>Total of seven ADCs (Togo, Zambia, Nigeria, Mauritius, Dakar, Nairobi and Cairo)</p> <ul style="list-style-type: none"> <li>Four of the ADCs (Togo, Zambia, Nigeria and Mauritius) are dedicated athlete training centres and are subsidised through other partners. In total 67 athletes (primarily local) train at these centres (13 in Togo, 13 in Zambia, 22 in Nigeria and 19 in Mauritius)</li> <li>Dakar delivers education activities (11 courses delivered in 2021 – two in-person) and athletes training for 15 athletes. Courses included sport sciences, CECS Level II jumps, coaching and technical officials, administration and gender leadership</li> <li>Nairobi delivers education activities (five courses delivered in 2021, all online). Courses included TOECS and CECS Level I lecturers refreshers, administration and gender leadership</li> <li>Cairo delivers education activities (10 courses delivered in 2021, all online) and athletes training for five local athletes. Courses included biomechanics, coaching, road races and gender leadership. Cairo is shared between Africa and Asia</li> </ul>
Asia	<p>Total of three ADCs (Beijing, Jakarta and Cairo)</p> <ul style="list-style-type: none"> <li>All ADCs deliver only education activities</li> <li>All 2021 courses were delivered online</li> <li>Beijing delivered seven educational activities including high performance training, road races, injury and rehabilitation, and biomechanics courses and a virtual coaches club at the Tokyo 2020 Olympic Games</li> <li>Jakarta delivered 12 educational activities including sports medicine, anti-doping, coaching, road races, and gender leadership courses</li> <li>Cairo activities are as detailed above (Cairo is shared with Africa)</li> <li>Programme of education activities also includes outreach CECS and TOECS education projects in Member Federations and activities for the Russian speaking Member Federations of Asia</li> </ul>
Europe	<p>Mobile ADC at Area headquarters in Lausanne which delivered education activities online and in the Member Federations</p> <ul style="list-style-type: none"> <li>14 courses and forums were delivered (all online) in 2021 including a coaching summit series, a high performance webinar series, a running and mass participation webinar series and a leadership programme</li> <li>EA supplements this development grant to deliver activities</li> </ul>
NACAC	<p>Mobile ADC at the Area headquarters in the Bahamas, which delivers education activities online and in Member Federations</p> <ul style="list-style-type: none"> <li>Four activities delivered all online, including gender leadership, coaching conferences and a technical officials outreach programme for the Spanish speaking Member Federations</li> </ul>
Oceania	<p>One ADC at the Area headquarters on the Gold Coast, which delivers education activities online, at the ADC and in Member Federations</p> <ul style="list-style-type: none"> <li>Nine courses delivered in 2021 (two in-person) including governance, competition management, coaching and technical officials, nutrition, Kids' Athletics and gender leadership</li> <li>ADC also supports athletes training for five athletes</li> </ul>
South America	<p>One ADC in Santa Fe which delivers education activities online, at the ADC and in Member Federations</p> <ul style="list-style-type: none"> <li>11 courses delivered in 2021 all online including anti-doping, road races, gender leadership and counselling and support for competitions in Ecuador, Peru and Paraguay</li> </ul>

Key points regarding the activities delivered through the ADCs using the 2021 Area Development grant include:

- Due to the majority of activities being online, there was limited delivery of Coach Education Certification System (CECS) and Technical Officials Education Certification System (TOECS) courses through the ADCs.
- The Areas delivered a broad range of topics online including coaching, technical officials, biomechanics, road races, gender leadership, competition management, administration, sports medicine, anti-doping and nutrition.
- 83 courses were delivered across the ADCs in total in 2021.
- The online format allowed more people to take part and the total number of ADC course participants increased slightly (4%) from 9,256 in 2020 to 9,621 in 2021.
- 2021 also saw an increase in the percentage of female participants on courses (up from 39% in 2020 to 47% in 2021).
- The total number of Member Federations involved in courses and activities delivered through the ADCs in 2021 was 208, which is 97% of the World Athletics membership.





## MEMBER FEDERATIONS

### Member Federation grant

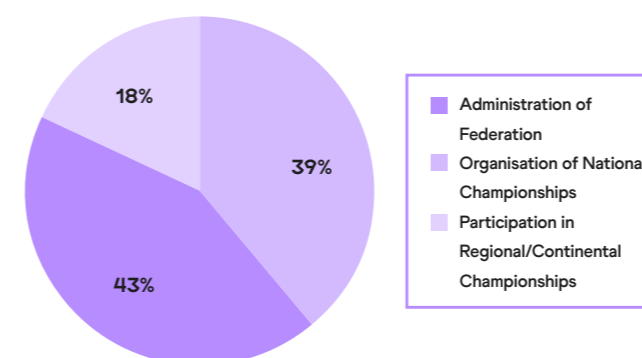
The Member Federation grant (MFG) supports federations to deliver their basic administrative functions and operations and to meet their member obligations. In 2021, a total of 119 Member Federations were eligible for the MFG of USD 15,000 and 115 Member Federations benefited from the grant, as detailed below:

Area	2021 Member Federation grant			
	Number of eligible MFs	Total (USD)	Number of MFs who received the grant	Total amount (provided) (USD)
Africa	46	690,000	45	641,500*
Asia	16	240,000	15	220,000*
Europe	11	165,000	11	165,000
NACAC	19	285,000	19	231,500*
Oceania	18	270,000	16	210,000*
South America	9	135,000	9	122,600*
<b>Total</b>	<b>119</b>	<b>1,785,000</b>	<b>115</b>	<b>1,590,600</b>

\* It should be noted that some Member Federations did not receive the entire grant due to underspending of the MFG paid in 2020 and four eligible Member Federations did not apply for the grant in 2021.



### 2021 MFG Overall distribution per category



As in 2020, the grant was mainly used by Member Federations to support delivery of the national championships and to meet their administration needs and in a more limited way (because of the cancellation/postponement of competitions) for participation in regional and continental championships.

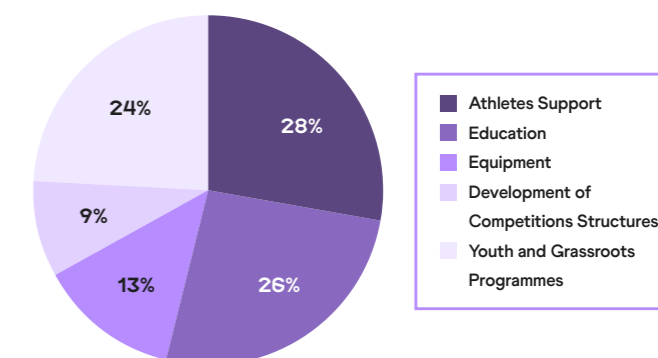
### Athletics Olympic Dividend

The Athletics Olympic Dividend (AOD) is a project-based grant available to eligible Member Federations to support delivery of their individual strategic growth priorities. Following the Covid-19 pandemic in 2020, which prevented many eligible Member Federations from applying for the AOD 2020-21 grant due to domestic restrictions, the application phase was re-opened and extended to allow Member Federations to apply for a one-year project in 2021, which could run through to mid-2022.

A total of 37 applications (11 in Africa, five in Asia, two in Europe, six in NACAC, 11 in Oceania and two in South America) were received from Member Federations. Up to USD 20,000 per project was provided. Overall, 100 MFs benefited from the AOD grant in 2021, resulting in a total distribution of AOD funding of USD 1,573,536.

As illustrated, at a global level the majority of the AOD projects were focused on athletes' support (28%), education (26%) and youth and grassroots programmes (24%).

### Overall distribution of 2020-21 AOD



## AOD GRANT CASE STUDIES

The following case studies provide examples of successful 2020-2021 AOD projects.

### Fédération Burkinabé d’Athlétisme:

Preparation and participation of the national elite athletes in competitions (athletes’ support)

The purpose of the project was to provide an enhanced preparation programme for elite athletes to improve their performances in national, regional, continental and international competitions. Training camps were organised and opportunities provided for athletes to participate in national and regional competitions in order to reach the qualifying standards for the African Senior Championships and the World Athletics U20 Championships.

The AOD grant enabled the Federation to organise four training camps and for the athletes to participate in national and regional competitions during which the following results were achieved:

- 26 personal bests
- five national records
- eight qualifying marks for the African Senior Championships (which unfortunately were cancelled in 2021)

- second place in the medals table at the Western African Junior and Senior Athletics Championships based on winning a total of 28 medals (15 gold, six silver and seven bronze) – the highest ever medal tally
- two athletes qualified for the World Athletics U20 Championships in Nairobi (Nemata Nikiema in the women’s 100m and Madina Toure in the women’s 100m hurdles).

### Malaysia Athletic Federation:

Youth and grassroots development (education; youth and grassroots programmes)

The overall project aim was to create a strong structure for grassroots and youth development through the delivery of education courses for Kids’ Athletics activators to improve the quality of Kids’ Athletics coaching and delivery, and to also organise a grassroots competition bringing together teenagers from across the country.

The AOD funds contributed to the organisation of nine Kids’ Athletics activators courses which led to the training of more than 400 activators (30% female), mostly teachers from primary and secondary schools. These activators are now able to deliver the Kids’ Athletics programme to children across the country supporting the

link between schools and clubs and providing a high-quality initial experience in athletics. In addition, following the Kids’ Athletics delivery in schools a two-day competition was organised for athletes aged 14 and 15, selected through the schools and clubs, where 88 athletes participated with equal representation of both sexes.

### Federación Paraguaya de Atletismo:

Youth and children school athletics championships (development of competition structure; youth and grassroots programmes)

The aim of the AOD project was to develop a schools’ athletics competition structure to offer opportunities for children to compete through the school structure and provide a pathway to join clubs and continue their progression in athletics and increase the number of registered athletes in Paraguay.

With the AOD funds, the Federation organised new competitions called “Festivales de Atletismo” every weekend, each time focusing on a different discipline (throws and jumps, sprint and hurdles, middle distance and steeplechase). These events had the impact of bringing back some athletes who had stopped training and competition because of the Covid-19 pandemic and added 50 new registered athletes.

The project also supported the identification of talented athletes and the build up of the teams for the South American Games and the South American Youth Games (U18) in 2022.

Due to Covid-19, the Federation was unable to organise schools’ athletics championships as scheduled but instead “Track and Field Discovery Days” for young people aged 13 to 17 and “Kids’ Athletics Days” for children aged





six to 12 were organised to again provide an introduction to the sport and to encourage new and more young people and children to participate in athletics.



### Athletic Federation of Bosnia & Herzegovina:

Improving athletics through preparation camps (athletes' support)

The objective of the project was to organise training camps to enable the federation to develop and select their best athletes to participate in the major competitions in 2021 and 2022.

To start, the Federation focused on developing and supporting the preparation of athletes to participate in the European Team Championships (third league), one of the most important events for the Federation in 2021. Following the dedicated training camps, a total

of 29 athletes participated, and the Federation was fifth in the team standings, winning gold in the men's 400m hurdles. The athletes achieved nine PBs, four season's bests and two national records. The objective was achieved.

The project then continued with the organisation of training camps to prepare athletes for the World Athletics Indoor Championships and the Balkan Indoor Championships held in early 2022. The following results were achieved:

- World Athletics Indoor Championships, Belgrade: one athlete participated in the men's shot put final and ended up in eighth place with a throw of 20.94m out of 18 competitors
- Balkan Indoor Senior Championships, Turkey: three athletes participated (two men, one woman) and the federation finished 11<sup>th</sup> overall with a gold medal in the men's 800m.

### Athletics Cook Islands Inc.:

Tupuanga – Grass to track (education, and youth and grassroots programmes)

The project aim was to broaden the delivery of grassroots development activities by introducing Kids' Athletics as part of the school curriculum and by involving local businesses in

athletics and engaging and educating teachers and parents to increase the number of people trained to deliver Kids' Athletics and initial athletics coaching sessions.

The Federation worked with the ministry of education to introduce Kids' Athletics into the curriculum of eight primary schools engaging with 707 children and three secondary schools engaging with 320 teenagers from two islands (Rarotonga and Aitutaki). Overall, 140 children aged between five and 13 participated in the new Kids' Athletics competition, which given its success will now be held annually. Four new sponsorships were secured with local businesses, which will help to support the ongoing delivery of Kids' Athletics. The Federation also trained 36 Kids' Athletics facilitators, namely teachers, coaches and parents, and organised a CECS Level 1 course which certified six new coaches.



### Federación Nicaragüense de Atletismo:

Detection and development of talents in the Caribbean coast of Nicaragua (athlete's support)

The aim of the project was to identify and support talented athletes from the Caribbean coast of Nicaragua, a region that faces multiple social, economic, political, cultural, infrastructural and environmental challenges. The project aimed to identify athletes from the U18 and U20 categories and provide them with the necessary support to increase the overall levels of participation and performance of the national team in senior competitions.

At the Central American Senior Championships, 20% of the participating athletes were from the talent programme and Caribbean coast and 60% were U18 and U20 athletes. In addition to increasing participation and engagement of Caribbean coast U18 and U20 athletes, this project also supported the performance improvement of athletes through the delivery of the dedicated training and development programmes.

- National records were established in the 100m men, 200m men, 400m men (U20), 400m hurdles women (U20), 10,000m, race walk men (U18) and pole vault men (U18).

- One athlete reached the qualifying standard for the World Athletics U20 Championships in Nairobi and made the semifinal.
- Nicaragua finished second in the medals table at the Central American U18 and U20 Championships winning 71 medals (24 gold, 26 silver and 21 bronze) against a fifth place in the previous edition in 2019 with only 16 medals (four gold, five silver and seven bronze).
- Nicaragua finished sixth in the medals table at the Central American Senior Championships winning seven medals (one gold, two silver and four bronze) against a seventh place in the previous edition in 2020 with only one silver medal.

## MEMBER FEDERATION CHALLENGE

During the online Member Federation Information Session on 27 January 2021, the President emphasised the importance to Member Federations of being ready to make the most of what will be an extraordinary five years for our sport, and the role all Member Federations can play in growing the whole sport across the four pillars of the World Athletics Strategic Plan: More Participation, More People, More Fans, More Partnerships.

The President encouraged each Member Federation to focus on delivering the following five goals in 2021:

1. More Participation
  - Each Member Federation to incrementally increase participation at either grassroots or elite level or both.
2. More People
  - Each Member Federation to double the number of people taking these courses, using their numbers from 2019 as the start point rather than from 2020.
3. More Fans
  - Each Member Federation to participate in two of the campaigns created in 2021.
4. More Partnerships
  - Each Member Federation to secure one meaningful partnership in 2021.
5. More Inspiration
  - Each Member Federation to take their athletes attending the Tokyo Olympic Games into schools (or if not applicable, take national champions or elite high-performance athletes).

In recognition of the engagement with these goals and contribution of Member Federations to delivery of the Strategy for Growth, a total of USD 50,000 was split between the three Member Federations (to reflect the diversity of the membership) who best delivered against the goals. The successful federations were the Fédération Togolaise d’Athlétisme, Schweizerischer Leichtathletik-Verband and UK Athletics. All federations have been encouraged to continue to drive initiatives in these areas.



## Additional Member Federation financial support

In addition to the above grants are the standard travel and accommodation benefits provided to Member Federations linked to their participation in WAS competitions which in 2021 included:

- World Athletics Relays: for all athletes within the quota –
  - Travel: 100% of an economy class airline ticket from the Member Federation headquarters to the official airport
  - Accommodation: full board during the four-night official period
- World Athletics U20 Championships: for all athletes within the quota –
  - Travel: 100% of an economy class airline ticket from the Member Federation headquarters to the official airport
  - Accommodation: full board during the eight-night official period.

As the World Athletics Congress was online in 2021, the standard travel and accommodation for one Member Federation representative to attend was not applicable.



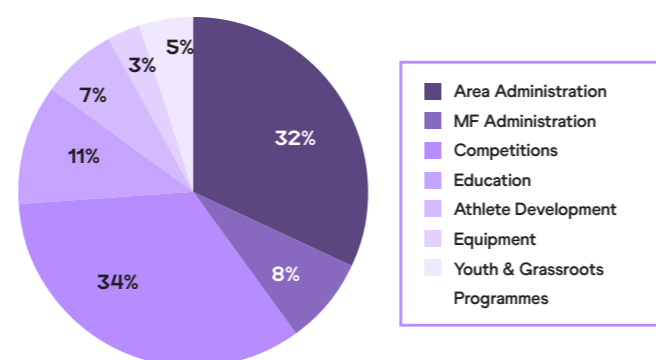
## OVERALL DISTRIBUTION OF GRANT FUNDING TO AREAS AND MEMBER FEDERATIONS

In total grant funding of USD 7,669,906 was provided to Areas and Member Federations (comprising the Area Administration grant, Area Competition grant, Area Development grant, Member Federation grant, and Athletics Olympic Dividend) in 2021. The distribution of this funding across the seven main categories of activity is illustrated below.

As in 2020, the total grant funding distributed in 2021 is less than budgeted due to the global pandemic's impact on the delivery of competitions and development of activities. Most of the education programmes were still delivered online and the majority of in-person meetings were postponed or cancelled and for this reason the distribution of funding for education in 2021 is still lower than it would be in a normal year.

However, compared to 2020, and despite the pandemic, many more competitions were delivered and this is reflected in the distribution of funds for competitions, which makes up a third of all grant funding in 2021. Administration funding as a proportion of overall grant distribution remains high as these grants were paid out in full to the Areas to ensure the Areas could continue to fully operate and had limited impact due to the pandemic.

### 2021 Overall distribution of grants



## MEMBER FEDERATION INFO SESSIONS

World Athletics continued to build on the steps taken in 2020 to improve connectivity with Member Federations and the sharing of information through the delivery of Member Federation Information Sessions at least once a month. 17 online sessions were delivered in 2021.

The Member Federation Info Sessions covered topics such as gender equity, Kids' Athletics, Council and competitions updates, anti-doping, the World Plan, and the Global Conversation campaign. There was also a technical rehearsal for Congress voting delegates and participants to explain and test the use of the online platform during the Congress & Convention. The Member Federation Info Sessions had nearly 1,000 attendees and more than 74% of Member Federations attended at least one session in 2021.

In addition to the MF Info Sessions, seven road race webinars were organised during 2021. More than 500 participants attended those webinars and on average there were 300 sign-ups for each webinar. All webinars were open to the public and included race organisers and technical officials.

## ELEARNING

The educational vision of World Athletics is to establish a single source of information for the global athletics community through the World Athletics eLearning platform, the Education Hub. The primary objective of the platform is to build a stronger learning experience where there can be meaningful engagement with the athletics community. The Education Hub provides everyone in the world of athletics with the opportunity to access standardised, engaging and user-friendly content at their own pace; offering a flexible approach to learning and increasing accessibility across the Member Federations and Area Associations.

The following content was published on the platform in 2021:

- TOECS Level I course: 13 online modules aimed at Member Federations but open to all. This course provides participants with the theoretical and practical training required to make them capable of officiating at national level competitions and at international competitions held within their country.
- CECS Level I course: 31 mandatory online modules aimed at Member Federations but open to all. This course provides the “bridge” from World Athletics Kids' Athletics to ‘real’

athletics. At the end of the course, coaches will be able to competently progress from kids' to teens' athletics training.

- Race emergency medicine course: combining online theory (five modules) and practice, with the objective of providing participants with the ability to manage various health-related scenarios during mass endurance events. Workshops are organised in conjunction with major road races and World Athletics events, to give participants the opportunity to visit the medical set-up and observe the work done by the hosting medical staff during the race.
- Gender leadership course: comprised of seven modules and a pre-course module. The objective of the course is to develop the confidence, skills and expertise to empower women to take on senior leadership roles within the sport.

During 2021 the platform also underwent some key user experience improvements including the addition of the webinar library, which hosts all past conferences and webinars including our Gender Equity and Coaching Matters series.

Content that is being progressed and is under development to be published in 2022:

- Safeguarding course: This online course will support the delivery of the Kids' Athletics programme. It consists of five short interactive modules provided at this stage in four languages (English, French, Simplified Chinese and Spanish).
- Ethical compliance course: This six-module course provides an overview of World Athletics' Ethical Compliance Rules including bribery and corruption, conflicts of interest, gifts and good practices in elections.
- Technical officials apprentice, TOECS Level I and CECS Level I courses, which are currently all available on the platform in English will be translated into French and Spanish.
- Administration course: this online course will help Member Federations with key administration skills and help develop an understanding of World Athletics' practices.

In line with the eLearning content strategy, which was developed with input from the Development Commission, the platform will continue to be regularly updated with innovative and engaging on-demand content.



## KIDS' ATHLETICS

A priority of the World Athletics Strategy for Growth is “to ensure that school-age children around the world have the opportunity to try our sport by delivering a best in class kids’ athletics programme. A key focus in 2021 was to conduct a comprehensive review and refresh and develop the new Kids’ Athletics programme which was launched in November 2021.

The updated Kids’ Athletics programme is designed to use the power of athletics to inspire children and young people, wherever they are, to be more active, develop their skills and confidence, and to connect with the sport for life.

The development phase began in April 2021, which included digital/web design, content development and promotional films. The new Kids’ Athletics programme brief was to be flexible and easily adaptable to different environments, meaning it could be implemented without the need of specialist equipment and instead offer sustainable alternatives. The new programme also needed to be relevant to a wider range of children and young people around the world. This resulted in the content being developed across the following three levels to target different ages and abilities:

- Level 1: 4–7 years
- Level 2: 8–11 years
- Level 3: 12-14 years

Level 2 content was developed first as the target audience (children aged eight to 11) had the highest known participation numbers in schools. The new content was tested and piloted with selected MFs and following feedback, the following resources were completed:

- Introduction to athletics resources - First Moves and Kids’ Athletics Passport
- Level 2 core content - Fundamental Movement and Athletics Skills activity cards
- Practitioner guide and Member Federation handbook
- Promotional videos

These resources were all launched on the new [Kids’ Athletics website](#) in November 2021. They were launched in four languages – English, French, Spanish and Chinese. The content was also presented during a MF info session in November and at the Convention linked with the 2021 Congress.





Safeguarding was a key part of the Kids' Athletics programme development. This was to ensure the safe and effective delivery of the Kids' Athletics programme, aligned to the World Athletics Safeguarding Policy. For Kids' Athletics, safeguarding best practice has been fully incorporated into the programme.

Level 1 and 3 content will be developed in 2022 along with additional supporting documents and video resources. The intention is also to translate all course content into multiple additional languages to support engagement and delivery of the programme. In line with the World Plan, the aim is to have implemented Kids' Athletics into 70 Member Federations by the end of 2022.

## EDUCATION COURSES

### Gender Leadership webinars

The purpose of the gender leadership series of webinars was to provide the skills and expertise to empower women to take on senior leadership roles within their Member Federation as well as at a regional and global level. The gender leadership material was successfully delivered online through the Areas and the webinar format has become the preferred medium due in part to the continuing pandemic and the ability to reach more women.

The online format enabled more women to take part, with a total of 456 women benefiting from the seminar in 2021 as opposed to 380 in 2020.

### CECS and TOECS

In terms of the Coach Education and Certifications System (CECS) and the Technical Officials Education and Certification System (TOECS) courses, figures of the 2021 courses shared below show increase in course delivery compared to 2020 as restrictions relating to the pandemic were eased and due to a more flexible approach of blended delivery, which combines both remote and onsite courses. Among the 47 CECS courses, 16 were conducted remotely. However, 30 out of the 31 of the TOECS courses took place on-site, with only one being conducted remotely. This is mostly due to a larger panel of national TOECS lecturers allowing Member Federations to organise courses locally without the need to invite a lecturer from abroad.

In 2021, the following education courses were delivered by World Athletics.

Number of CECS courses by Area:

Area	Level I	Level II	Level II Middle/ Long & RW
Africa	20	1	1
Asia	23	-	-
Europe	0	-	-
NACAC	0	-	-
Oceania	0	-	-
South America	4	-	-
<b>Total</b>	<b>47</b>	<b>1</b>	<b>1</b>





Numbers of CECS participants and lecturers:

Type	Course	Men	%	Women	%	Total	Passed
CECS Level I course	47	814	78	234	22	1,048	1,005
CECS Level II course	1	12	80	3	20	15	10
CECS Level I Lecturer/ Refresher seminar	1	21	92	2	8	23	-
CECS Level I Lecturers seminar	0	-	-	-	-	-	-
CECS Level II Lecturers seminar	0	-	-	-	-	-	-
CECS Level II/III Lecturers seminar	0	-	-	-	-	-	-
<b>Total</b>	<b>49</b>	<b>847</b>		<b>239</b>		<b>1,086</b>	<b>1,015</b>



Number of TOECS courses by Area:

Area	TOECS Level I	TOECS Level II
Africa	13	-
Asia	7	-
Europe	4	-
NACAC	3	-
Oceania	0	-
South America	4	-
<b>Total</b>	<b>31</b>	<b>0</b>

Numbers of TOECS participants and lecturers:

Type	Course	Men	%	Women	%	Total	Passed
TOECS Level I course	31	410	69	188	31	598	427
TOECS Level I Lecturer seminar	-	-	-	-	-	-	-
TOECS Level I Lecturer/ Refresher seminar	1	16	76	5	24	21	-
<b>Total</b>	<b>32</b>	<b>426</b>		<b>193</b>		<b>619</b>	<b>427</b>

## GLOBAL ATHLETICS COACHES ACADEMY (GACA)

GACA is an independent advisory body and coaches' network that works with the Development Commission and HQ in addressing and progressing athletics related coaching matters. There is cooperation and alignment in education, activities and initiatives that support the development of coaching and the work to ensure the voice of the coaches is being reflected.

Key priorities for GACA that have been progressed in 2021 in partnership with the Development Commission and HQ include:

- Identifying the serving coaches' community
- Bringing the coaches' community together through two virtual coaches' clubs, one during the Tokyo 2020 Olympic Games and one during the World Athletics U20 Championships Nairobi 21.
- Coach education and development through the delivery of quarterly Coaching Matters webinar series. Coach integrity, safeguarding, diversity and well-being were the main themes in 2021.
- Identifying coaches' development needs through undertaking online surveys, almost 1300 replies were collected.

- Preparing and building a coaching development workforce at Area and Member Federation level.
- Setting professional standards for coaching.
- Recognition of coaching achievements through supporting the nomination and selection process for the World Athletics Coaching Achievement Award 2021.





## 3.4 COMMUNICATIONS

### World Athletics Communications 2021 in numbers

Worldathletics.org 30 NOV 2020 - 28 NOV 2021



13

Million  
Users



23

Million  
Sessions



56

Million  
Pageviews

### World Athletics coverage in mainstream and social media (14,306 articles / 6.4b reach)

1 Jan 2021 - 31 OCT 2021

Top 5 sport events	Articles	Top 5 athletes topics articles	Articles	Coverage
Olympic Games 2020/2021	7,488	Effects of pandemic	2,018	United Kingdom 19%
Wanda Diamond League	929	Doping issues	1,545	United States 13%
WA Championships	789	Reinstatement of RusAF	562	India 8%
WA Continental Tour	407	World Records	449	Russia 7%
WA Indoor Tour	211	Shoe technology	410	China 7%

World Athletics Social Media 30 NOV 2020 - 28 NOV 2021



1,311,110  
likes

+23%



331,566  
likes

+14%



1,811,645  
followers

+173%



664,000  
subscribers

+57%



3,000,000  
followers

+131%

Total social media fanbase **7.1m**

Press Conferences

2020 | 2021  
19 | 22

Press Releases

2020 | 2021  
19 | 210

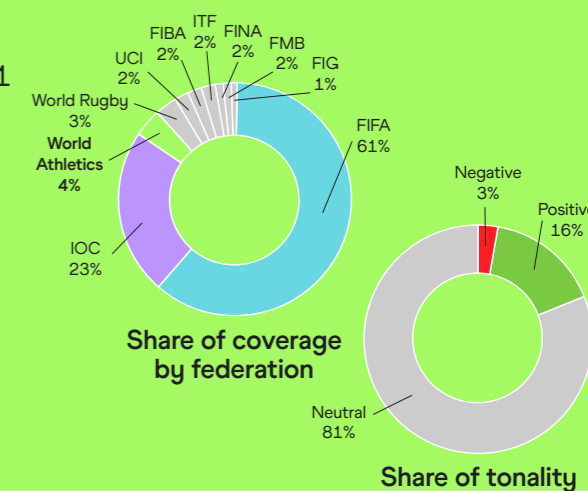
President Interviews

1 Jan 2021 - 31 Oct 2021

134  
media  
interviews in

29  
different  
countries

Share of Voice & Tonality



### Media Operations & Others

Media Development Programme during the WU20 Nairobi with 10 participants  
Accredited Media: WU20 Nairobi 91 (54 National) / WRE Silesia : 89 (58 National)  
Remote Mixed Zone for WRE Silesia, WU20 Nairobi & the 11 DL 11 CTG meetings

Accredited media for the 13 CTG Meets: 405 journalists & 299 photographers  
8,257 followers on the World Athletics LinkedIn page vs 6,599 in 2020 (+25%)  
100k+ view for the COP26 Climate Change video by our athletes.

The communications strategy for 2021 was to grow our sport by attracting new audiences and creating deeper relationships with core fans through best-in-class news, storytelling and reporting. Media coverage generated during the year had a reach of 6.4bn people and World Athletics' social media channels all grew substantially during the year to reach a total fanbase of 7.1m. Instagram and TikTok saw particularly impressive growth with World Athletics' TikTok growing to 3 million followers making it the number 1 followed TikTok account in sport.

There were two core pillars to the communications strategy. The first was to leverage the Tokyo Olympic Games to secure athletics as the number 1 Olympic sport. The second was to create a strong, respected and valued stakeholder relations unit that can activate and support stakeholders, particularly our Areas, Member Federations and one-day meetings to deliver our growth strategy.

## NUMBER ONE OLYMPIC SPORT

The creation of a proactive communications plan, across traditional and social media; the development of eye-catching, spectacular graphics and a dedicated focus to support Areas and Member Federations with resources

and funds cemented athletics as the number 1 Olympic sport. Highlights from the International Olympic Committee's independent research from the Games showed:

- Athletics recorded the Highest number of broadcast viewing hours (2.2m) of any sport at the Tokyo Olympic Games.
- The largest number of media articles were written about athletics (10k).
- Athletics also saw the highest number of shared articles across social media (700m) leading to over 62m conversations on social media around athletics, and
- The highest number of video views across the IOC and Tokyo Olympic Games websites and App (over half a million).

## CAMPAIGNS

Two campaigns in the early part of the year helped to keep athletics front and centre in the minds of the public and fans ahead of the Tokyo Olympic Games.

**The Global Conversation** to support the World Plan. A global consumer survey was created to gather insights from the public about the sport. A detailed toolkit was developed to help Member Federations promote the survey in their countries and a comprehensive media relations and social media campaign was

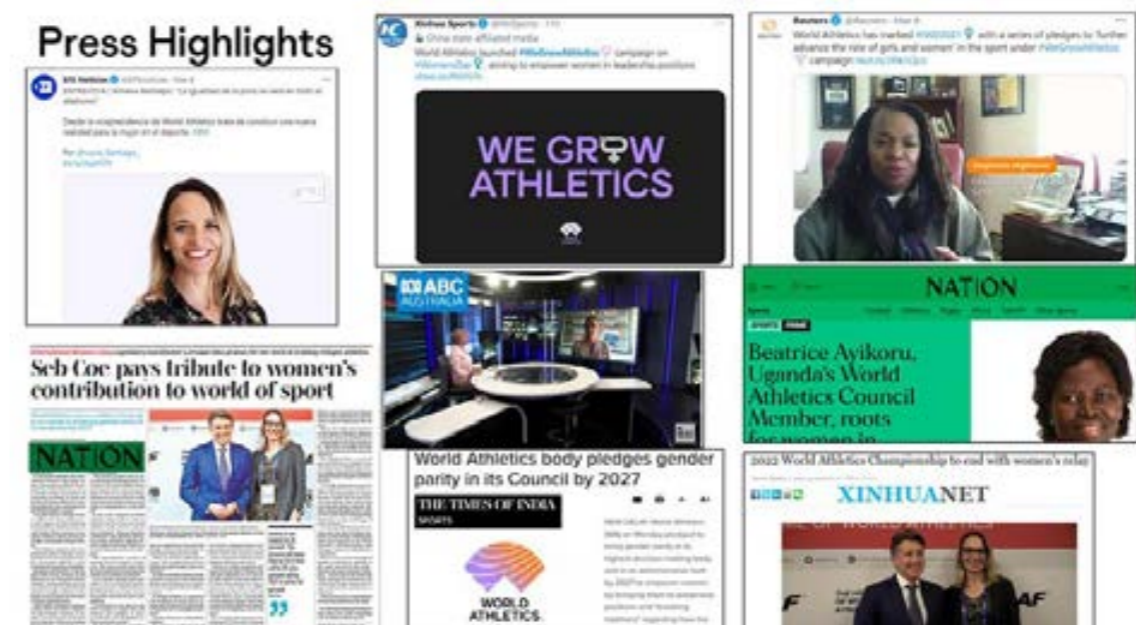
implemented to raise awareness of the survey and encourage as many people as possible to engage. Dedicated PR support was provided directly to 20 Member Federations to kick start the campaign in each area. Over 25,000 responses were received from 178 countries resulting in some clear direction for the development of the World Plan.

**International Women's Day (IWD)** saw the launch of a new #WeGrowAthletics campaign designed to build on the strides the sport has taken towards greater gender equality. As part of the launch, World Athletics made a number of pledges to commit to further advance the role of girls and women in athletics in three core areas of the sport – empowering women in leadership positions, breaking with

traditions and shining a spotlight on women's stories across its platforms. The campaign was supported by Twitter who created a bespoke emoji and put some paid social media behind it. Many of the Member Federations and Areas joined the campaign and our Council Members stepped in to do a range of media interviews. Over 200 articles were written with coverage in every continent.

## ONLINE ABUSE STUDY

In support of one of the pledges for IWD, World Athletics commissioned a study to identify the level of abuse our athletes are subjected to online. The study was carried out during the Tokyo Olympic Games with 163 athletes and revealed disturbing levels of abuse of athletes, including sexist, racist, transphobic





and homophobic posts, and unfounded doping accusations. It also unequivocally highlighted the greater levels of abuse female athletes receive in comparison to their male counterparts.

- 132 targeted discriminatory posts from 119 authors, with 23 of the 161 tracked athletes receiving targeted abuse.
- Out of the 23 athletes who received abuse, 16 were women with 115 of the 132 identified abusive posts directed at female athletes.
- Female athletes received 87% of all abuse.

63% of identified abuse was directed at just two athletes – both black and female – while the two most common categories of abuse were of a sexist (29%) and/or racist (26%) nature, accounting for 55% of all identified abuse.

## MEDIA OPERATIONS INNOVATION

In addition to supporting our WAS events and one-day meetings with communications plans and content, the Media Operations team successfully trialled a remote mixed zone concept at the World Athletics U20 Championships Nairobi 21 where bespoke content was collected and distributed to media outlets and Member Federations. This led to increased coverage and engagement during the event.



## ATHLETICS FOR A BETTER WORLD - 2021



### LEADERSHIP, CREDIBILITY & PARTNERSHIPS

- Increased visibility in sustainability arena through participation in conferences and panels including COP26
- Signed UN Sport for Climate Action Framework. Athletics Kenya became the first MF to join us and Belgrade 22 the first LOC
- Released sustainability elearning modules



### COMPETITIONS & OUTREACH

- Developed a Sustainable Event Management System that will be piloted in 2022 as part of our sustainability certification/event standard that we hope to launch in 2023.
- More than 100 meetings participated in introductory workshops in December
- Continued to expand the website's Better World section into what will become a leading sport and sustainability info hub



### HEALTH & SCIENCE

- Working more closely with our Health & Science team to develop a stronger and more proactive communications plan to better highlight its work around air quality and athlete safety
- 4 papers on AQ research to be released in 2022
- Supported Run Smarter City Challenge pilot



### ATHLETES

- Building a working group of Athlete Sustainability Ambassadors to engage athletes around WAS event and one-day meetings.
- Athlete video produced for COP26 was viewed more than 100,000 times across our platforms, screened widely during the conference and featured on the BBC
- Surveyed our athletes on their attitudes about climate change and sustainability in the lead-in to COP26, the only sport to do so



### CORPORATE/HQ

- Continuing to embed our sustainability strategy across our entire organisation to involve and include every staff member from every department
- Updated waste management system
- Developing travel policy
- Developing ISO 20121 certification



### ATHLETE REFUGEE TEAM

- Streamlined the programme's organisation and operation
- Athletes participated at the Olympic Games and for the first time at European Athletics events: the European Indoor Championships, the 10,000m Cup and the European Cross Country Championships



1390

1460

7.11

# COMMISSION REPORTS





## 4. COMMISSION REPORTS

This section covers reports of the four World Athletics commissions:

- Athletes'
- Competition
- Development
- Governance

2021 was the first full year of functioning of the four commissions, supported by the work of their respective workstreams. The terms of references and four-year plans for all commissions were approved by Council in July 2020 and are available on the website [here](#).

All commission meetings in 2021 were held remotely.



## 4.1 ATHLETES' COMMISSION

### COMPOSITION OF THE ATHLETES' COMMISSION

The Athletes' Commission is comprised of the following elected and appointed members:

Name	Member Federation	Position
Renaud LAVILLENIE	FRA	Chair
Valerie ADAMS	NZL	Deputy Chair
Kevin BORLÉE	BEL	Member
Milcah CHEMOS CHEYWA	KEN	Member
Kim COLLINS	SKN	Member
Iñaki GÓMEZ	CAN	Member
Majd Eddin GHAZAL	SYR	Member
Adam KSZCZOT	POL	Member
Bernard LAGAT	USA	Member
Aisha PRAUGHT-LEER	JAM	Member
Thomas RÖHLER	GER	Member
Olga RYPAKOVA	KAZ	Member
Akani SIMBINE	RSA	Member
Ivana SPANOVIC	SRB	Member
Katerina STEFANIDI	GRE	Member
Bingtian SU	CHN	Member
Marie Josée TA LOU	CIV	Member
Benita WILLIS	AUS	Member

### INTRODUCTION

The role of the Athletes' Commission is to provide the Council with advice on relevant matters:

- To include the athletes' perspective in the decision-making processes within World Athletics; and,
- To ensure that there is a link and regular discourse between the athlete community and World Athletics in order to convey athletes' views to World Athletics and vice versa.

In 2021, the Commission continued its unwavering commitment to provide input on key projects and initiatives of World Athletics by ensuring that the athletes' voice and perspective are included in the decision-making processes at the sport's highest level, with the Chair and the Deputy Chair of the Commission as full voting members of Council. Through the governance and integrity reforms approved in 2016, World Athletics has recognised the importance of athletes in the decision-making process and has significantly strengthened its support to athletes. Since 2019, the Chairperson and one other member of the Commission (one male and one female) have been full voting members of World Athletics' Council.

**“As athletes, we understand that success can only be achieved by committing ourselves 100% and along with World Athletics we will continue to ensure that the athletes' voice and perspective are included in the decision-making processes and that we work as a collective for the good of the sport.”**

The Athletes' Commission represents current and recently retired athletes. It is comprised of 18 members, 12 of whom were elected by the athletes competing at the World Athletics Championships and six of whom are appointed by Council. The Commission is representative from a geographical, gender and discipline perspective. The term of each member is approximately four years. The next election for six positions on the Commission will take place during the World Athletics Championships in Oregon in July 2022.

## MEETINGS AND ACTIVITIES

In 2021, the Athletes' Commission held two Commission meetings to discuss ongoing and upcoming projects:

Meeting Date	Key topics of meeting
31 March	<ul style="list-style-type: none"> <li>• Organisation of Athletes' Info Session (held on 14 April)</li> <li>• Shoe technology issue</li> <li>• Olympic Games qualification system</li> <li>• Covid-19 consequences on competition programme</li> </ul>
25 October	<ul style="list-style-type: none"> <li>• AIU related matters (ADAMS, whereabouts updates, safeguarding)</li> <li>• Para-athletics rules and regulations</li> <li>• Final 3 format (Diamond League)</li> <li>• Findings of the athletes' financial survey</li> </ul>

In addition to these two meetings, the Athletes' Commission strived to assist and support athletes on matters related to their sport through newsletters addressed quarterly to the global athletes' community via email; athlete forums at events such as the one that took place in Zürich at the time of the Diamond League Final concerning the Final 3 format; virtual information sessions open to all athletes; surveys, further engagement and cooperation with different athlete bodies (e.g. The Athletics Association, Area Association athletes' commissions, etc.), as well as opinion pieces on Spikes.

The Athletes' Commission worked actively on the accomplishment of the priorities set across the areas of the Commission's responsibility according to its knowledge, background, and the needs of the Commission and the Council, as well as those of the other three World Athletics Commissions through its representative(s) on each (Katerina Stefanidi and Akani Simbine for Competitions, Kim Collins for Development, and Iñaki Gómez for Governance).

## KEY WORK IN 2021, INCLUDING RELATED RECOMMENDATIONS TO COUNCIL

Key work	Outcome (if relevant)
Implementation of the Athletes' Commission's Communication Strategy (established in November 2020): <ul style="list-style-type: none"> <li>• Athletes' newsletters</li> <li>• Athletes' online Information Sessions</li> <li>• Spikes columns</li> </ul>	N/A
Providing feedback and input to World Athletics on the: <ul style="list-style-type: none"> <li>• Revised 2021 Diamond League Regulations</li> <li>• Revised 2021 World Athletics Continental Tour Regulations</li> <li>• Draft timetables for WAS events</li> <li>• Qualification procedures for WAS events</li> <li>• Athletics Shoe Rule</li> <li>• Final 3 (Diamond League)</li> </ul>	Approved by Council
Collaboration with the AIU, Health & Science, Governance & Legal departments on the following: <ul style="list-style-type: none"> <li>• AIU newsletter</li> <li>• Athletic Shoes Working Group</li> <li>• Human Rights Working Group</li> <li>• Safeguarding Working Group</li> </ul>	N/A
Assisting Areas and MFs to set up their own Athletes' Commissions and developing relationships: <ul style="list-style-type: none"> <li>• Collaborated and participated in the NACAC Athletes' Commission information session</li> <li>• Continued to develop relationships with other athlete groups and associations</li> <li>• Increased partnership and collaborative work (e.g. Diamond League 2021+)</li> </ul>	N/A







## CONCLUSION

The Athletes' Commission benefits from the support of the Council and leadership at HQ to continue to ensure and promote athlete involvement in decision-making across the sport.

The Commission's goals are to advocate the benefits as well as the added value of athlete involvement, and to convey and represent the athletes' viewpoint with relevant World Athletics stakeholders. This also includes cultivating enhanced cooperation with the AIU and other stakeholders, protecting clean athletes and a level playing field.

The next election for six positions on the Commission will take place at the time of the postponed World Athletics Championships in Oregon in July 2022.

In 2022, the Athletes' Commission remains committed to best serve athletes to successfully understand their issues and provide solutions, with a focus on increasing visibility by communicating its role and achievements.



## 4.2 COMPETITION COMMISSION

### COMPOSITION OF THE COMPETITION COMMISSION

The Competition Commission is comprised of the following members:

Name	Member Federation	Position
Raul CHAPADO	ESP	Chair
Julio GAITAN	COL	Member
Siddig IBRAHIM	SUD	Member
David KATZ	USA	Member
Cydonie MOTHERSILL	CAY	Member
Antti PIHLAKOSKI	FIN	Member
Anna RICCARDI	ITA	Member
Akani SIMBINE*	RSA	Member
Trevor SPITTLE	NZL	Member
Katerina STEFANIDI*	GRE	Member
Ellen VAN LANGEN	NED	Member
Mariko YAMADA	JPN	Member

\*Athletes' Commission members



## INTRODUCTION

The Competition Commission strives to play a key role in providing Council with advice and expertise to keep athletics relevant and engaging at all levels in alignment with the mission outlined in the World Athletics Strategic Plan. The Commission is focused on creating globally appealing and accessible competitions, events and activities.

## MEETINGS AND ACTIVITIES

In 2021, the Competition Commission met three times. A summary of its key areas of focus is provided below:

Meeting Date	Key topics of meeting
24 February	<ul style="list-style-type: none"> <li>WAS events timetables and qualification procedures</li> <li>WAS events dates</li> <li>International Technical Officials project</li> <li>Olympic Games race walking mixed team competition</li> <li>World Rankings competitions (introductory discussion)</li> </ul>
10 June	<ul style="list-style-type: none"> <li>Oregon Relays qualification system</li> <li>Out of stadium regulations (Cross Country Tour, Race Walking Tour &amp; Label Road Races programme)</li> <li>Combined Events Tour regulations</li> <li>Lane Infringement rule</li> <li>50km road running world record</li> <li>35km race walking world record</li> </ul>
25 October	<ul style="list-style-type: none"> <li>Future of World Athletics Relays</li> <li>WAS events prize money review</li> <li>WAS events qualification systems and dates</li> <li>Replacement policy at WAS events</li> <li>Results manipulation</li> <li>World Rankings yearly review</li> <li>World Rankings competitions (framework)</li> </ul>

The workstreams of the Competition Commission (as set out below) met when needed via conference calls to contribute to the work of the Commission and consulted the Athletes' Commission as appropriate.

Workstream	Led by	Members (Competition Commission member & external experts)
Technical	David KATZ	Trevor Spittle, Julio Gomez, Akani Simbine, Brian Roe, Jorge Salcedo, Krisztina Horvath
WAS Events Regulations	Anna RICCARDI	Ellen Van Langen, Mariko Yamada, Chris Cohen, Luca Verrascina, Inaki Gomez
WAS Events Strategy	Antti PIHLAKOSKI	Katerina Stefanidi, Mariko Yamada, Anna Riccardi, Marton Gyulai
World Rankings	Ellen VAN LANGEN	Cydonie Mothersill, Willie Banks, Renaud Lavillenie
In Stadium Strategy	Katerina STEFANIDI	Akani Simbine, Paul Doyle, Michelle James
Out of Stadium Strategy	Jakob LARSEN	Siddig Ibrahim, David Katz, Inaki Gomez, Marko Vasic

The key Competition Commission considerations included:

- To enhance the attractiveness of our events and sport, increasing fan and media interest
- To help to increase showcase athletics, and deliver a great competition experience
- To ensure relevance of participation and the value of hosting the event
- To calibrate the balance between our offer and the market interest
- To think about all the impacts to cost, operational and organisational challenges
- To help to improve the World Athletics movement.



## KEY WORK, INCLUDING RELATED RECOMMENDATIONS TO COUNCIL

Between January and December 2021, the Competition Commission made 36 recommendations to Council and an overview of these recommendations and other key work is provided below:

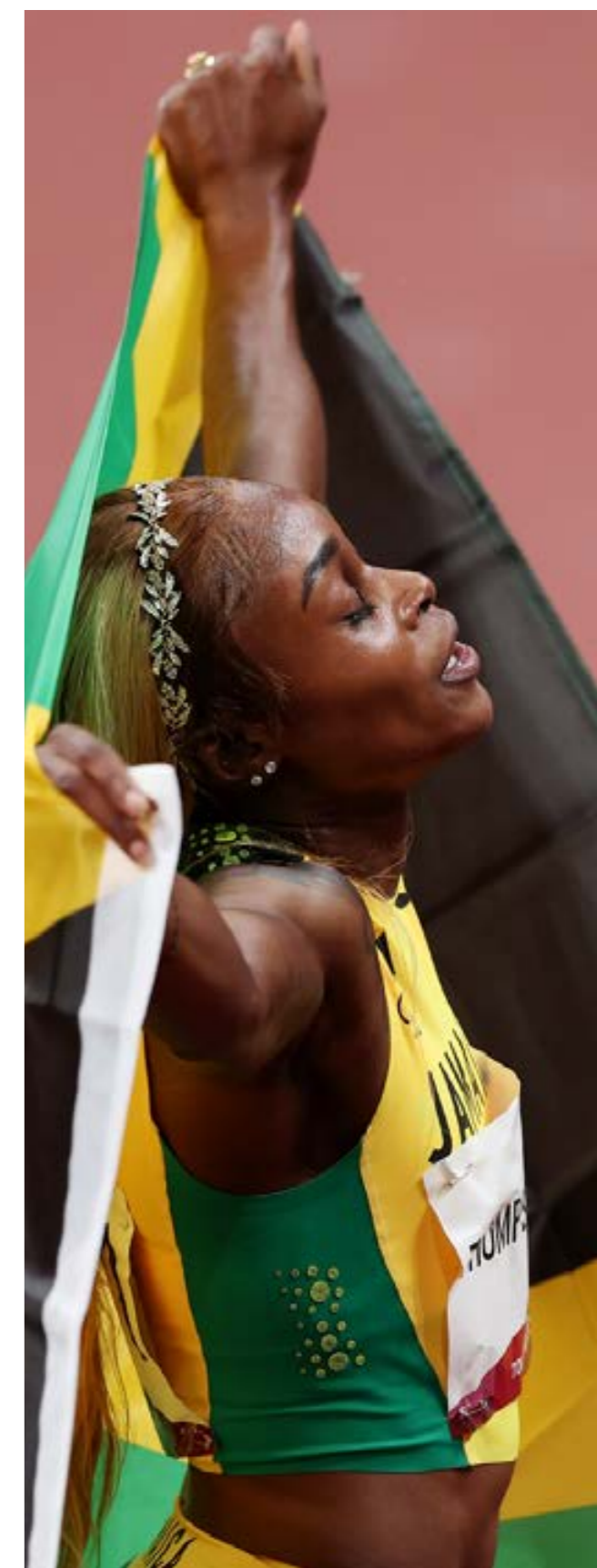
Key work	Recommendations	Outcome
Future WAS events	<ul style="list-style-type: none"> <li>• Qualification systems and entry standards (WIC22 &amp; WCH22)</li> <li>• Target number of athletes/teams by events</li> <li>• Timetables (WIC22 &amp; WXC23)</li> <li>• Dates (WIC23)</li> <li>• Competition delegates (WIC22 &amp; WU2022)</li> <li>• Wild card in race walk for WCH Oregon22 (50km RW champion to receive wild card for 35km RW)</li> <li>• Limit to the number of substitutes in the mixed relays at the WCH Oregon22 (to a single athlete)</li> <li>• Entry of 16 teams in all relay events at the WCH Oregon22</li> <li>• Return to a top 8 format for the long jump, triple jump and shot put finals in the WIC</li> </ul>	Approved by Council
International Technical Officials (ITOs) Project (gender and geographical parity)	The goal is to reposition the ITOs as “World Athletics Referees” from 2022 and to achieve full gender equity by 2028. New mentoring programmes will be introduced for developing Member Federations to ensure quicker learning opportunities	Concept and principles supported by Council
In Stadium disciplines	<ul style="list-style-type: none"> <li>• Approval of the creation of the Combined Events Tour and Regulations</li> </ul>	Approved by Council
Out of Stadium disciplines	<ul style="list-style-type: none"> <li>• Approval of the creation of the Race Walking and Cross Country Tours and Regulations</li> <li>• Approval of the Road Races Label programme 2022</li> </ul>	Approved by Council
Amendments to the Competition & Technical Rules	<ul style="list-style-type: none"> <li>• World record in the 50km road running</li> <li>• World record in 35km race walking</li> <li>• Lane infringement</li> <li>• Obstruction/jostling note to TR17.2.2</li> </ul>	Approved by Council
Prize Money	<ul style="list-style-type: none"> <li>• In line with the Strategic Plan, the prize money at the World Athletics Championships will be increased by an additional USD 1 million</li> <li>• A review of the distribution of prize money across the other World Athletics competitions to help reach this goal was done and supported by the Commission</li> </ul>	Approved by Council
World Rankings Competitions	The Commission asked for Council’s support on the implementation in 2022 (as a pilot year) of the World Rankings Competitions framework. This concept is for an overarching category of competitions (initially labelled “Elite Athletics”) to include all worldwide competitions, and at all levels, capable of delivering events in full compliance with World Athletics Rules.	Concept and principles supported by Council

## CONCLUSION

The Competition Commission will continue to focus on working on the growth and improvement of the sport in alignment with the World Athletics Strategic Plan and the World Plan for Athletics.

Outlined below is a list of the major ongoing projects:

- World Athletics Championships 2023:
  - Qualification system and entry standards
  - Timetable
- Olympic Games 2024:
  - Qualification system and entry standards
  - Race walking mixed team event: format to be approved by IOC
  - Repechage heats: process and events
- Results manipulation watchlist
- Replacement process at WAS events
- International Referee project (in collaboration with the Development Commission)
- World Rankings competitions



## 4.3 DEVELOPMENT COMMISSION

### COMPOSITION OF THE DEVELOPMENT COMMISSION

The Development Commission is comprised of the following members:

Name	Member Federation	Position
Geoff GARDNER	NFI	Chair
Beatrice AYIKORU	UGA	Member
Sergey BUBKA	UKR	Member
Adille SUMARIWALLA	IND	Member
Nick BITEL	GBR	Member
Carlos CAVALHEIRO	BRA	Member
Kim COLLINS*	SKN	Member
Annette PURVIS	NZL	Member
Donna RAYNOR	BER	Member
Edith SKIPPINGS	TKS	Member
Tendai TAGARA	ZIM	Member

\*Athletes' Commission member



### INTRODUCTION

The role of the Development Commission is to provide expertise and advice to the Council on matters necessary to support the growth, development and administration of athletics at global, area and national level; and to develop partnerships and uphold the role and relationship between sport and social responsibility.

The overarching objective of the Commission is to review and support projects related to the growth and development of athletics worldwide, to build skills and capacity, and increase levels of participation from grassroots to elite.

### MEETINGS AND ACTIVITIES

The Development Commission met by video conference on three occasions in 2021:

- 16 February
- 15 June
- 19 October

The six workstreams (detailed below) were widely consulted and contributed to the objectives and timelines reflected in the areas of work identified in the Commission's four-year plan that can be found [here](#).

Workstream	Led by
Kids' Athletics	Adille SUMARIWALLA
eLearning and CECS / TOECS	Geoff GARDNER
Support to Member Federations and Area Associations	Donna RAYNOR
Decentralisation	Annette PURVIS
Education	Beatrice AYIKORU
Biomechanics & Research	Nick BITEL





## KEY WORK, INCLUDING RELATED RECOMMENDATIONS TO COUNCIL

With the input of the different workstreams, the Development Commission primarily focused and advised Council on the development of existing and new initiatives such as the new Kids' Athletics programme and online education content that will contribute to the aim to increase and retain levels of participation across all age groups and across all forms of the sport. A summary of actions is below.

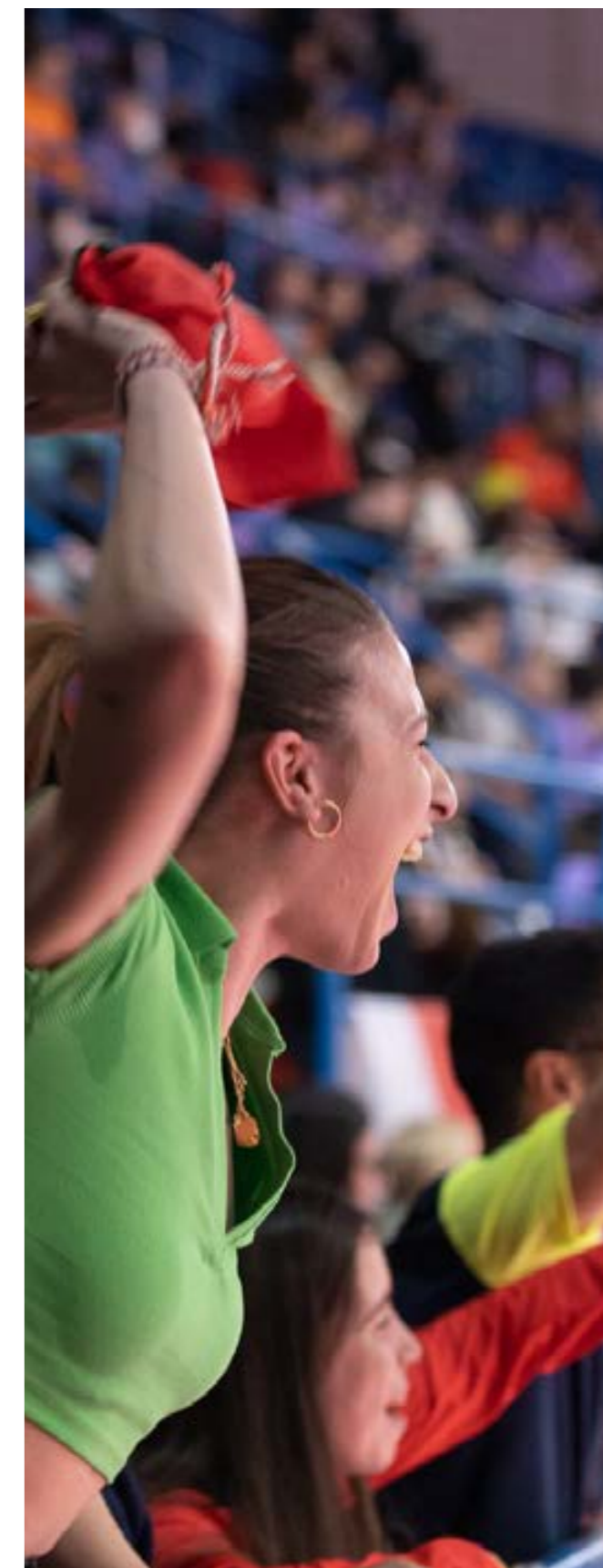
Topic	Key Commission actions summary
eLearning platform and content development	Advise on the development delivery and monitoring of the: <ul style="list-style-type: none"> <li>• TOECS and CECS Level 1 modules and blended learning and practical assessment approach to validate certification</li> <li>• Gender Leadership modules</li> </ul>
New Kids' Athletics	Input into the development of, and monitor and evaluate, the different content added to the new Kids' Athletics website including: <ul style="list-style-type: none"> <li>• Level 1 (ages 7-11) activity cards</li> <li>• Member Federation guide</li> <li>• Practitioner guide</li> <li>• Safeguarding policy</li> </ul>
International Technical Officials (ITO) Review Project	Evaluate and propose changes to the existing mandate periods for International Technical Officials, International Starters, International Photo Finish Judges and International Race Walking Judges Panels Agree on adjustments needed in the timing of the evaluation and appointment process
Member Federation support and services new development strategy	Review and evaluate the new development model and support and funding approach that sets out clear roles and responsibilities for World Athletics, the Area Associations and the Member Federations, giving direction and support to grow the sport and deliver the objectives included in the Strategic Plan and World Plan for Athletics
Decentralisation	Establish and identify measurable outcomes for and with Area Associations aligned to the World Athletics Strategic Plan and input on the proposed roles and responsibilities under the new development model (as detailed above)
Education	Develop and review the concept for athlete career programmes, and support and develop gender leadership programmes including the development of content for gender equity seminars (four delivered in 2021)
Global Athletics Coaches Academy (GACA)	Input and consult on the different projects proposed by GACA: <ul style="list-style-type: none"> <li>• Coaching Matters webinars (quarterly)</li> <li>• Virtual Coaches' Club (2020 Tokyo Olympic Games and World Athletics U20 Championships Nairobi 2021)</li> <li>• Selection procedure and nomination for the "Coaching Achievement Award 2021" at the World Athletics Awards</li> </ul>

The Commission recommended the following to Council in 2021:

- Approved on 18 March: to change the existing mandate periods for International Technical Officials, International Starters, International Photo Finish Judges and International Race Walking Judges Panels, as well as the adjustment in the timing of the evaluation and appointment process.
- Approved on 21 July: to endorse the new Kids' Athletics programme concept and timeframe for roll out.

## CONCLUSION

In 2022, the Development Commission will continue to focus its work in alignment with the World Athletics Strategic Plan and the World Plan, by the way of an emphasis on the More Participation and More People strategic goals, where through the different workstreams, the Commission is reviewing the progress of key projects around education worldwide.



## 4.4 GOVERNANCE COMMISSION

### COMPOSITION OF THE GOVERNANCE COMMISSION

The Governance Commission is comprised of the following members:

Name	Member Federation	Position
Francis DODOO	GHA	Chair
Sylvia BARLAG	NED	Member
Carlota CASTREJANA	ESP	Member
Dagmar FREITAG	GER	Member
Helio Marinho GESTA DE MELO	BRA	Member
Iñaki GÓMEZ*	CAN	Member
David GRACE	AUS	Member
Leung (Alex) HONG SHUN	HKG	Member
Jinero KIBET	KEN	Member
Sirje LIPPE	EST	Member
Ronald RUSSELL	ISV	Member
Norman WAIN	USA	Member

\*Athletes' Commission member

### INTRODUCTION

The role of the Governance Commission is to provide expertise and advice to the Council on the matters necessary to:

- Ensure good governance practices in World Athletics, its Area Associations and its Members; and,
- Uphold the highest standards of integrity, including ensuring that good governance and ethical compliance practices are embedded and monitored in World Athletics, its Area Associations and its Members. This includes reviewing all Rules and Regulations.

The Governance Commission was appointed by Council in 2020 for approximately four years. Details regarding the Commission, including its four-year plan and Terms of Reference can be found [here](#).





## MEETINGS AND ACTIVITIES

In 2021, the Governance Commission met three times by videoconference on 31 May, 16 June and 27 October. The Commission's four workstreams (listed below) continued their work in 2021 in the areas identified in the four-year plan:

- Rules and Regulations, led by David Grace QC
- Governance structures and Audit review, led by Sylvia Barlag
- Alignment, led by Alex Leung
- Education and training, led by Sirje Lippe

The four workstreams met and were consulted by email on various occasions prior to each full meeting of the Commission in 2021 to discuss and progress key actions.

## KEY WORK, INCLUDING RELATED RECOMMENDATIONS TO COUNCIL

A summary of the main areas of focus of the Commission in 2021 is provided below.

The Commission covered the review of the proposals to amend the Constitution and a variety of proposed amendments to rules and regulations, as follows:

- Constitution
- Rules of Congress

- Candidacy Rules
- Governance Rules
- Event Bidding Rules
- Diamond League Regulations
- Continental Tour Regulations
- Label Road Race Regulations for 2022
- Eligibility Regulations for the Female Classification (Athletes with Differences of Sex Development) ('DSD Regulations')

The proposed amendments to the rules and regulations were either substantive to reflect changes in policy or enhanced governance, or more minor or editorial adjustments primarily to better clarify understanding or to be more practical in their application based on experience and learnings to support efficiencies in functioning. All recommended amendments to the rules and regulations were approved by Council and a summary of the amendments are provided in Section 3.1 of this Annual Report. The Commission also recommended proposed amendments to the Constitution, which Council reviewed and submitted for Congress approval in November 2021.

The Commission also reviewed and recommended to Council for approval the new Honorary Member and Service Awards Rules. The rules set out the nominations process for

applicants to be recommended to Council as nominees for Service Awards for submission to the 2021 World Athletics Congress for approval.

In addition, the Commission reviewed and provided input on the following:

- Safeguarding Policy & Guidance (drafts)
- Safeguarding Rules (draft)
- Member Federation Rules (draft)
- Area Association Rules (draft)
- Ethical Compliance eLearning strategy and curriculum
- Principles concerning para-athletes competing in World Athletics Events (Mechanical Aids & Assistance).

The Commission reviewed progress against its four-year plan. The updated plan was approved by the Commission and the status of objectives set out in the plan was provided for Council's information.

## CONCLUSION

Among other governance-related initiatives and monitoring work scheduled, in 2022 the Governance Commission's work will continue to focus on assisting Area Associations and Member Federations to enshrine good governance principles through the related rules and by producing templates and tailored guidance.

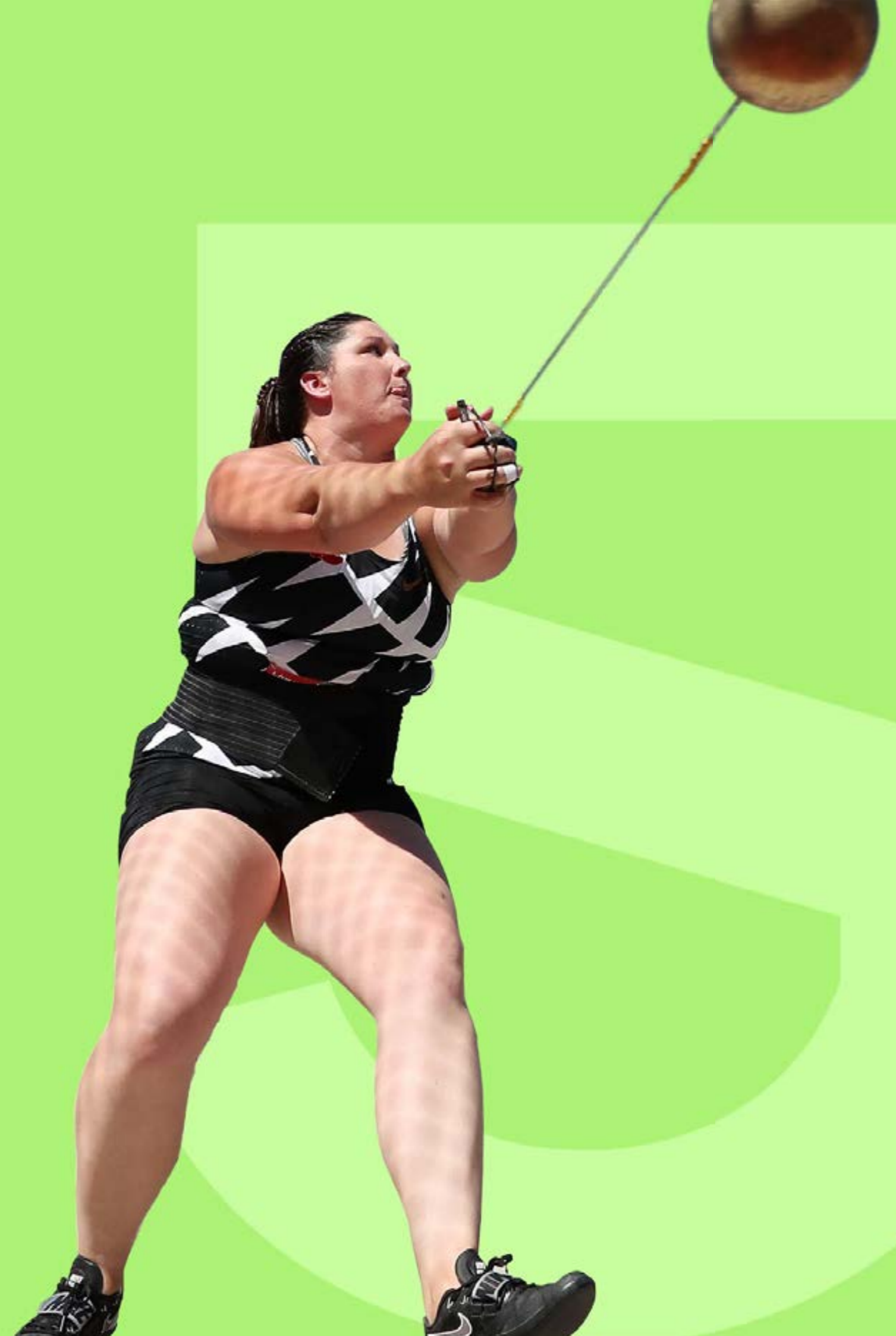


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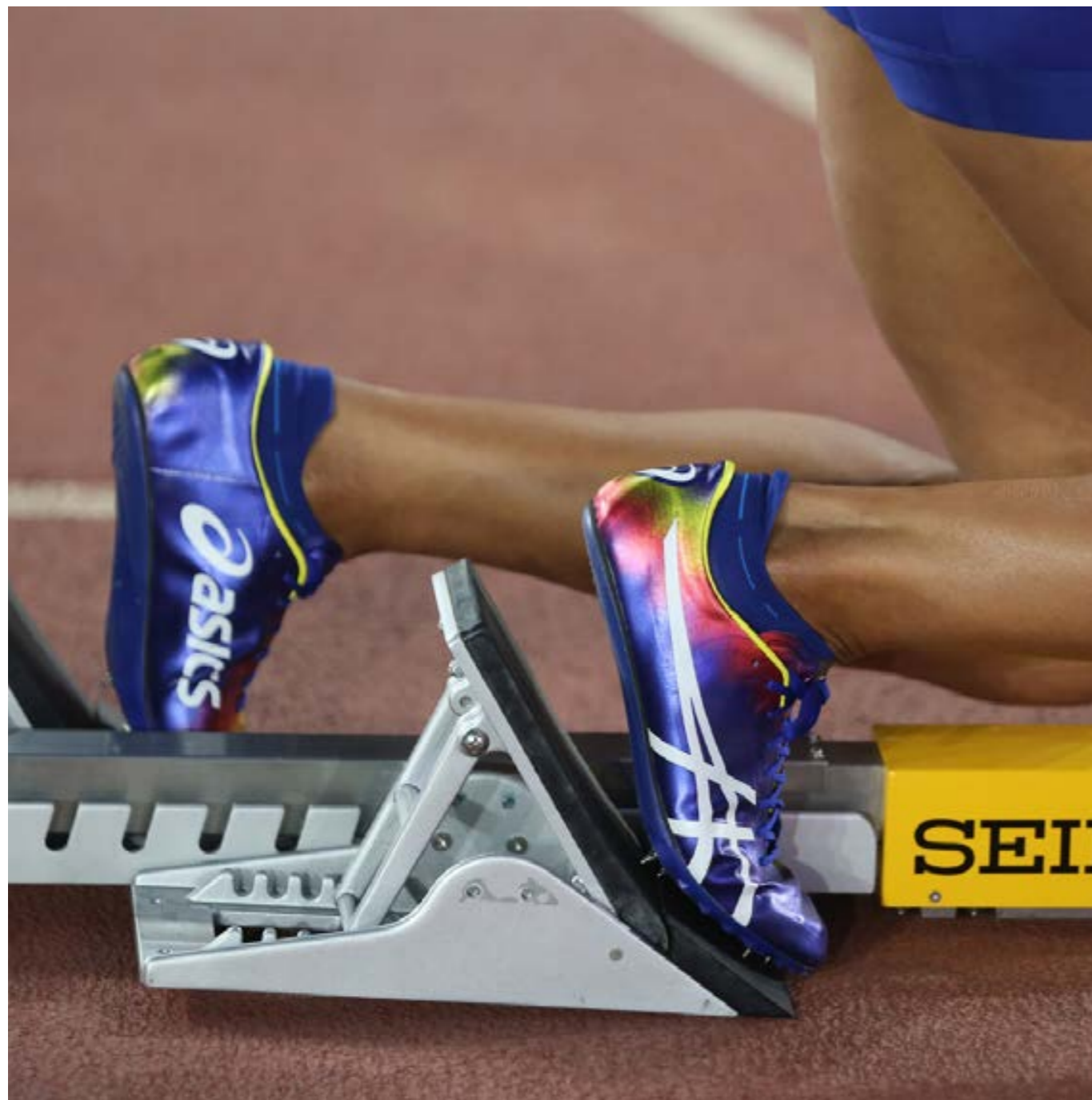
# WORKING GROUP & TASKFORCE REPORTS





## 5. WORKING GROUP & TASKFORCE REPORTS

Four working groups were in operation in 2021, the work of each is summarised in the next pages.



## 5.1 ATHLETIC SHOES WORKING GROUP COMPOSITION OF THE WORKING GROUP

The membership of the Athletic Shoes Working Group was as follows:

Name	Role	Position
Robbert DE KOCK	WFSGI representative	Co-Chair
Sylvia BARLAG	Council Member	Co-Chair
Spencer NEL	Adidas representative	Member
Ryan MONTGOMERY	Asics representative	Member
Carson CAPRARA SR	Brooks representative	Member
Tom CARLEO	New Balance representative	Member
Chris COOK	Nike representative	Member
Johan ADAMSSON	Puma representative	Member
Iñaki GÓMEZ	Athletes' Commission representative	Member
Anna RICCARDI	Certification and control Workstream representative	Member
Professor Toni ARNDT	Science and Medicine Workstream representative	Member
Brian ROE	Development and Manufacturing Workstream representative	Member
Jon RIDGEON	World Athletics CEO	Convenor, ex-officio attendee

### INTRODUCTION

The Working Group was initially established by Council on 6 June 2020 for a 12-month term but due to the nature of the work, in July 2021 Council agreed the continuation of the Working Group through to 31 December 2021.

The Working Group's purpose was to advise and make recommendations to Council on the future direction of the rules and regulations concerning elite athlete shoes via the Competition Commission.

The Working Group was assisted by HQ staff from the Competitions, Health & Science, Communications, and Legal departments, and was supported by its three workstreams:

- **Development and Manufacturing:** Inform and advise on the imperatives, constraints and information related to the technical and timeline aspects production of and launch plans (including plans for testing and training with athletes) for new products that come on the market.
- **Science and Medicine:** Inform and advise on the existing science on both safety and performance enhancing aspects of shoes used in athletics and, if necessary, design and/or supervise scientific studies to address the safety and performance-enhancing effect of shoes (including delivering the aims set out in the terms of reference). Ensure that such work is conducted in accordance with the normal custom and practice governing confidentiality and publication.
- **Certification and Control:** Inform and advise on the existing and future clearance processes and devices used to certify elite athletes' shoes before, during and after competitions. Advise on the procedure for the certification of competition shoes and implementation and enforcement of the Technical Rules.

## MEETINGS AND ACTIVITIES

Between January and December 2021, the Working Group met four times (May, June, October and November) although in between meetings many discussions were held, and emails exchanged. The main activities and discussions of the Working Group during this period concerned the following:

- Continued explanation of Rule 5 of the Technical Rules during the transition period, which was extended to up to 31 December 2021;
- Review of performances at the Tokyo 2020 Olympic Games;
- Testing and building a core set of results concerning road (non-spike) shoes led by the Science and Medicine workstream exploring the benefits of regulating energy return;
- Discussions concerning the future proofing of the rules to strike the right balance between preserving the integrity of the sport and encouraging innovation;
- Review of the sole thicknesses and simplification of the current sole thickness table in the regulations;
- Principles and subsequent drafts of the rules and regulations (which included a proposal to prohibit 'sensing or intelligent' technology);

- Approvals process of shoes and customisations for medical and safety grounds;
- Availability of athlete shoes for purchase; and
- The sanctions regime with the introduction of a Shoe Control Officer to conduct spot checks at events.

In 2021, as discussions concerning the long-term rules and regulations continued, two amendments were made to Rule 5 of the Technical Rules (June and July). Both amendments extended the transition period and transition provisions (which pre-dated the Working Group) to 31 December 2021.





## KEY WORK INCLUDING RECOMMENDATIONS TO COUNCIL

In the first half of 2021 the major and central issue the Working Group explored was a long-term sustainable and implementable solution for regulation of athletic shoes. The Working Group explored options within a framework of measuring performance advantages of the current technology in athletic shoes and the benefits of regulating energy return. This work was led by the Science and Medicine workstream and provided significant and helpful insight into the Working Group's deliberations. The work had merit, but after considerable discussion, it was not, at the time, considered appropriate to recommend to the Competition Commission its introduction into the rules and regulations.

The Development and Manufacturing workstream's insight into the duration of the manufacturing lead times (i.e., from concept, design to finished product) operated was helpful to the Working Group's consideration of timelines for implementing any substantive changes to the rules and regulations.

The pre-competition shoe declaration process, while helpful in raising awareness among athletes about the shoes they were wearing, presented a significant administrative burden on athletes and organisers. The Certification and Control workstream's solution, through conducting post-event spot checks and a shoe control officer to oversee the same, was welcomed by the Working Group.

In the latter half of 2021, based on the Working Group's discussions earlier in 2021, key work focused on drafting and consulting on a consolidated set of draft rules and regulations to come into force on 1 January 2022. That work involved re-structuring and tidying up the current rule and draft regulations along with the implementation of essential short-term improvements. At the October and November Working Group meetings, the draft rule and regulations were presented for consultation. Drafts were subsequently shared with the Governance, Competition and Athletes' Commissions for their feedback prior to submission to Council for its approval on 22 December 2021. The amended rule and new regulations were circulated to Member Federations on the same day.

## CONCLUSION

Since its inception in June 2020, the Working Group has helped to considerably develop World Athletics' knowledge of athletic shoes, their technology and innovations, and the research and development work that sits behind them. Collectively, the Working Group concluded that there was a fine balancing act between, on the one hand, supporting innovation and, on the other hand, ensuring innovation in shoe technology does not create unfairness or a paradigm shift in athletic performances. The opportunity created by the Working Group for an open and constructive dialogue between World Athletics and the industry on the evolution of the rule and regulations has been welcomed by all sides.

Because of the pace of innovation, further adjustments to the rules and regulations may become necessary. Therefore, the Working Group's conclusions are by no means a 'total and complete solution', more work and dialogue are needed with the shoe manufacturing industry. Accordingly, World Athletics will continue to consult with the shoe manufacturers via the WFSGI on this important topic.

The Working Group thanks all its members and staff from both WFSGI and World Athletics for their contributions and work to date.



## 5.2 HUMAN RIGHTS WORKING GROUP

### COMPOSITION OF THE WORKING GROUP

The Human Rights Working Group (HRWG) was appointed by Council on 30 July 2020 for the period through to 31 March 2021.

Membership comprised:

- Maria CLARKE, Chair
- Stephanie HIGHTOWER, Member
- Jinaro KIBET, Governance Commission Member
- Toralf NILSSON, Member
- Aisha PRAUGHT-LEER, Athletes' Commission Member
- Ximena RESTREPO, Council Member
- Aleck SKHOSANA, Member
- Adille SUMARIWALLA, Council Member and Development Commission Member

### INTRODUCTION

On 26 September 2019, during the 52nd World Athletics Congress meeting in Doha, a commitment was made by the President to the Congress to establish a working group focused on human rights. The commitment was in response to a proposed amendment

to the Constitution by the Swedish Athletic Association and to the request by Athletics South Africa to discuss at the Congress the topic of the United Nations call to International Sports Federations to protect the human rights of athletes.

The HRWG was appointed to:

- undertake an assessment of World Athletics' operations, policies and rules in terms of human rights.
- develop a human rights framework for World Athletics; and,
- report back to the 2021 Congress including, if deemed necessary, any recommended proposal for amendment to the Constitution.

To support the working group, two world-leading experts on human rights in sport were engaged, the Centre for Sport and Human Rights (CSHR) and the Shift Project.

The HRWG completed its Initial Risk Assessment phase at the end of 2020.

This phase involved the HRWG identifying and assessing the risks of adverse human rights impacts or possible harms to people from World Athletics' operations, and the implementation of its policies and rules.

This was an initial assessment to provide a

snapshot of the risks. On the advice of CSHR and Shift, to undertake this assessment, the HRWG agreed to interview both internal and external stakeholders.

In 2021, the focus of the HRWG was to develop the human rights framework and the HRWG's recommendations to report to the Council.

### KEY WORK, INCLUDING RELATED RECOMMENDATIONS TO COUNCIL

The HRWG developed a framework for World Athletics to use for making decisions to minimise the risk of harm to people affected by its operations and activities, and provide a remedy or grievance mechanism, if harm occurs. Work undertaken by other sports was considered in preparing the framework.

A preliminary report was presented to the Council and discussed during a dedicated Council Information Session. This initial report set out the human rights risks that HRWG found in its risk assessment; any gaps identified that need addressing in World Athletics' current operations, policies and rules; a proposed human rights framework; and recommendations by the HRWG for further steps that World Athletics should take to

improve its management of human rights. The HRWG final report was submitted to Council for approval at its July 2021 meeting. It concluded in its report that for World Athletics to achieve its vision to "create a healthier and fitter world" using the power and accessibility of athletics and its athletes, it had the opportunity to strengthen and build on the significant work it has done to date by putting in place systems and processes that focus on preventing harm to people.

Council acknowledged the preliminary nature of the HRWG's recommendations and agreed that they laid the foundations for further work on human rights. Council also approved the recommendations made by the HRWG in its report and recommended its approval to Congress in November 2021. The executive summary of the report was included with the 2021 Congress documentation.

The HRWG report, including its findings and recommendations, was approved by Congress on 17 November 2021. The report can be downloaded from the website following [this link](#).



The HRWG's approved recommendations are set out below:

1. World Athletics should make a public commitment to respect and promote internationally recognised human rights.
2. World Athletics should have human rights expertise embedded in the organisation to support the development and implementation of all the recommendations in the HRWG's report.
3. World Athletics should undertake a further assessment of the human rights risks in World Athletics' operations and throughout the sport as a whole, to give it a deeper and more comprehensive understanding of them, so it can then assess the processes and measures it should have to prevent

and mitigate against them as well as the remedies for any harm which occurs.

4. World Athletics should adopt a Human Rights Framework to be used by its decision makers to address human rights risks when making decisions.
5. World Athletics should develop a Human Rights Strategy, which sets out its priorities for human rights and the steps to implement them over a specified period. This strategy should be monitored and the progress against it, reported annually to the Member Federations.
6. The report recommendations should be implemented over the next three to five years, taking into account the resources and capacity of World Athletics.



## CONCLUSION

The HRWG report noted that World Athletics has recognised the importance of human rights since 1962, when the World Athletics Constitution first enshrined its intolerance for discrimination in athletics. It also recognised that World Athletics has long been a leader in global sport in terms of gender equality for athletes, in both participation and prize money. In 2016, it added two athlete representatives to the ruling Council and introduced gender quotas in its Constitution to ensure equal representation on the Council by 2027. World Athletics has undertaken additional steps relevant to human rights. In particular, it developed a safeguarding policy to commit to

its responsibility for creating a safe and positive environment for all involved within athletics, together with a range of specific initiatives and actions to be undertaken by it, its Member Federations and the Area Associations; it amended its bidding process for potential candidate cities and hosts; and adopted a Sustainability Strategy 2020-2030 in which two of the six focus areas are global equality and diversity, accessibility and wellbeing.

World Athletics will continue to support all stakeholders to respect and promote human rights across the decisions it makes about the sport and its operations.



## 5.3 SAFEGUARDING WORKING GROUP

### COMPOSITION OF THE WORKING GROUP

The Safeguarding Working Group (SWG) is comprised of the following members:

- Abby HOFFMAN, Chair, World Athletics Council Member and AIU Board Member
- Francis DODOO, Governance Commission Chair
- Willie BANKS, Council Member
- Beatrice AYIKORU, Council Member and Development Commission Member
- Bernard LAGAT, Athletes' Commission Member
- Brian SHAPIRO, Member
- Sebastian COE, President (ex officio)

The members of the SWG were appointed by Council on 16 June 2021 for a maximum of one-year term.

### INTRODUCTION

The SWG was established by the Council in accordance with Article 47.2(n) of the World Athletics Constitution and Rule 5.23 of the Governance Rules. Terms of reference were established in accordance with Rule 5.35 of the Governance Rules and approved by the Council on 16 June 2021.

The role of the SWG, as set out in the terms of reference, is to provide expert advice and recommendations to the Council on safeguarding matters.

### MEETINGS AND ACTIVITIES

The SWG held three meetings in 2021:

- 11 June
- 2 July
- 20 September

### KEY WORK, INCLUDING RELATED RECOMMENDATIONS TO COUNCIL

There were three main tasks undertaken in the first year of the SWG:

- Safeguarding Policy
- Safeguarding Materials for Member Federations
- Consultation Process on the Safeguarding Materials

### WORLD ATHLETICS SAFEGUARDING POLICY

The first task for the SWG to undertake was a review of the World Athletics Safeguarding Policy initially considered by the Council in March 2021. A final version was produced and approved by the Council at its meeting in Tokyo in July 2021. It has now been published on the [World Athletics website](#). The Policy will be reviewed annually to ensure it stays up to date and fit for purpose.

The Policy sets out the expectations of the organisation as well as defining the safeguarding roles and responsibilities of Area Associations and Member Federations. It is hoped that it will give athletes and all those involved in athletics generally confidence and trust that there are systems in place to address safeguarding concerns.

There are two aspects of the Policy that make it different from many other safeguarding policies; first that it is designed to protect everyone involved in athletics, not just children, from abuse. Secondly, that it goes further in its definition of abuse, incorporating both harassment and exploitation. The SWG believes that the use of the term "exploitation" is an important aspect of the Policy: to protect athletes from serious risk of being taken advantage of by unscrupulous

individuals to ensure athletes understand that this is not acceptable and to encourage them to report such behaviour. Educating and raising awareness of this is a priority for the future.

### SAFEGUARDING MATERIALS FOR MEMBER FEDERATIONS

The Policy explains World Athletics' commitment to safeguarding all those associated with athletics from abuse, harassment and exploitation. Implementing this policy commitment is no small undertaking. In addition, World Athletics undertook in the Policy to provide safeguarding documentation to help Area Associations and Member Federations implement the Policy; this means helping them to create safeguarding policies for their own organisations, members and regions. As a result, the SWG created a suite of documents for use by Area Associations and Member Federations to enable them to produce their own policies, codes of conduct and safeguarding rules.

The SWG approved the following materials:

- Starter Pack for those Area Associations and Member Federations who have no safeguarding policy currently in place. This is a step-by-step document providing information about the documents and the benefits of having them in place; and



- Guide to Safeguarding, which is for Member Federations who have a safeguarding system in place but who would like to understand how they can develop it further to strengthen their approach to safeguarding.

In addition to these documents, there are templates for both Member Federations and clubs within their regions to use, including a safeguarding policy, codes of conduct that can be adapted for use for a variety of audiences, safeguarding rules and a reporting form. There is also a generic flowchart showing how a concern might be dealt with once received by the Member Federation. All of these can be used to create bespoke documents within the local legislation and cultural context of their own region.

### CONSULTATION ON THE SAFEGUARDING MATERIALS

To support and guide Member Federations through the task of producing their own safeguarding policy, the SWG believes that it is essential to consult with others to ensure that the package of documents (as described above) was correct in tone and the message was clear.

The SWG wants to find out the answers to the following during the consultation process:

- if the safeguarding materials would help Area Associations and Member Federations to produce their own policies, codes of conduct, rules and other safeguarding systems; and
- how Member Federations are currently dealing with safeguarding concerns.

The SWG is consulting with the following:

- Member Federations through the Area Associations
- The World Athletics Athletes' Commission and the athletes' commissions for the Area Associations will be asked to participate in the consultation as it is vital to hear the voice of the athletes
- The World Athletics Development Commission
- The Gender Leadership Taskforce
- Area and national coaches associations through the Global Athletics Coaches Academy
- A sample of small, medium and large Member Federations in addition to the consultation through the Area Associations.

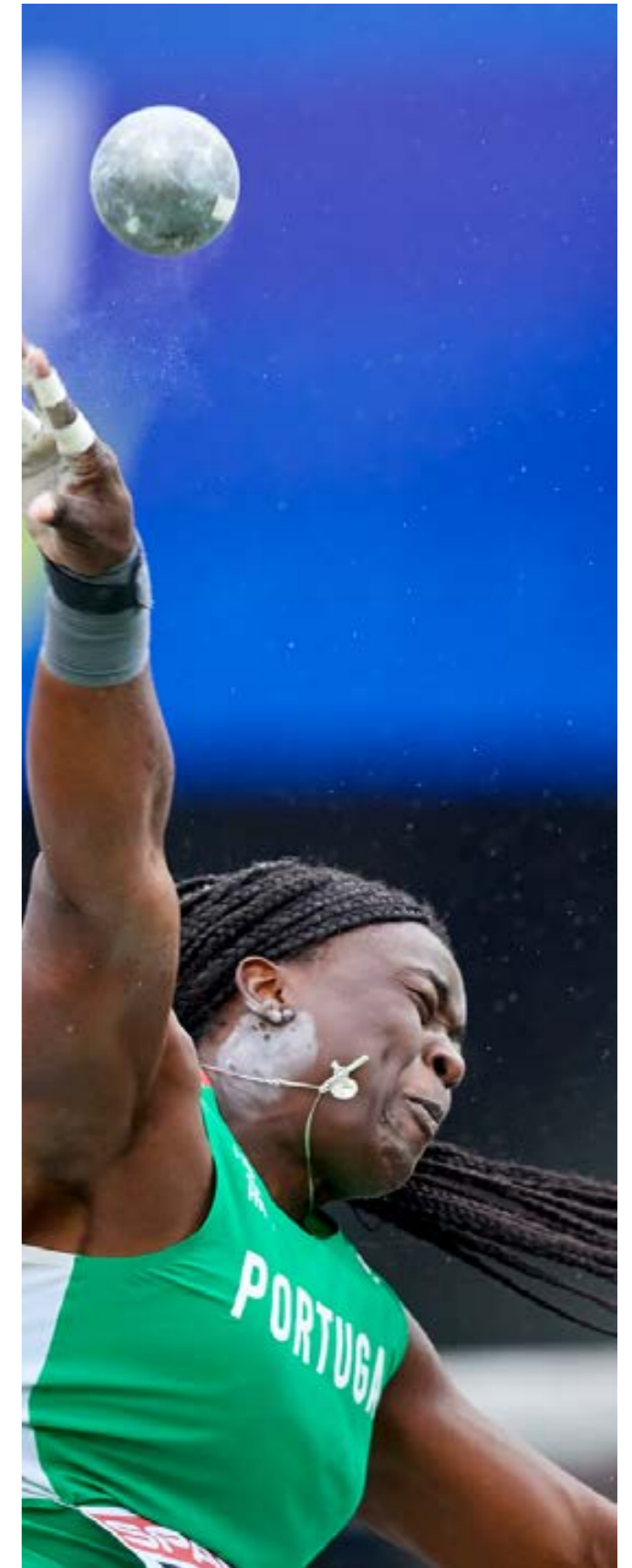
The consultation will be supported by the members of the SWG and World Athletics staff. There are additional documents provided by World Athletics to assist Member Federations with the process.

The consultation process began in 2022. Feedback will be incorporated into the final documents for use by the Area Associations and Member Federations. It will also help to guide the development of online education, materials and support for Member Federations in the future.

### CONCLUSION

The SWG has undertaken a very important aspect of work, which is fundamental to the ongoing success of athletics in the future. Safeguarding has had many high-profile cases and there is increased media coverage of these issues. It is essential that World Athletics and its members address this issue to ensure that everyone involved in the sport feels safe, valued and protected. Enabling our athletes to report, speak out and challenge poor practice and inappropriate behaviour by raising awareness is essential, as is ensuring they are listened to by those who are able to respond correctly to their concerns.

The SWG is working on an education module for the Kids' Athletics programme as well as education of athletes and others involved in athletics. The SWG is also awaiting the AIU's Safeguarding Rules, which will address the issue of jurisdiction in relation to safeguarding concerns and is an essential element of the implementation of the Safeguarding Policy.







## 5.4 WORLD PLAN WORKING GROUP

### COMPOSITION OF THE WORKING GROUP

To drive the project and provide oversight and input throughout the World Plan development process, an internal working group of Council members was established, comprising the following members:

- Willie BANKS, Chair
- Antti PIHLAKOSKI, Member
- Hélio Marinho GESTA DE MELO, Member
- Beatrice AYIKORU, Member
- Nan WANG, Member
- Adille SUMARIWALLA, Member
- Robin SAPONG-EUGENIO, Member

Deloitte LLP was appointed to provide consultancy support to develop the plan and deliver the project.

### INTRODUCTION

The World Plan Working Group was established in 2020 to develop the World Plan for Athletics. The World Plan is a key document for all within the sport that provides the roadmap for the growth and development of athletics for the period 2022-2030. It sets out the vision and goals for the sport globally, and the steps that World Athletics, Area Associations and Member Federations will undertake to achieve the goals.





## KEY WORK, INCLUDING RELATED RECOMMENDATIONS TO COUNCIL

A summary of the project process, covering five main phases, and associated timeline is set out below:



### INFORMATION GATHERING AND CONSULTATIONS

In early 2021, initial desk research was undertaken along with a series of consultations to obtain the views of key stakeholders to understand the current position; plus key challenges, priorities, and opportunities; as well as to gather views on ways in which to ensure engagement and buy-in to the development process and future implementation of the World Plan.

Representatives from the following stakeholder groups were consulted during this initial phase: Council, Executive Board, Member Federations, Area Associations, Commissions and staff. The aim was to use the consultation's findings to help shape the more extensive consultation phase.

### MEMBER FEDERATION (MF) SURVEY AND GLOBAL CONVERSATION

The period from February to June 2021 corresponds to an intensive period of consultation, and plan development and review, which resulted in the production of the World Plan for Athletics 2022-2030.

The purpose of the consultation was to obtain the views of key stakeholders in the sport, including all Member Federations and the wider athletics community around the world. It was an opportunity for all in the sport to have their say and help shape the sport's future growth and direction. The consultation phase involved two surveys as described below:

#### MF Survey

The MF Survey was sent out to all Member Federations on 23 February and they were asked to complete it by 14 March 2021. There were approximately 50 questions, covering



the following five core areas: Perception of the Sport, Participation, People, Fans and Partners, along with a general 'Have Your Say' section. Most questions involved simple yes/no or grading levels of importance responses, but a few were open ended. On average, the survey took approximately 30 minutes to complete, with each Member Federation provided with a unique link. The survey was in English, French, and Spanish.

In total, 181 responses were received representing 85% of Member Federations.

### Global Conversation

The Global Conversation was a survey that provided an opportunity to get real feedback on our sport from all stakeholders and the wider community. It was a shorter survey with 10-12 questions (five generic and the remaining tailored to the stakeholder groups, which are split into professional athletes, amateur athletes, coaches, officials, administrators, volunteers, meeting organisers, fans, broadcasters, partners, etc.).

The aim through the Global Conversation was to give everybody involved in athletics, no matter their background, role or location, an opportunity to have their voice heard, which in



turn would help provide an understanding of the challenges and opportunities to grow the sport.

Member Federations were asked to distribute the survey to their members, athletes, coaches, officials, fans, partners (government and commercial) and to encourage and promote the opportunity for them to participate in the survey. To support this, a Communications Toolkit was developed, which provided a variety of ideas and guidelines to help Member Federations to promote and engage groups of stakeholders about the World Plan. The Toolkit also provided graphics including a specially designed logo, social media templates, press release templates and poster templates to tailor communication.

The Communications department supported Member Federations to implement the ideas as set out in the Toolkit and specifically worked with approximately 20 Member Federations to help generate media coverage and promote discussion about athletics.

Over 25,000 responses were received from individual stakeholders from 178 countries and across all six Areas.

The World Plan is the outcome of one of the most sizeable consultation work and thorough reviews of athletics ever undertaken. The two surveys gathered the views of a wide variety of key stakeholders, both those directly involved in the sport (MFs, professional athletes and coaches, technical officials) and those who compete or watch recreationally (amateur athletes and fans).

Key findings from the surveys under the headings of perception, participation, people, fans, and partnerships are summarised in the World Plan document under 'key messages from the athletics family'.



## PLAN DEVELOPMENT

The consultation process informed the development of the World Plan and helped to identify goals, objectives and actions to grow the sport.

The findings from the consultation were analysed to identify the specific goals, objectives, and actions to include in the World Plan, and which set out how World Athletics, the Areas and Member Federations, and other stakeholders, can work together to develop and grow the sport across the world.

This work was led by the working group with input from a headquarters team. A focus was on ensuring that the objectives are meaningful, and the identified actions are practical to deliver and impactful.

The diversity of the membership and concept of 'one size doesn't fit all' was also an underpinning principle for the working group. The aim was for the World Plan to include actions that can be delivered in different ways and at different times by Member Federations and Areas, with the support of World Athletics, dependent on individual priorities, resources and capacity.

## REVIEW AND FINALISATION

The consultation findings, analysis and proposed goals, objectives and actions were shared with Member Federations and Areas for input and feedback through the following forums:

MF Info sessions:

- 9 June (focus on the findings, analysis and proposed goals/objectives)
- 30 June (focus on the proposed actions)

Area Presidents meetings:

- 25 May (focus on the findings, analysis and proposed goals/objectives)
- 6 July (focus on the proposed actions)

The proposed plan and actions were specifically reviewed from the perspective of World Athletics financial and resource/ staffing implications. World Plan actions were either part of, or built on, existing or future workplans or were considered to be viable to deliver within the existing staffing and budget framework over the timeframe of the plan. A key role of World Athletics across all the World Plan objectives is providing the Member Federations and Areas with appropriate support and tools to empower delivery and implementation of the actions.

## CONCLUSION

The final document was approved by Council on 5 September 2021 to be recommended to Congress for approval in November 2021 and its designed version was circulated to Member Federations as part of the Congress documentation on 16 September 2021.

The Convention on 16 November was focused on the World Plan to provide the opportunity to outline and discuss the plan and its implications with Member Federations in more detail.

The World Plan was unanimously approved by the Congress on 17-18 November 2021 and will require annual reporting against progress to Congress.

The final full document along with a summary can be found in English, French and Spanish on the [World Athletics website](#).





## 5.5 GENDER LEADERSHIP TASKFORCE

### COMPOSITION OF THE TASKFORCE

The Gender Leadership Taskforce (GLT) is comprised of the following members:

- Stephanie HIGHTOWER, Chair
- Ximena RESTREPO, Council Member
- Beatrice AYIKORU, Council Member and Development Commission Member
- Jaya MYLVAGANAM, Member
- Annette PURVIS, Development Commission Member
- Kelly SOTHERTON, Member
- Nuala WALSH, Member

### INTRODUCTION

The role of the GLT is to provide oversight of the gender leadership strategy to mainstream equity and ensure sustainable leadership pathways for women.

This report summarises the activities and achievements of the Taskforce in 2021, with the focus being to support delivery of the gender-based objectives set out in the World Athletics Strategic Plan 2020-2023:

- build the pipeline of talented and empowered female administrators, coaches and technical officials
- drive gender leadership programmes to ensure the 50% gender targets by 2027 are met.

The International Relations & Development department has an overarching role in supporting the work of the GLT and ensuring agreed actions are progressed through regular review and follow up.

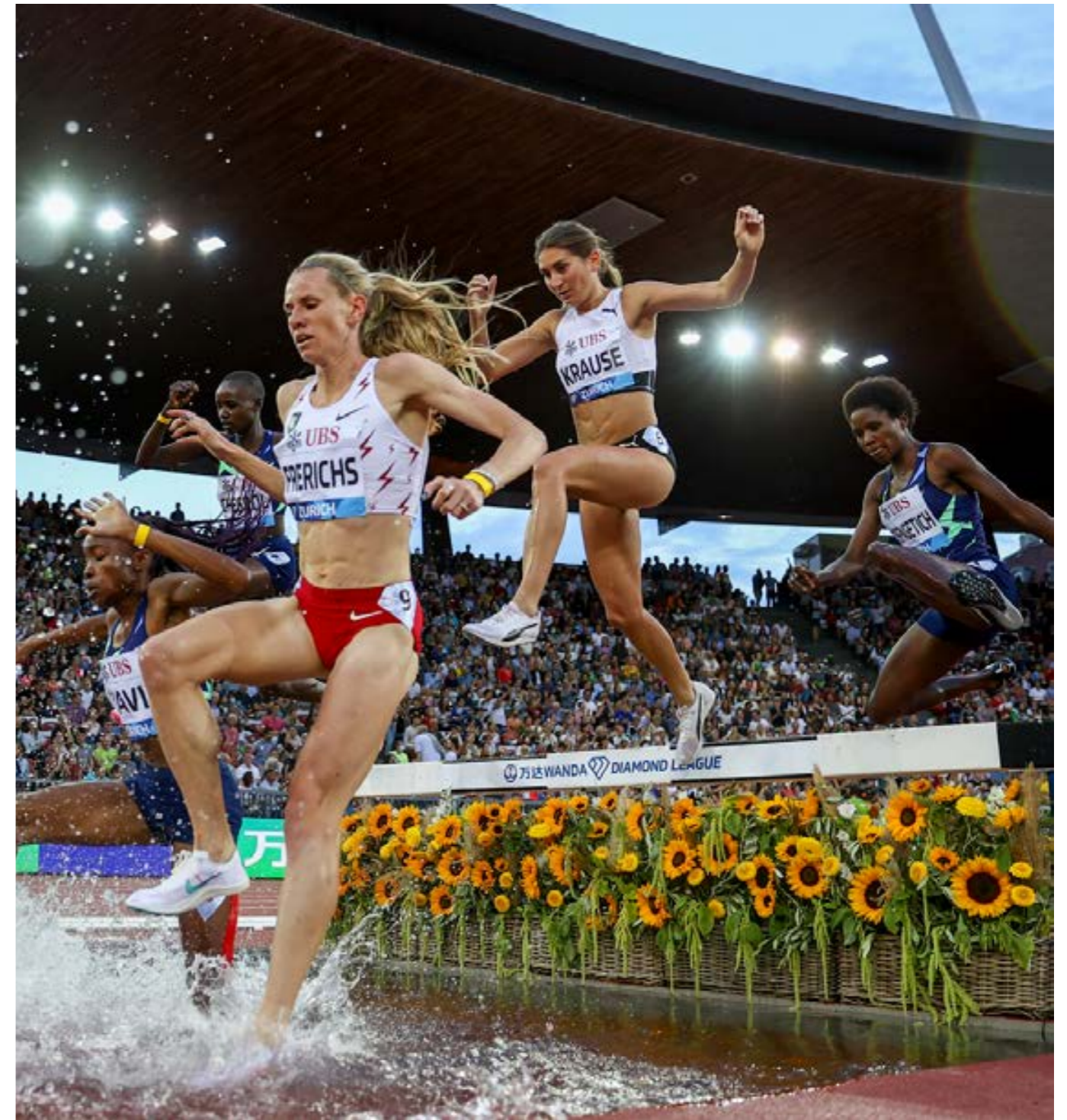
### MEETINGS AND ACTIVITIES

The GLT held monthly meetings in 2021 via video conference to maintain positive momentum and ensure delivery of the agreed actions, which were as follows for 2021:

- Deliver Gender Leadership seminars in each of the Areas
- Deliver a series of Global Gender Leadership educational webinars
- Develop eLearning modules
- Manage the Empowering Women Facebook page
- Monitor and evaluate the seminars and progression of participants.

### GENDER LEADERSHIP SEMINARS

During 2021, 11 gender leadership-based women's activities took place across the six Areas, involving over 600 participants. Due to Covid-19 restrictions, all activities took place online.





## WORLD ATHLETICS GENDER LEADERSHIP EDUCATIONAL WEBINARS

World Athletics also hosted three Gender Leadership educational webinars:

### Inside the Discrimination Mind (21 July)

The webinar focused on understanding the science behind why discrimination happens, how it is unconsciously rationalised, and how predictable traps can be avoided.

### Technical Officials' Conference (28 Sept)

The objective of the conference was to raise awareness and get people thinking about the role of gender in technical officiating and the barriers that women have faced. Several prominent female international technical officials and technical officials talked about their journey and experiences, followed by discussion with a panel of experts.

### Leadership & Empowerment (4 Nov)

The workshop was centred on overcoming challenges and stereotyping, and teaching participants the basics of self-awareness as leaders. In addition, tips for networking, such as improving one's LinkedIn profile, were sent out afterwards.

## MF INFO SESSIONS

Two Information Sessions dedicated to gender equity were organised for Member Federations, titled 'Benefits of Embedding Gender Equity'.

World Athletics aims to be a role model organisation and a champion of gender equity at all levels and the two sessions were organised to demonstrate the benefits of being a more inclusive organisation and to help all MFs to improve gender diversity within their elected bodies and senior management, which is part of the World Plan for Athletics 2022-2030. The target audience for this session was MF Presidents, General Secretaries and Council/Board Members, with 57 MFs attending the first session, and 41 the second session.

## ELEARNING MODULES: GENDER LEADERSHIP COURSE

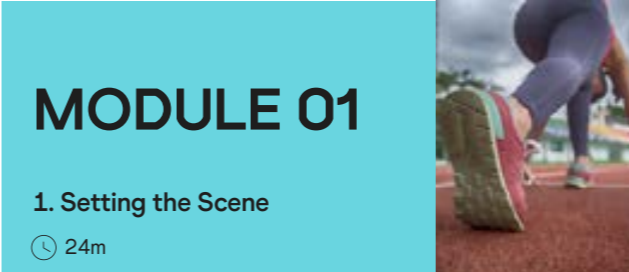
The [eLearning modules](#) were created using the material developed for the original in-person Gender Leadership Seminar held in late 2019. The goal of the course is to develop the individual both personally and professionally to take on senior leadership roles. The course is free to access and consists of seven modules (55 lessons, eight hours of learning) with a career and development plan to complete during the course.

The course was launched on 10 November 2021. At the end of 2021, over 70 participants had registered and were undertaking the course.

### Modules:



**PRE COURSE**  
🕒 1h 10m



**MODULE 01**  
1. Setting the Scene  
🕒 24m



**MODULE 02**  
2. Why Diversity and Gender Equity is Important  
🕒 49m

## DEDICATED SOCIAL MEDIA PLATFORM

The "Empowering Women in Athletics" Facebook page has been regularly supplied with content since March 2021 and the number of members has grown from 20 to 800.

## MONITORING: GENDER LEADERSHIP SURVEY DECEMBER 2021

The aim was to support the ongoing monitoring and evaluation of the impact of the gender leadership activities delivered through World Athletics and the progression of participants. A survey was sent to those who registered for the Educational Webinars. The typical profile of respondents was similar to 2020 and that of a motivated, well-educated woman, connected to her MF, involved in athletics for over 10 years and primarily a volunteer.

The differences from the 2020 survey in terms of responses were:

- Less said they were volunteers
- More said they had faced discrimination
- More said they had taken part in Area Gender Leadership training.

## CONCLUSION

The work of the GLT will continue in 2022 with the introduction of new initiatives, namely:

- Greater focus on improving age, gender and area parity among coaches and technical officials
- Conference at the World Athletics Championships Oregon22
- Dedicated LinkedIn page
- Development of a 'Train the Trainer' course to the Gender Leadership Seminar course
- Mentoring programme





# FINANCIAL & AUDIT REPORTS

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## 6 FINANCIAL & AUDIT REPORTS

### INTRODUCTION

The Constitution of World Athletics includes a requirement to appoint auditors to perform an audit of the annual financial statements (Article 79.2) and an audit of certain responsibilities set out in World Athletics rules and regulations (Article 79.3).

To undertake the audits as prescribed in the Constitution, upon the recommendation of the Executive Board, the 2021 Congress approved the appointments of the following Auditors for 2021 until 2024:

- Ernst & Young Audit Conseil & Associés in Monaco (EY), as Financial Auditors;
- Ernst & Young Audit Conseil & Associés in Monaco (EY), as Non-financial Auditors of Governance and Ethical Compliance; and,
- QSA, as Non-financial Auditors of Anti-Doping and Integrity Programme.

## 6.1 FINANCIAL AUDIT

The 2021 budget and annual plan were approved by the Executive Board at the end of 2020 and early 2021 respectively. The financial audit for the year ending 31 December 2021 was undertaken by EY in accordance with the IFRS (EU rules setting out international financial reporting standards) and the full audited financial statements for the period 1 January until 31 December 2021, which were approved by the Audit & Finance Committee and subsequently by the Executive Board and Council as part of this Annual Report, are provided at Appendix A with details on our remuneration policy provided at Appendix B.



## 6.2 NON-FINANCIAL AUDITS

The non-financial audits for 2021 with regards to governance and ethical compliance were also undertaken by EY, with QSA independently conducting the 2021 audit of the integrity and anti-doping programme compliance, including the Athletics Integrity Unit (AIU).

Summaries of the 2021 non-financial audits (governance and ethical compliance, and anti-doping and integrity programme) are provided below. These audits were approved by the Executive Board and Council as part of this report.

### Governance and Ethical Compliance Audit

EY performed certain “agreed upon audit procedures” to assist World Athletics in addressing the requirements set out in its Constitution and Rules, and to issue a final report.

The subject of the report is to present findings from the testing performed by EY at the request of World Athletics specifically in relation to Article 79.3(a), referred to as the non-financial audit on governance and ethical compliance.

The non-financial audit of the anti-doping and integrity programme under Article 79.3(b) is undertaken by another company, QSA.

The 2021 non-financial audit has not been carried out against any external standard or for the purpose of making recommendations beyond the requirements set out in the Constitution and Rules. The procedures performed compare the relevant provisions of the Constitution and Rules and determine if World Athletics has complied with what it is required to do, with respect to its governance and ethical compliance obligations.

The reason for performing “agreed upon audit procedures” as opposed to a “traditional audit” has been due to the bespoke nature of the Constitution and Rules requirements. The procedures performed are determined by World Athletics and include review of evidence of compliance with the certain provisions of the Constitution and Rules and cover the year ended 31 December 2021.

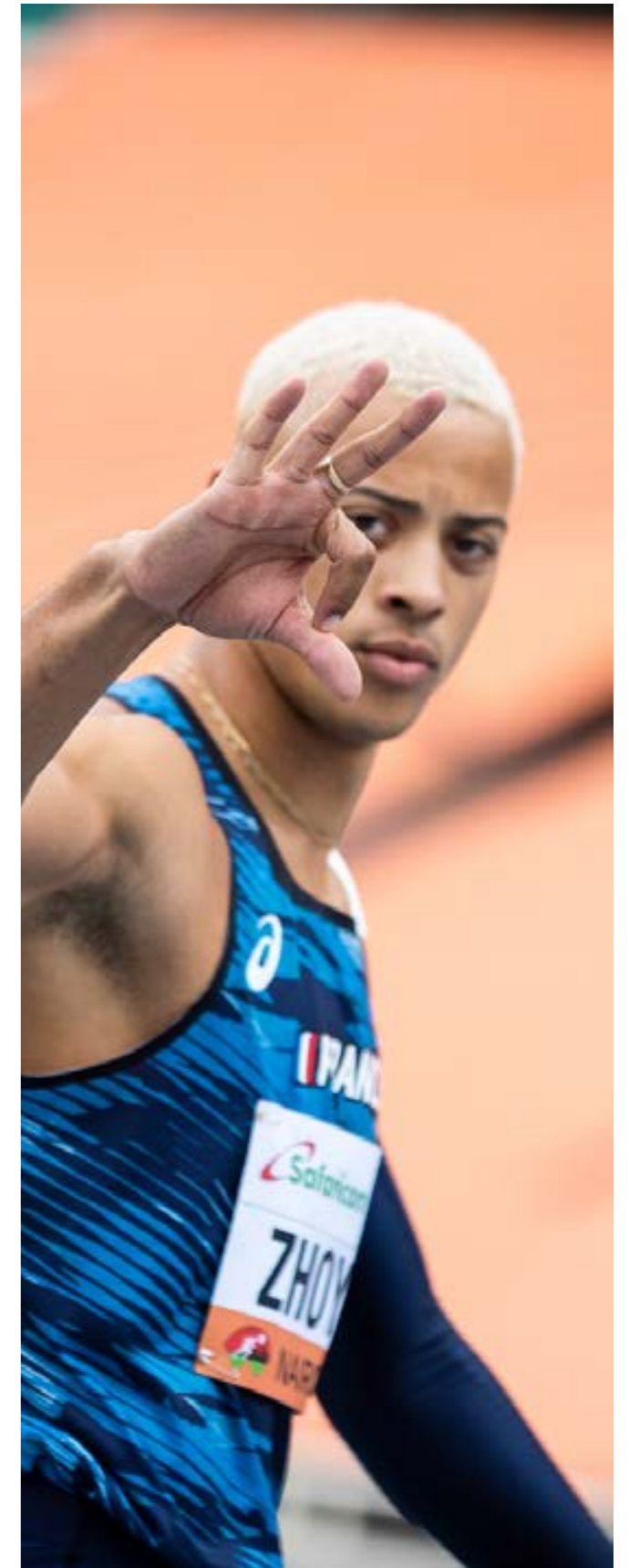
In conducting the agreed upon audit procedures EY has met with a number of World Athletics employees to understand activity during the year and to obtain evidence to support compliance with the requirements set out in the Constitution and Rules. EY has then presented their report, including their findings and recommendations, to the Executive Board Audit & Finance Committee.

Having reviewed the findings and recommendations made by EY, the Executive Board consider that there were no findings and/or recommendations that were sufficiently significant to merit reporting and will follow-up the implementation of the recommendations.

### Anti-Doping and Integrity Programme Audit

The non-financial audit of the anti-doping and integrity programme under Article 79.3(b) is undertaken by QSA.

The scope of the 2021 audit conducted by QSA was to assess World Athletics’ compliance with its anti-doping and integrity programme obligations, as set out in the Constitution and Rules (Integrity Code of Conduct, Athletics Integrity Unit Rules, Anti-Doping Rules, Athletics Integrity Unit Reporting, Investigation



and Prosecution Rules, Manipulation of Sports Competitions Rules, Disciplinary Tribunal Rules, and Disputes and Disciplinary Proceedings Rules) for the period from 1 January to 31 December 2021.

The audit covered the management by the AIU of the integrity programme on behalf of World Athletics in relation to anti-doping, manipulation of competition results, bribery and corruption, betting, age manipulation, irregularities in transfers of allegiance and other breaches of the Integrity Code of Conduct. It also included assessing compliance by the Disciplinary Tribunal with its functions.

The audit was conducted and managed in accordance with the applicable parts of the standard ISO 19011 Guidelines for Auditing Management Systems, using two different checklists. The first was a detailed list for the governance area, in which evidence of compliance has been collected for each requirement, and the second was a more general checklist for operational processes related to anti-doping activities and to combat against ethical misconduct within athletics.

The audit highlighted the capacity of the AIU to identify applicable requirements coming from World Athletics (as well as WADA), and consequently, develop and adapt its processes to satisfy these requirements and noted effective management of the TUE (therapeutic use exemption) process, as well as efforts made to improve education and communication with stakeholders.

The AIU and World Athletics personnel involved in the integrity of athletics is competent and aware of the organisation objectives and the applicable risks. The personnel is also aware of the implications of not conforming to the standards and rules.

Having reviewed the report, the Executive Board, as well as the AIU Board, took note of some findings that had arisen during the audit, but agreed with QSA's conclusion that these did not compromise a general opinion of compliance with World Athletics requirements.







**WORLD  
ATHLETICS™**

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**FINANCIAL REPORT 2021**

**6-8 Quai Antoine 1er  
98000 Monaco**

**B**

**A**

**2021 AUDITED  
FINANCIAL  
STATEMENTS**



# FINANCIAL REPORT 2021

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### COUNCIL MEMBERS AND PROFESSIONAL ADVISERS

#### PRESIDENT

Sebastian COE *(GREAT BRITAIN & NORTHERN IRELAND)*

#### SENIOR VICE-PRESIDENT

Sergey BUBKA *(UKRAINE)*

#### VICE-PRESIDENTS

Nawaf Bin Mohammed AL SAUD *(SAUDI ARABIA)*  
 Geoff GARDNER *(NORFOLK ISLAND)*  
 Ximena RESTREPO *(COLOMBIA)*

#### COUNCIL MEMBERS

Valerie ADAMS *(NEW ZEALAND)*  
 Dahlan Jumaan AL HAMAD *(QATAR)*  
 Beatrice AYIKORU *(UGANDA)*  
 Sylvia BARLAG *(NETHERLANDS)*  
 William BANKS *(USA)*  
 Raul CHAPADO *(SPAIN)*  
 Nawal EL MOUTAWAKEL *(MOROCCO)*  
 Robin Sapong EUGENIO *(NORTHERN MARIANA ISLANDS)*  
 Helio Marinho GESTA DE MELO *(BRAZIL)*  
 Alberto JUANTORENA DANGER *(CUBA)*  
 Hamad KALKABA MALBOUM *(CAMEROON)*  
 Abby HOFFMAN *(CANADA)*  
 Dobromir KARAMARINOV *(BULGARIA)*  
 Renaud LAVILLENIE *(FRANCE)*  
 Antti PIHLAKOSKI *(FINLAND)*  
 Anna RICCARDI *(ITALY)*  
 Mike SANDS *(BAHAMAS)*  
 Adille J. SUMARIWALLA *(INDIA)*  
 Nan WANG *(CHINA)*  
 Hiroshi YOKOKAWA *(JAPAN)*

#### CHIEF EXECUTIVE OFFICER

Jon RIDGEON

#### AUDITORS

Ernst & Young Audit Conseil & Associates

#### MAIN BANKERS

BARCLAYS BANK  
 COMPAGNIE MONEGASQUE DE BANQUE



## EXECUTIVE BOARD MEMBERS

### PRESIDENT

Sebastian COE	(GREAT BRITAIN & NORTHERN IRELAND)
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### SENIOR VICE-PRESIDENT

Sergey BUBKA	(UKRAINE)
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### VICE-PRESIDENTS

Nawaf Bin Mohammed AL SAUD	(SAUDI ARABIA)
Geoff GARDNER	(NORFOLK ISLAND)
Ximena RESTREPO	(COLOMBIA)

### APPOINTED MEMBERS

Abby HOFFMAN	(CANADA)
Sunil SABHARWAL	(UNITED STATES OF AMERICA)
Hasan ARAT	(TURKEY)

## STATEMENT OF EXECUTIVE BOARD RESPONSIBILITIES 2021 CONSOLIDATED FINANCIAL STATEMENTS

In addition to the basic financial reporting requirements set out in the statutes of World Athletics ("the Association"), the Executive Board undertakes to prepare consolidated financial statements for each financial period which give a true and fair view of the state of affairs of the Association as at the end of the financial period, of the surplus or loss and of the cash flow statement of the Association for that period.

In preparing those consolidated financial statements, the Executive Board considers that the Association has used appropriate accounting policies in accordance with the note A and B of the consolidated financial statements, consistently applied and supported by reasonable judgments and estimates, that all accounting standards which they consider to be applicable have been followed and that the preparation of the consolidated financial statements on a going concern basis is appropriate.

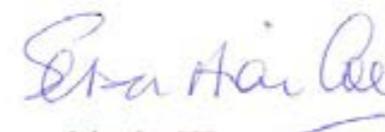
The Executive Board has responsibility for ensuring that the Association keeps accounting records, which disclose with reasonable accuracy the financial position of the association.

The Executive Board has general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the Association and to prevent and detect fraud and other irregularities.

Approved by the Executive Board.

And signed on behalf of World Athletics.

As of 12 July 2022

  
Sebastian COE  
President

  
Vineesh KOCHHAR  
Chief Operating Officer

## WORLD ATHLETICS

Year ended 31 December 2021

### Independent auditor's report on consolidated financial statements

To the Executive Board of World Athletics,

#### Opinion

We have audited the consolidated financial statements of World Athletics and its subsidiaries which comprise:

- the consolidated balance sheet as at 31 December 2021,
- the consolidated statement of comprehensive income for the year then ended,
- the consolidated statement of changes in equity for the year then ended,
- the consolidated statement of cash flows for the year then ended, and
- the notes to the consolidated financial statements, including a summary of significant accounting policies.

Due to the global crisis related to the Covid-19 pandemic, the consolidated financial statements of this period have been prepared and audited under specific conditions. Indeed, this crisis and the exceptional measures taken in the context of the state of sanitary emergency have had numerous consequences for companies, particularly on their operations and their financing, and have led to greater uncertainties on their future prospects. Those measures, such as travel restrictions and remote working, have also had an impact on the companies' internal organization and the performance of the audits.

These financial statements were approved by the Executive Board.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Association (including World Athletics and its subsidiaries) as at 31 December 2021, and its consolidated financial performance and consolidated cash flows for the period then ended, in accordance with International Financial Reporting Standards as adopted by the EU.

#### Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report.

We are independent of the Association in accordance with the *International Code of Ethics for Professional Accountants (including International Independence Standards)* (IESBA Code) together with the ethical requirements that are relevant to our audit of the consolidated financial statements in Monaco, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Other Information

Other information consists of the information other than the financial statements and our auditor's report thereon. Management is responsible for the other information.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

#### Responsibilities of Management and Those Charged with Governance for the consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with International Financial Reporting Standards as adopted by the EU, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

#### Auditor's Responsibilities for the Audit of the consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs 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 consolidated financial statements.

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 consolidated financial statements, 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 opinion. 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 internal control relevant to the 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 management.



- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a 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 consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. 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 the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure, and content of the consolidated financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Association to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the audit of the Association (including World Athletics and its subsidiaries). We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

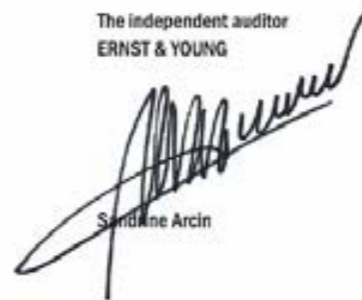
*Restriction on Use of our Report*

This report is addressed to the Executive Board of the Association. We assume or take no responsibility in respect of a third party which may use this report.

This report shall be governed by, and construed in accordance with Monégasque law. The courts of Monaco shall have exclusive jurisdiction in relation to any claim or dispute concerning the engagement letter or this report, and any matter arising from them. Each party irrevocably waives any right it may have to object to an action being brought in any of those courts and to claim that the action has been brought in an inconvenient forum or that those courts do not have jurisdiction.

Monaco, 5 September 2022

The independent auditor  
ERNST & YOUNG



Sandrine Arcin

## Consolidated financial statements according to IFRS

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## INFORMATION ABOUT THE ASSOCIATION AND SIGNIFICANT EVENTS OF THE PERIOD

### I. GENERAL

World Athletics is a non-profit-making association, the members of which are the National Federations, which represent athletics in each country of the world. Its object is to establish legal and friendly cooperation between all members for the benefit of athletics. World

Athletics compiles rules with regulations governing international competitions and fosters the worldwide development of athletics and the dissemination of technical and other information to its affiliated entities.

### II. ABOUT WORLD ATHLETICS

Athletics, a sport that was founded in Antiquity, has continued to adapt through the centuries, offering a dynamic, life-enhancing sport.

On 17 July 1912 in Stockholm, Sweden, following the closing ceremony of the Olympic Games, the International Amateur Athletic Federation (IAAF) was founded as the world governing body for the sport of track and field athletics.

During the 10 decades that followed, athletics underwent many changes which reflected the political and socio-economic evolution of the wider world. Even the IAAF's name has changed, in 2001 becoming the 'International Association of Athletics Federations' to reflect the growth of a professional sporting world which did not exist in 1912, and then again in 2019 to 'World Athletics'.

World Athletics was founded to fulfil the need for a world governing authority, for a competition program, for standardised technical equipment and for a list of official world records. All of these requirements remain today.

Yet in an ever-changing world, international sport federations such as World Athletics need to be proactive when trying to reach new audiences

and find new hosts for their events. It is also fundamental that we fully understand that athletics is no longer just about high performance, gold medals and records, but also about 'sport for all' and about ensuring that the maximum number of citizens are able to participate in athletics.

This means, of course, the thriving world of road running, which is where the majority of people actually connect directly with the world of athletics, but it is also athletics in schools, where World Athletics is keen to ensure that we reach the maximum number of children, all over the world, starting at the age of four but also including youngsters in their teens, where the drop-off from sport is most acute.

Despite such inherent benefits, World Athletics recognises that athletics is competing for the public's attention in an ever more varied and complex media and entertainment-driven world but also that we properly embrace matters touching on social responsibility, the environment and all matters that help advance athletics as a force to change the world for good.



Athletics disciplines are among the oldest of all sporting competitions known to mankind, with 'run, jump, throw' the natural and universal forms of human physical expression. The sport also offers broader values that help us deal with life's challenges.

We are also adapting our competition programs to reflect the increasing diversity of attractions from which the public can now choose. Attracting, and most importantly retaining, the young as both participant and spectator are essential if athletics is to retain its appeal. But we are also closely linked to the masters' athletics movement as well as ultra-distance running and mountain and trail racing.

The biennial World Athletics Championships is the jewel of our World Athletics Series which also includes indoor, U20, relays, cross country, race walking and road running throughout a four-year cycle of events.

Athletics also carries the mantle of being the leading sport of the Olympics Games. Athletics is the main spectator stadium sport of the Games, central to the success of each summer edition. The histories of athletics and the Olympic Games are closely entwined and World Athletics is extremely proud of this association.

Both the World Athletics Championships and the Olympic Games continue to play to packed stadiums and attract TV audiences in their billions.

The marketing potential of each edition of the World Athletics Championships is excellent with only the Olympics and the FIFA World Cup ahead of it in terms of global reach and impact. The next two editions of the World Athletics

Championships will be hosted in Eugene, USA (2022) and Budapest, Hungary (2023).

The wide variety in the type, size and scope of the rest of the events of the World Athletics Series, with their different demands in terms of logistics, budget and facilities also means that there are World Athletics events available to fit the hosting ambitions and resources of cities, large and small, among most of the Association's 214 Member Federations.

Showing the sport's ability to innovate and respond to changing demands, an exciting new team competition, the World Athletics Relays, was launched in 2014 in Nassau, The Bahamas and has now been staged on four further occasions, most recently in Silesia, Poland.

This variety extends beyond championships.

In 2010 a new global one-day competition structure was unveiled. It is headed by the Diamond League of 14 invitational track and field meetings in Africa, Asia, Europe, and USA. The Continental Tour, with Gold, Silver and Bronze one-day meetings held across all six World Athletics continental areas, along with the Indoor Tour, Cross Country Tour, Race Walking Tour and Combined Events Tour offer a second tier of elite international competitions. All these play out to large stadium, crowds and TV audiences around the world.

As World Athletics continues in its second century of existence, our aim is to further enhance our vibrant sport to offer new and exciting prospects for athletes and spectators alike. We are working hard to ensure that every area of our sport is reviewed, tested and encouraged to strive for athletics excellence.

### III. SIGNIFICANT EVENTS OF THE PERIOD

#### OLYMPIC GAMES

The Olympic Games that were postponed from 2020 were held in Tokyo during 2021. The Games were an excellent showcase for some outstanding Athletics competition this year.

Following the Games being held in 2021, World Athletics received its share of the Olympic Dividend from the International Olympic Committee (IOC) amounting to \$39.48m.

#### COVID-19

Consequent to the ongoing impact caused by Covid-19 pandemic, a number of athletics events on our calendar were postponed during 2020 and 2021. During 2021 we held two World Athletics Series events – the World Athletics Relays in Silesia, Poland and the World Athletics U20 Championships in Nairobi, Kenya. While

none of our World Athletics Series events scheduled to be held during the year were cancelled, the World Athletics Cross Country Championships in Bathurst, Australia and the World Athletics Indoor Championships in Nanjing, China which were both originally scheduled for 2021 were both postponed to 2023, and some Area competitions for 2021 have also been postponed or cancelled.

For the first seven months of 2021, we continued to utilise the benefit provided by the Monegasque Government to put a portion of our staff on furlough.

The Association continues to have strong long-term revenue commitments and has sufficient cash and reserves to continue with day-to-day operations and to meet future liabilities as they come due.

### IV. OFFICIAL WORLD ATHLETICS PARTNERS



## CONSOLIDATED FINANCIAL STATEMENTS

### CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

<i>in k USD</i>	Note	2021	2020
<b>Revenue</b>			
Television Rights & Sponsorship	1	38,241	34,945
Other revenue	2	44,628	9,294
<b>Total revenue</b>		<b>82,869</b>	<b>44,239</b>
<b>Expenses</b>			
Competitions & Events	3	23,536	15,004
Grants & Development	4	9,076	8,028
Legal & Compliance	5	13,138	11,922
Administration	6	6,898	6,782
<b>Total expenses</b>		<b>52,648</b>	<b>41,736</b>
<b>Operating Profit</b>		<b>30,221</b>	<b>2,503</b>
Financial Income	7	597	302
Financial Expenses	8	-987	-922
<b>Financial Result (Loss)</b>		<b>-390</b>	<b>-620</b>
Share of (loss)/profit on investment in equity	9	-59	188
<b>Profit for the year</b>		<b>29,772</b>	<b>2,071</b>

### OTHER COMPREHENSIVE INCOME

<i>in k USD</i>	Note	2021	2020
Profit for the year		29,772	2,071
<b>Items that will not be reclassified subsequently to profit or loss</b>			
Actuarial gains (losses) on retirement benefit obligations	15	-5	6
<b>Items that will be reclassified subsequently to profit or loss when specific conditions are met</b>			
Currency translation differences		-	-
Other comprehensive (expense)/income		-5	6
<b>Total comprehensive income (loss) for the year</b>		<b>29,768</b>	<b>2,077</b>

## CONSOLIDATED BALANCE SHEET

<i>in k USD</i>	Note	2021	2020
<b>Assets</b>			
Intangible assets		268	402
Property, plant & equipment	10	5,324	6,135
Long term financial assets		211	210
Investments in equity-accounted investees	9	472	531
<b>Non-current assets</b>		<b>6,275</b>	<b>7,278</b>
Trade receivables	11	373	521
Prepayments & tax receivables	11	505	814
Other receivables	11	21,644	1,171
Contract assets	12	0	5,781
Cash and cash equivalents	13	53,589	40,048
<b>Current assets</b>		<b>76,111</b>	<b>48,335</b>
<b>Total assets</b>		<b>82,386</b>	<b>55,613</b>
Reserve Fund		10,000	10,000
General Fund		20,934	18,868
Profit/loss of the year		29,772	2,071
<b>Total equity &amp; reserves (general funds)</b>	14	<b>60,706</b>	<b>30,939</b>
<b>Liabilities</b>			
Trade payables	17	4,235	3,041
Other payables and accrued expenses	18	7,323	7,189
Financial liabilities	16	253	320
Deferred income	19	4,655	3,475
<b>Current liabilities</b>		<b>16,466</b>	<b>14,025</b>
Provisions	15	769	1,229
Financial liabilities	16	2,511	2,830
Deferred income	19	1,935	6,590
<b>Non-current liabilities</b>		<b>5,214</b>	<b>10,649</b>
<b>Total liabilities</b>		<b>21,680</b>	<b>24,674</b>
<b>Total liabilities and reserves</b>		<b>82,386</b>	<b>55,613</b>



## CONSOLIDATED STATEMENT OF CASH FLOWS

<i>in k USD</i>	Note	2021	2020
<b>Operating activities</b>			
Net result for the year		29,772	2,071
Net financial /expense	7,8	390	502
Depreciation	10	1,118	1,023
Share of loss (profit) on investment in equity	9	59	-188
Increase/(Decrease) in provisions for pension obligations	15	-461	128
(Increase)/Decrease in receivables	11	-23,493	11,331
(Increase)/Decrease in contract assets	12	5,781	3,563
Increase/(Decrease) in payables	17,18	1,202	-11,493
<b>Net cash generated by operating activities</b>		<b>14,368</b>	<b>6,937</b>
<b>Investing activities</b>			
(Purchase)/sale of property, plant & equipment	10	-172	-588
(Purchase)/sale of intangible assets		0	-74
<b>Net cash (used)/generated in investing activities</b>		<b>-172</b>	<b>-661</b>
Proceed from new loans / borrowings	10	0	172
Reimbursement of loans / borrowings	10	-472	-412
Interest received	7	32	23
Interest paid	8	-215	-313
<b>Net cash used in financing activities</b>		<b>-655</b>	<b>-530</b>
<b>Net (decrease)/increase in cash &amp; cash equivalents</b>		<b>13,541</b>	<b>5,746</b>
Cash & cash equivalents as at 1 January	13	40,048	34,302
Net increase/(decrease) in cash & cash equivalents		13,541	5,746
<b>Cash &amp; cash equivalents as at 31 December</b>		<b>53,589</b>	<b>40,048</b>

## CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

<i>in k USD</i>	Reserve Fund	Other Reserves Transfer from income	Transfer from income statement	Total equity
<b>As at 31 December 2019</b>	<b>10,000</b>	<b>18,862</b>		<b>28,862</b>
Net income allocation		-		-
Actuarial loss on retirement benefit obligations, net of taxes		6		6
<b>Other comprehensive income for the period</b>		<b>6</b>		<b>6</b>
Profit for the year		2,071	-	2,071
<b>Total comprehensive income for the period</b>		<b>2,077</b>		<b>2,077</b>
<b>As at 31 December 2020</b>	<b>10,000</b>	<b>20,939</b>		<b>30,939</b>
Net income allocation		-		-
Actuarial loss on retirement benefit obligations, net of taxes		-5		-5
<b>Other comprehensive income for the period</b>		<b>-5</b>		<b>-5</b>
Profit for the year		29,772	-	29,772
<b>Total comprehensive income for the period</b>		<b>29,768</b>		<b>29,768</b>
<b>As at 31 December 2021</b>	<b>10,000</b>	<b>50,706</b>		<b>60,706</b>

## SIGNIFICANT ACCOUNTING POLICIES

This note provides a list of the significant accounting policies adopted in the preparation of these consolidated financial statements. These policies have been consistently applied to all the

years presented, unless otherwise stated. The financial statements are for the Association consisting of World Athletics and its subsidiaries.

### A. GENERAL INFORMATION AND STATEMENT OF COMPLIANCE

World Athletics' consolidated financial statements for the year ended 31 December 2021 have been prepared in accordance with the IFRS as adopted by the European Union. These standards are available on the European Union's website at: [https://ec.europa.eu/info/business-economy-euro/company-reporting-and-auditing/company-reporting/financial-reporting\\_en#ifrs-financial-statements](https://ec.europa.eu/info/business-economy-euro/company-reporting-and-auditing/company-reporting/financial-reporting_en#ifrs-financial-statements).

The financial statements are accompanied by disclosures deemed to be material as required by regulation no. 1606/2002 of the European Parliament and of the council, which are available on the European Union's website at: [https://ec.europa.eu/info/law/international-accounting-standards-regulation-ec-no-1606-2002\\_en](https://ec.europa.eu/info/law/international-accounting-standards-regulation-ec-no-1606-2002_en)

### B. BASIS OF PREPARATION

#### Going concern

The financial statements have been prepared on a going concern basis, under the historic cost convention, except for the following:

- certain financial assets and liabilities (including derivative instruments), certain classes of property, plant and equipment and investment property – measured at fair value
- assets held for sale – measured at fair value less costs to sell, and
- defined benefit pension plans – plan assets measured at fair value.

Management has concluded that the Association has adequate resources to continue in operation for at least the next 12 months from 31 December 2021 and that the going concern basis of accounting remains appropriate. The outbreak

of the Covid-19 pandemic and the measures adopted by the governments worldwide to mitigate its spread impacted the Association in 2020. These measures led to the cancellation of many sporting events during 2020, and most importantly to the rescheduling of the Olympic Games in 2021. This had negatively impacted the Association's financial performance during 2020 and also its liquidity position. A loan agreement with the IOC for US\$7.5m had been contracted during 2020. Reimbursement of the loan took place upon the payment of the Olympic Dividend by the IOC for the Tokyo Olympic Games, received in 2021.

Also, to respond to a severe downside scenario, due to another global crisis, management can take the following mitigating actions to reduce costs, optimise the Association's cash flow and preserve liquidity:

- reducing non-essential capital expenditure and deferring or cancelling discretionary spend;
- freezing non-essential recruitment; and
- reducing marketing spend.

#### New and amended standards adopted by the Association

The Association has applied the following standards and amendments for the first time for their annual reporting period commencing 1 January 2021:

- Covid-19-related Rent Concessions – Amendments to IFRS 16,

- Interest Rate Benchmark Reform Phase 2 – Amendments to IFRS 9, IAS 39, IFRS 7, IFRS 4 and IFRS 16,
- Decision of the IFRS IC concerning IAS 19 "Employee Benefits" on the calculation of obligations relating to certain defined benefit pension plans.

The Association also elected to adopt the following amendments early:

- Annual Improvements to IFRS Standards 2018-2020 Cycle.

The amendments listed above did not have any impact on the amounts recognised in prior and current periods and are not expected to significantly affect the current or future periods.

### C. CONSOLIDATION PRINCIPLES AND PERIMETER

The Association consolidates its subsidiaries, i.e. entities directly or indirectly controlled by the Association. The Association controls an entity when (i) it is exposed to, or has rights, to variable returns from its involvement with the entity, and (ii) it has the ability to affect those returns through its power over the entity.

Subsidiaries are accounted for using the full consolidation method from the date the Association obtains control and until the Association loses control of the subsidiary.

Entities over which the Association has joint control or significant influence are accounted for using the equity method. The Association is generally presumed to have significant influence when it holds at least approximately 50% of the entity's voting rights. The Association exercises significant influence over an entity when it has

the power to participate in the financial and operating policy decisions of that entity but does not have the power to exercise control or joint control over those policies. Under the equity method, the investment is initially recognised at cost, and subsequently adjusted to reflect changes in the net assets of the associate or joint venture.

The perimeter of the consolidation is comprised of World Athletics and World Athletics Productions Ltd, partially owned by World Athletics (50%) and recorded as equity accounted investment.

World Athletics has the ability to exercise significant influence over this entity and concluded this investment should be recorded as equity accounted investment.



## D. CURRENCY TRANSLATION

The consolidated financial statements are presented in Thousands of United States Dollars, the functional currency of the Association at the exchange closing rate. Any resulting exchange differences are recognised in the statement of comprehensive income.

Transactions in currencies that are not the US dollar are translated into US dollars at the transaction date exchange rate.

Monetary assets and liabilities whose currency is not US dollars are translated into US dollars at the closing exchange rate.

## E. TANGIBLE FIXED ASSETS

Property, plant and equipment are measured at cost less accumulated depreciation and accumulated impairment losses. Gains and losses on the disposal of property, plant and

equipment are recognised in the consolidated statement of comprehensive income.

Depreciation is calculated on a straight-line basis over its estimated useful lives that are as follows:

Office furniture and equipment	5 to 10 years
Computer equipment	5 years
Leasehold improvements	up to 15 years
Motor cars	5 years

Leases contracted by the Association are accounted for in accordance with IFRS 16 (Leases). The Association recognises a right-of-use asset and a lease liability for all of its lease contracts, except for (i) leases relating to low-value assets and (ii) short-term leases (12 months or less). Payments made in respect of leases not recognised on the balance sheet are recognised as an operating expense on a straight-line basis over the lease term.

incremental borrowing rate, which is a risk-free rate adjusted to reflect the specific risk profile of World Athletics. Because lease payments are spread over the lease term, the Association applies a discount rate based on the duration of those payments.

The payments used to determine the liability for future lease payments exclude non-lease components but include fixed payments that the Association expects to make to the lessor over the estimated lease term.

On commencement of a lease, the liability for future lease payments is discounted at the

## F. ACCRUALS AND PROVISIONS

A provision is recognised when World Athletics has a legal or constructive obligation towards a third party as a result of a past event, when it is probable that an outflow or economic benefits will be required to settle the obligation and when a reliable estimate can be made of future cash outflows.

Any accrued liability not consumed within two years after the recognition date shall be reversed in the consolidated income statement unless

specific circumstances justify the balance to be maintained in the balance sheet.

Payables are not interest bearing and are stated at their nominal value.

Contingent liabilities are not recognised unless the likelihood of a liability is probable. They are disclosed in the notes to the financial statements unless the possibility of an outflow of economic resources is remote.

## G. IOC LOAN

Once in a 4-year cycle, when the Olympic Games are held, the International Olympic Committee (IOC) pays an Olympic Dividend of approximately US\$40m to World Athletics. This revenue, as defined by IFRS 15, is recognised post the successful completion of the Olympic Games. In 2020, due to the Covid-19 pandemic, the Tokyo Olympics have been postponed to 2021. To take care of cash flow concerns arising from this postponement, the IOC entered into a loan agreement with World Athletics for an amount of US\$7.5m. Of this amount, US\$2.5m was received by World Athletics in 2020 and the balance US\$5m in early 2021. This loan has been

recorded as current deferred income as of 31 December 2020. The amount of US\$7.5m that has already been received was reduced from the full Olympic Dividend that was due to World Athletics at the end of the Tokyo Olympics.

The Tokyo Olympic Games were held during 2021. As expected, World Athletics received an Olympic Dividend of US\$39.48m (including the IOC loan previously discussed), which has been fully recognised through profit & loss in 2021 (refer to note 2. Other revenue from activities).

## H. PENSION OBLIGATIONS

The retirement benefit obligations relate to Monaco employees. Under legislation in Monaco, the Association is required to provide a pension based on legal requirements, or, on the collective labor agreement requirements if these ones are more advantageous than legal. For Monaco employees, pensions are computed based upon the last twelve months gross remuneration, excluding bonuses and other complementary remuneration. The liability which is paid once upon the retirement of the employee is recognised in the balance sheet in respect of these defined benefit pension plans. This is the present value of the defined benefit obligation at the end of the reporting period. The defined benefit obligation is calculated each year using the projected unit credit method. The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows using interest rates of high-quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have terms approximating to the terms of the related obligation.

The net interest cost is calculated by applying the discount rate to the net balance of the defined

benefit obligation. This cost is included in employee benefit expense in the statement of profit or loss.

Remeasurement gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in the period in which they occur, directly in other comprehensive income. They are included in retained earnings in the statement of changes in equity and in the balance sheet.

The decision of the IFRS IC, published on 24 May 2021, concludes, in this case, that no rights are acquired in the event of departure before retirement age and that the rights are capped after a certain number of years of seniority ("X"), and the commitment would only be recognised for the last X years of the employee's career within the company.

This decision was implemented by the Association at 31 December 2021 for plans falling within the scope of the Interpretation Committee's decision. The effect of this implementation is considered not material.

## I. DEBTORS

Trade receivables are amounts due from customers for services performed in the ordinary course of business. They are all classified as current. Trade receivables are recognised initially at the amount of consideration that is unconditional unless they contain significant

financing components, when they are recognised at fair value. The Association holds the trade receivables with the objective to collect the contractual cash flows and therefore measures them subsequently at amortized cost using the effective interest method.

## J. REVENUE

Revenue is recognised to the extent that it is probable that the Association will derive economic benefit from it and that the revenue can be reliably measured.

World Athletics related revenue consists primarily of the following items:

- television rights (e.g., media rights)
- commercial rights (e.g., sponsorship)
- value in kind
- technical certification

The exclusive broadcast partners payment is received twice per year and covers the broadcast rights for all World Athletics events for the year. The current agreement was signed in April 2018 and covers the period from 1 January 2018 to 31 December 2023.

Commercial sponsorship income is split in three parts: the first part corresponds to the Commercial rights and yearly invoices amounts to US\$8.5m per year. The second part relates to the TV rights in Japan which generates a revenue of US\$4.5m per year. The third part relates to commission based on the value in kind under sponsorship contracts. Value in kind in the form of products and services supplied by sponsors for use in events and is recognised as revenue and expenses in the consolidated statement of comprehensive income. Commissions on value in kind due to the Association's marketing partner

are accounted for on the basis of the value of in-kind contribution.

During 2018, an amendment to the agreement for the period of 2020-2029 was signed. This new agreement calls for a minimum guarantee over the 10-year period of US\$130m. The agreement for commercial Sponsorship also includes a profit-share income clause.

The performance obligations are identified as the right to access intellectual property and as such revenue is recognised on a straight-line basis over the term of the contract.

For profit share revenue recognition, management exercises its judgement to determine an estimate of the profit share directly attributable to the financial year and recognises this in the period it is earned.

Technical certifications provided by World Athletics are performed at a point in time with a certification duration of three or five years, regarding sportive infrastructures. Revenue generated from Technical certifications is recognised at a point in time when the technical certification is provided.

The performance obligations have been determined for each contract and the revenue recognition method for each contract has been determined in accordance with IFRS 15.



## K. OPERATING EXPENSES

Total expenses are the gross outflow of economic benefits that arise from the ordinary activity of organising an event as well as from World Athletics administrative activities.

Total expenses consist primarily of the following items: contributions to member federations, anti-doping integrity unit, event expenses (direct event expenses, broadcast and media,

marketing, promotion, publications, hospitality and other event expenses), information technology, employee salaries and benefits, depreciation and amortization of non-current assets.

Expenditure relating to future events is deferred and recognised in the consolidated income statement when the event takes place

## L. FINANCIAL INCOME AND EXPENSES

The financial income and financial expenses include the following:

- financial income, consisting of interest income from interest-bearing assets, as well as realised and unrealised foreign exchange gains;

- financial expenses comprising realised and unrealised foreign exchange losses as well as bank charges and any interest costs.

## M. FINANCIAL RISK MANAGEMENT

The Association's overall risk management program focuses on the unpredictability of the financial markets and seeks to minimise any potential adverse effects on the Association's financial performance.

The Management Board provides principles for the overall management of risks such as foreign exchange risk, credit risk and liquidity risk.

### (a) Foreign exchange risk

The Association operates internationally and is exposed to foreign exchange risk arising from transactions denominated in currencies other than the United States Dollar, which is the functional and presentation currency of the Association.

Operating income/expenses and the cash flows of the Association are affected by exchange rate fluctuations, principally between the Euro and the US Dollar. The Association estimates that the impact in absolute terms of a 10% increase or decrease in this rate on its operating income for the year ended 31 December 2021 would not have been material.

During the periods presented, the Association did not engage in any hedging operations.

### (b) Credit risk

Credit risk is managed on an Association-wide basis. Credit risk arises from cash and cash

equivalents, and deposits with banks and financial institutions, as well as credit exposure to customers, including outstanding receivables and committed transactions. The credit risk on receivables is mitigated by the quality of the client.

Credit risk linked to cash, deposits and current financial instruments is not material given the quality of the financial institutions' counterparties.

### (c) Liquidity risk

Management monitors rolling forecasts of the Association's liquidity requirements on a quarterly basis to ensure it has enough cash available to meet its operational needs. Expenditure trends are balanced with committed revenues to ensure adequate liquidity is maintained.

World Athletics benefits from long term Commercial and Broadcast contracts that provide flexibility in managing operational cash needs. In addition, the Olympic Dividend generally received every four years allows the Association to smoothen its long-term expenditure patterns.

As a result of Covid-19, the IOC Olympic Dividend had been delayed to 2021. As the Tokyo Olympic Games happened in 2021, this amount of dividend has been received at the end of the Games.

## N. CRITICAL ACCOUNTING ESTIMATES AND JUDGMENT

The preparation of financial statements requires the use of accounting estimates which, by definition, will seldom equal the actual results. Management also needs to exercise judgement in applying the Association's accounting policies.

This note provides an overview of the areas that involved a higher degree of judgement or complexity, and of items which are more likely to be materially adjusted due to estimates and assumptions turning out to be wrong. Detailed information about each of these estimates and judgements is included in other notes together with information about the basis of calculation for each affected line item in the financial statements.

- Estimation of post-employment benefits and other employee benefits. The Association has obligations to pay certain pension benefits to certain employees. The cost of these benefits and the present value depend on several factors including salary increases and discount rates. Management estimates these factors in

determining the net pension obligations (see note 15).

- Television rights and commercial rights performance obligations. Management uses its judgement to determine the unique performance obligation, which is defined as the right to access intellectual property.

- Accrual of profit share expectation for the year. Management exercises its judgement to determine an estimate of the profit share directly attributable to the financial year and when the recognition criteria has been met.

- Value in kind amount for year included in revenue. Management is required to estimate the fair value of any value in kind goods or services received during the period and record these amounts as revenue and expenses. Determining fair value requires management to exercise significant judgement. In the event fair value cannot be reasonably estimated, no value is recognised.

## Notes to the consolidated statement of comprehensive income

### 1. REVENUE FROM BROADCAST RIGHTS AND SPONSORSHIP RIGHTS

<i>in k USD</i>	2021	2020
<b>Broadcast Rights</b>	<b>14,725</b>	<b>14,775</b>
<b>Commercial Rights</b>	<b>13,000</b>	<b>13,000</b>
<b>Commercial Rights (Profit share)</b>	<b>5,712</b>	<b>5,751</b>
<b>Value in kind</b>	<b>3,424</b>	<b>1,419</b>
<b>Diamond League</b>	<b>1,380</b>	<b>-</b>
<b>Total revenue from Broadcast Rights and Commercial Rights</b>	<b>38,241</b>	<b>34,945</b>

### 2. OTHER REVENUE FROM ACTIVITIES

<i>in k USD</i>	2021	2020
<b>Olympic Dividend</b>	<b>39,478</b>	<b>-</b>
<b>Russian Athletics Federation reimbursement</b>	<b>1,532</b>	<b>6,815</b>
<b>International Olympic Committee Development program contribution</b>	<b>250</b>	<b>250</b>
<b>World Athletics certification system</b>	<b>1,416</b>	<b>1,439</b>
<b>Court of Arbitration for Sport refund</b>	<b>43</b>	<b>21</b>
<b>Other income</b>	<b>1,908</b>	<b>769</b>
<b>Total revenue from other activities</b>	<b>44,628</b>	<b>9,294</b>

Other revenue includes monies received across a host of miscellaneous areas; the largest portion for 2021 pertains to a reimbursement for Legal and Task Force related costs arising from the suspension of the Russian Athletics Federation.

Certification income pertains to monies received from across the globe where World Athletics assists in defining and measuring standards for tracks and equipment used in athletics events.

Incomes from our Label Road Race program and out-of-competition anti-doping testing are included in other income.



### 3. COMPETITION AND EVENTS

<i>in k USD</i>	2021	2020
World Athletics Series Competitions	1,453	477
Diamond League	2,464	961
Olympic Games	1,390	276
WA Tours & Permit	1,286	857
Other expenses (Competition & Events)	1,032	1,005
Staff costs and consultants	2,030	1,819
<b>Competition &amp; Events</b>	<b>9,655</b>	<b>5,395</b>
Value in kind commissions	3,852	1,597
Information technology	3,504	2,822
Broadcasting	1,392	1,069
Marketing	762	488
Commercial partnerships	430	392
Communication & publications	3,190	2,628
Health & science	751	613
<b>Total Competition and Events</b>	<b>23,536</b>	<b>15,004</b>

This includes spend on our World Athletics Series (WAS) events and costs for departments that work most closely with our event cycle.

The significant impact of Covid-19 on our Competition and Events cycle in 2020 led to greatly reduced spends in this part of our business. In comparison, during 2021 we were able to host more events and saw an improved cycle of events within our Member Federations and the Area Associations. Our other departments that closely support our annual events cycle were also able to execute on more activities and projects in support of these events. Consequently, the overall spends by department included above are higher in 2021.

Our WAS events are held on a biannual basis. During 2021 we had two WAS events (WRE, Silesia 2021 and WU20, Nairobi 2021) compared to only one during 2020 (WHM, Gdynia 2020). In addition, we saw the successful conclusion to the Tokyo Olympic Games that were postponed from 2020.

The above total includes our annual spend towards the support we offer to the Diamond League. Also included in this total is the support we offer to the World Athletics Continental Tour, World Athletics Indoor Tour, World Athletics Cross Country Tour, World Athletics Race Walking Tour, and World Athletics Combined Events Tour.

Staff costs across all our departments are higher in 2021 and should be viewed in the context of a reduced furlough benefit received in 2021 from the Monegasque Government as compared to 2020.

### 4. GRANTS AND DEVELOPMENT

<i>in k USD</i>	2021	2020
Area Development grant (a)	1,418	1,306
Education	683	280
Publications (NSA)	0	2
Other items	275	519
Staff costs	992	792
Area Administration grant (b)	1,450	1,450
Competition grant (c)	1,041	1,280
Member Federation grant (d)	1,591	1,510
Athletics Olympic dividend (e)	1,574	889
Continental program, exceptional support & tracks	54	0
<b>Total Grants and Development</b>	<b>9,076</b>	<b>8,028</b>

This includes World Athletics spend on the Development of the sport and the support that we offer to our Member Federations and Area Associations.

The reduced impacts coming from Covid-19 during 2021 are the primary drivers for increased activity and proportionately higher spends on Education and the Athletics Olympic Dividend (AOD). Following the initial 4-year cycle from 2016 to 2019 of the AOD grant, the grant principles and eligibility were refined for the 2-year 2020-21 cycle. As 2021 marks the end of this initial 2-year cycle, and due to the limited activity in 2020, AOD spends are higher in 2021.

**Area Development grant (a)** are paid annually to support Area Associations to deliver development and education programs primarily through the Area Development Centres (ADCs). The Areas determine their business plans and activities to be supported based on the needs of their member federations with World Athletics providing an oversight role. The Areas are responsible for the day-to-day management of the ADCs in their respective region and for the selection and organisation of educational coaching courses and seminars. Two activities remain mandatory at the ADCs – women's and youth.

**Area Administration grants (b)** are paid annually to assist Area Associations to operate and include:

- Maintaining a permanent office as HQ
- Defraying costs of rent, utilities, internet, telephone, website, office supplies, staff salaries, institutional meetings and other costs.

**Area Competition grants (c)** are paid annually to support the organisation and delivery of competitions at a continental level including:

- Regional and International Competitions
- Area Championships
- One-day Continental Tour meetings.

**Member Federation grants (d)** are paid annually to ensure the Member Federation can function and meet its basic membership obligations. It covers:

- Administration (including staff, office, utilities and communication equipment)
- Organisation (national championships)

- Travel to competitions.

**Athletics Olympic Dividend grant (e)** is a 2-year project-based grant designed to provide tailored support across the 2-year period to meet Member Federations individual strategic priorities focused on the delivery of activity within one of the following five areas:

- Provide education and training
- Provide equipment
- Support development and delivery of competitions
- Support athletes (training, competition, talent ID)
- Supports youth and grassroots projects (mass participation and school projects).

## 5. LEGAL AND COMPLIANCE

<i>in k USD</i>	2021	2020
Congress	178	0
World Athletics Council and Executive Board	991	928
World Athletics committees	0	8
World Athletics Independent Ethics Board	91	178
World Athletics working groups	1,315	568
International Associations meetings	48	63
Staff costs	539	472
Governance	3,160	2,218
Athletics Integrity Unit	8,809	7,857
Legal	1,168	1,847
<b>Total Compliance</b>	<b>13,138</b>	<b>11,922</b>

This includes World Athletics spend on Governance activities, Legal & Regulatory spend and spend associated with the Athletics Integrity Unit (AIU).

The AIU is an independent body created by World Athletics that manages all integrity issues – both doping and non-doping – for the sport of athletics. Their annual budget is approved by the World Athletics Executive Board. The total AIU spend as shown above includes amounts reimbursed by the Russian Athletics Federation that have been shown as income in ‘Other Revenue’.

Legal costs are significantly lower in 2021 and show the impact of reduced litigation spend and also significantly reduced external dependance on Legal advisors.

During 2021 we held our first ever virtual Congress leading to a significantly reduced spend compared to previous years.

## 6. ADMINISTRATION

<i>in k USD</i>	2021	2020
Administration	5,084	5,264
Amortisation	1,118	1,023
Heritage	696	495
<b>Total Administration</b>	<b>6,898</b>	<b>6,782</b>

This includes spend for our administrative departments such as Finance, Human Resources and Heritage along with their associated staff costs. Expenses such as Audit fees, rentals, telephony, travel and translation are all included here.

As mentioned before, Staff costs between 2020 and 2021 are not comparable due to the significant benefit arising from our ability to put staff on furlough in 2020. Spend in our Heritage department was significantly lower in 2020 since Covid-19 impacted our inability to host global exhibitions.

## 7. FINANCIAL INCOME

<i>in k USD</i>	2021	2020
Foreign exchange	288	221
Interests	309	81
<b>Financial income</b>	<b>597</b>	<b>302</b>

This includes our financial incomes during the year primarily related to the multi-currency impacts from our business operations.

## 8. FINANCIAL EXPENSES

<i>in k USD</i>	2021	2020
Foreign exchange	235	475
Bank charges	112	208
Interest expense	633	221
Post-employment benefit obligations	7	17
<b>Financial expenses</b>	<b>987</b>	<b>922</b>

This includes financial and bank charges incurred during the year.



## Notes to the consolidated balance sheet

### 9. INVESTMENTS IN EQUITY

<i>in k USD</i>	2021	2020
<b>Significant influence</b>		
Carrying amount as of January 1 <sup>st</sup>	531	343
Share of profit / (loss) on investment in equity	-59	188
<b>Investment at cost</b>		
<b>Investments in equity as of December 31<sup>st</sup></b>	<b>472</b>	<b>531</b>

Investments in equity are related to World Athletics Productions Ltd, partly owned by World Athletics (50%).

<i>in k USD</i>	World Athletics Productions Ltd	
	2021	2020
Current Assets	7 187	2 139
Current Liabilities	6 701	1 544
Revenue	2 422	311
Profit/(loss)	-118	-97

Furthermore, World Athletics holds a 6% investment in Nitro Athletics Australia which is held at nil value.

### 10. PROPERTY, PLANT AND EQUIPMENT

The Right of Use of assets detailed below predominantly relates to leased offices premises.

Property, plant and equipment break down as follows:

<i>in k USD</i>	Office furniture & equipment	Computer equipment	Leasehold improvements	Motor cars	Right of use of asset	Total
<b>Cost</b>						
<b>Balance as of 31 December 2020</b>	629	2 033	4 555	82	4 059	11 358
Additions	1	171	-	-	-	172
<b>Balance as of 31 December 2021</b>	<b>630</b>	<b>2 204</b>	<b>4 555</b>	<b>82</b>	<b>4 059</b>	<b>11 530</b>
<b>Accumulated depreciation</b>						
<b>Balance as of 31 December 2020</b>	320	1 413	2 027	82	1 381	5 223
Depreciation	62	207	341	-	374	984
<b>Balance as of 31 December 2021</b>	<b>381</b>	<b>1 619</b>	<b>2 368</b>	<b>82</b>	<b>1 755</b>	<b>6 206</b>
<b>Net carrying amount</b>						
As of 31 December 2020	309	620	2 528	0	2 678	6 135
<b>As of 31 December 2021</b>	<b>248</b>	<b>585</b>	<b>2 187</b>	<b>0</b>	<b>2 304</b>	<b>5 324</b>

## 11. TRADE RECEIVABLES AND OTHER RECEIVABLES

<i>in USD</i>	2021			2020
	Gross	Provision	Net	Net
Trade receivables	606	232	373	521
Trade receivables	606	232	373	521

<i>in USD</i>	2021			2020
	Gross	Provision	Net	Net
Receivables from directors	3		3	4
Other receivables	22,355	715	21,641	1,168
Other receivables & current assets	22,358	715	21,644	1,171
Prepayments	86		86	252
Tax receivables (VAT)	419		419	562
Prepayments & tax receivables	505	-	505	814

Trade receivables and other receivables that are not yet due are not considered impaired. The main reasons for the increase in other receivables at the end of 2021 is on account of a receivable from Dentsu for the profit share payable to World Athletics for 2020-2021 amounting to US\$11.4m; the final instalment of our Olympic Dividend due from the IOC amounting to US\$6.3m; and a receivable from the World Athletics Indoor Championships Belgrade 2022 amounting to US\$2m. All of these amounts have been subsequently received in 2022.

Allowances for doubtful accounts amounted to US\$715k in 2021, with no variation compared to 2020.

## 12. CONTRACT ASSETS

<i>in k USD</i>	2021	2020
Dentsu Profit Sharing	-	5,781
Total Contract Assets	-	5,781

Contract assets correspond to receivables related to the Commercial Rights profit share. The amount of US\$5,781k was related to the profit share revenue earned for the period 2020-2021. As of 31 December 2021, this profit share has been fully received.

## 13. CASH AND CASH EQUIVALENTS

As of 31 December 2021, this item comprised cash at bank of US\$53,589k. There are no short-term investments.

Cash and cash equivalents break down as follows:

<i>in k USD</i>	2021	2020
US Dollars	52,988	38,829
Other currencies	589	1,206
Deposit and current accounts	53,577	40,035
US Dollars	1	1
Other currencies	11	12
Cash on hand	12	13
Total cash and cash equivalents	53,589	40,048

## 14. EQUITY

The change in equity from 2020 to 2021 is on account of profit of US\$29,772k.

## 15. POST-EMPLOYMENT BENEFIT AND SIMILAR OBLIGATIONS

<i>in k USD</i>	Post-employment benefit obligations
Balance as of 31 December 2020	1,229
Operating costs	-473
Financial expense	7
Other comprehensive expense	5
Balance as of 31 December 2021	769

The pension obligation is unfunded and therefore, no pension assets are held by World Athletics. Furthermore, the changes of the significant actuarial assumptions were considered as not significant in the context of the consolidated financial statements. The main impact of the decrease is related to the implementation of the IFRS IC standard regarding post-employment benefits computation (refer to note H).

The significant actuarial assumptions were as follows:

- Assumptions regarding future mortality are set based on actuarial advice in accordance with published statistics and experience in the region (INSEE 2015-2017 mortality table). These assumptions translate into an average life expectancy in years for a pensioner retiring the ages of 62 for employees, and 63 for management.



- Probability of departure before retirement age for current employees.
- Financial discount rate of 0,95% and salary increase rate of 4% for the pension obligation as of 31 December 2021

## 16. FINANCIAL LIABILITIES CURRENT AND NON CURRENT

<i>in k USD</i>	2021	2020
Current financial liabilities	253	320
Non-current financial liabilities	2,511	2,830
<b>Total lease liabilities</b>	<b>2,763</b>	<b>3,149</b>

The financial liabilities balance as shown above is comprised of lease liabilities under IFRS 16. Of the total payable of US\$3,149k, the amount due in the next 12 months is US\$253k, amount due between 1 and 5 years is US\$1,079k and the amount due in more than 5 years is US\$1,431k.

## 17. TRADE PAYABLES

<i>in USD</i>	2021	2020
Trade payables	4,235	3,041
<b>Trade payables</b>	<b>4,235</b>	<b>3,041</b>

Trade Payables include dues for regular operating expenses incurred by the Association. These include a payable amount to World Athletics Productions for US\$1,854k. Another reason for the variance is on account US\$2,381k of invoices pertaining to 2021 received after the cut-off date of 31 December 2021.

## 18. OTHER PAYABLES & ACCRUED EXPENSES

<i>in k USD</i>	2021	2020
Payable to directors	138	125
Other payables	6,108	5,792
Accrued expenses	1,077	1,272
Tax payables	0	1
<b>Other payables &amp; accrued expenses</b>	<b>7,323</b>	<b>7,189</b>

Other payables as of 31 December 2021, includes expenditure related to 2021 for which invoices were not received until 31 December 2021.

This amount is primarily made up of expenditure around Grants given to Area Associations and Member Federations that have not been paid yet, Prize money payments due for 2021 events and Bid guarantees received from hosts of our future World Athletic Series events. All of these expenses will be settled during 2022.

## 19. DEFERRED INCOME

<i>in k USD</i>	2021	2020
Current deferred income	4,655	3,475
Non-current deferred income	1,935	6,590
<b>Deferred income</b>	<b>6,590</b>	<b>10,065</b>

Current deferred income amounts include US\$1,705k from television rights and sponsorships contracts, and US\$2,950k related to World Athletics Series events which are scheduled to be held in 2022.

Non-current deferred income consists of US\$1,705k from television rights and sponsorships contracts and US\$230k received as advance payments against future events.

## OTHER DISCLOSURES

### 20. FINANCIAL RISK MANAGEMENT

The different types of financial risks and their impacts are detailed in note L of this document.

### 21. COMMITMENTS GIVEN AND CONTINGENT LIABILITIES AND OFF-BALANCE SHEET EVENTS

In October 2021, World Athletics entered into a loan agreement with Diamond League AG (“DLAG”) and agreed to provide DLAG with a loan of US\$2m payable in two instalments as of 31 March 2023 and 31 March 2024. The loan shall be fully reimbursed to World Athletics by the end of June 2025.

### 22. POST BALANCE SHEET EVENTS

A review was undertaken by management to assess any consequences on the financial statements arising from the Russia-Ukraine conflict or from the resulting sanctions imposed on Russia. It was concluded there are no material impacts on the consolidated financial statements.

### 23. RELATED PARTIES

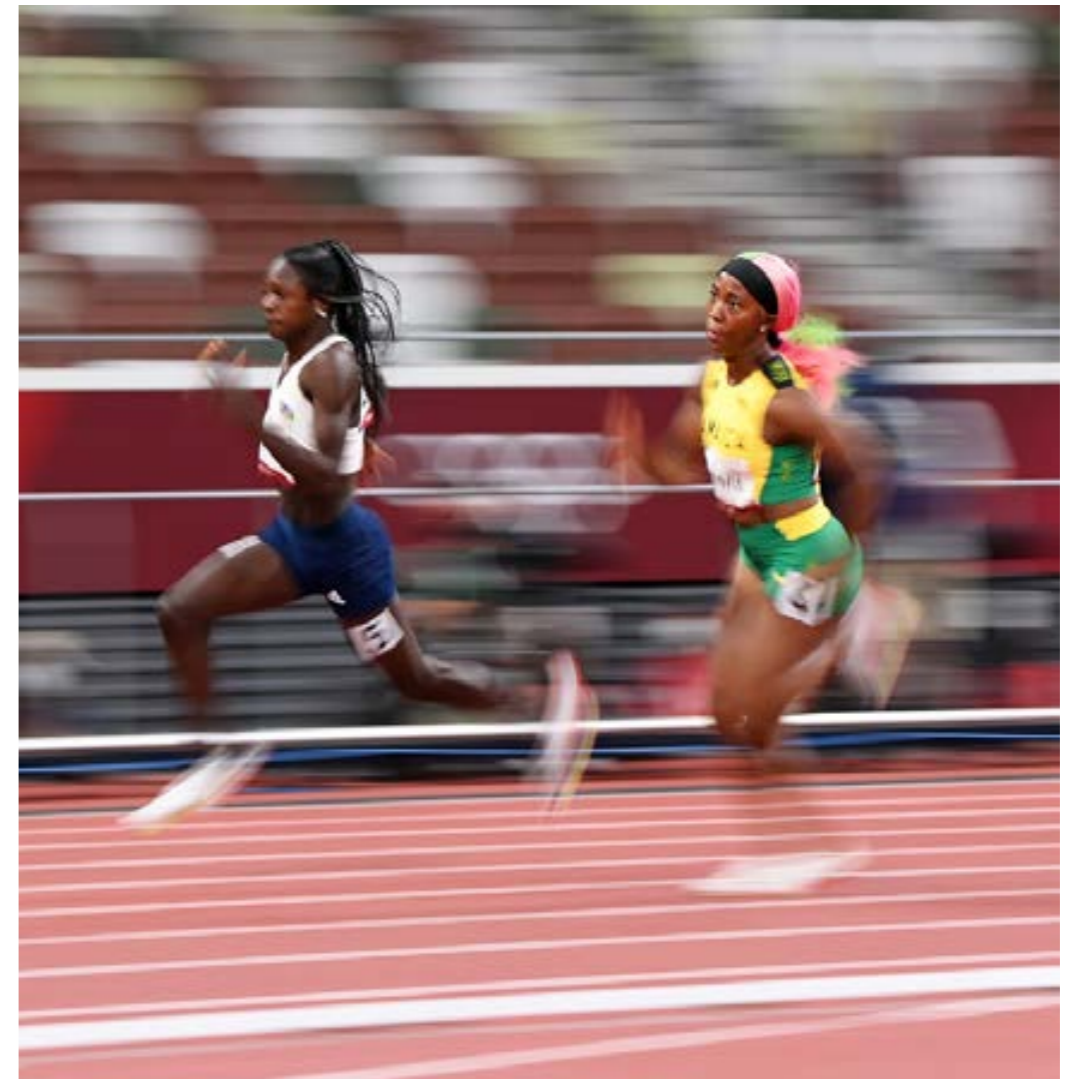
Under IFRS guidelines, the following are treated as related parties: Executive Board Members, Council Members, President, Chief Executive Officer, Diamond League and World Athletics Productions Ltd. The table below includes amounts paid to related parties during the year.

<i>in k USD</i>	2021	2020
<b>Executive Board, Council Members, President and Chief Executive Officer</b>	<b>1,127</b>	<b>1,095</b>
Allowances	1,031	1,012
Other benefits (housing)	42	32
Other long-term benefits (retirement)	54	51

Amounts paid to World Athletics Productions Ltd. during 2021 were US\$1,734k primarily on account of salary reimbursements and office costs. A loan agreement from World Athletics to World Athletics Productions Ltd has been signed in 2018 for US\$234k.

Amounts paid to Diamond League during 2021 were US\$2,464k primarily to cover costs in relation to Diamond League meets that were held during the year. As on 31 December 2021 amount due to Diamond League was \$0.

In 2021, World Athletics has recorded an amount of US\$170k payable to the Complete Leisure Group, for services and workspace of an executive assistant to the President during time spent in London in connection with World Athletics business, provided at cost pursuant to a secondment agreement.



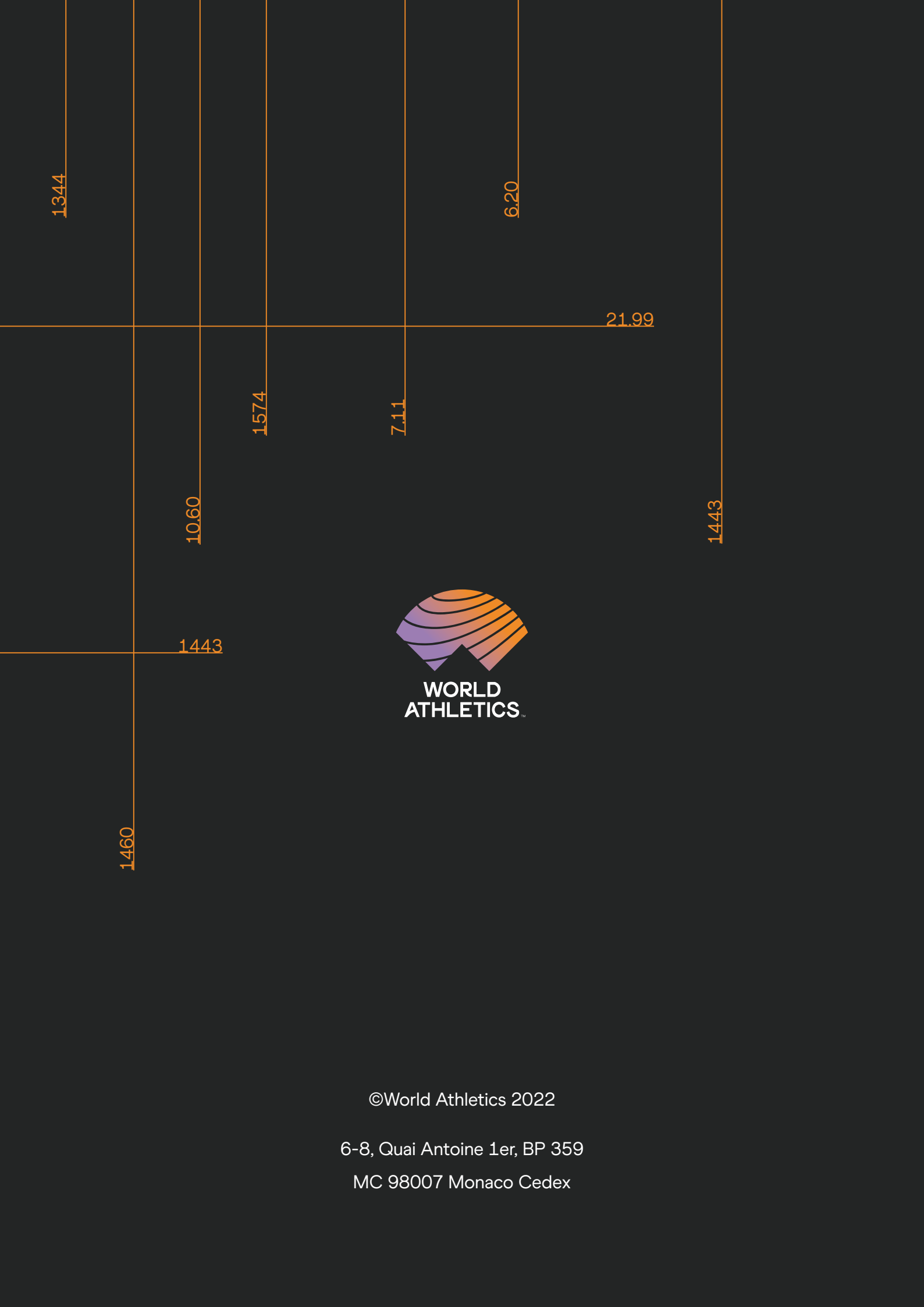


A

B

## WORLD ATHLETICS 2021 REMUNERATION POLICY

World Athletics position	Remuneration and expenses
Executive Board (base fee for all members including President and Vice-Presidents)	USD 22,500 per annum
Chair of EB Committee (supplementary fee)	USD 2,500 per annum
President	USD 250,000 per annum (plus EB base fee above)
Council (all Members, including EB Members)	Per diem of USD 300 per day, plus allowance of USD 6,000 per annum (except for Area Presidents where the allowance is USD 3,000 due to the additional allowance)  Travel, meals and accommodation provided by World Athletics (travel based on business class airfare plus per diem for each day (12 hours) of travel)
Council (Area Presidents)	Per diem of USD 300 per day, plus allowance of USD 3,000 per annum and: <ul style="list-style-type: none"> <li>• USD 12,000 per annum (if lives in the same city as Area HQ)</li> <li>• USD 18,000 per annum (if does not live in the same city as Area HQ)</li> </ul>
Commissions (members other than Council Members)	Per diem of USD 50 per day Travel, meals and accommodation covered
Working Groups (members other than Council Members)	Per diem of USD 50 per day Travel, meals and accommodation covered
AIU Board members (independent members and supplementary fee for Council Member)	USD 15,000 per annum
AIU Board Chair	USD 25,000 per annum



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