



ANNUAL COUNCIL REPORT

WORLD ATHLETICS
CONGRESS 23
BUDAPEST



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INTRODUCTION //

This is the Annual Council Report for 2022 required under Article 79 of the World Athletics Constitution for the period 1 January 2022 to 31 December 2022 for presentation at the World Athletics Congress meeting in August 2023. It provides a summary of the key decisions and activities over the reporting period and includes the audited annual financial statements for the two preceding years.

The 2022 Annual Council Report is divided into the following sections:

- I. President's Report
- II. Executive Board Report
- III. Council Report
- IV. Commission Reports
- V. Working Group & Taskforce Reports
- VI. Financial & Audit Reports
 - Financial audit
 - Non-financial audits (Governance & Ethical Compliance and Anti-Doping & Integrity programmes)



PRESIDENT'S REPORT //





The year 2022 was an extraordinary one for athletics made more incredible coming off the back of the two years of disruption brought about by the Covid-19 global pandemic.

I am immensely proud of what we have all achieved in athletics over the past few years, this year in particular. Let's look at the highlights:

- We organised and hosted four World Athletics Series events where almost 4,000 athletes competed from 180 countries. 261 national records were set and we reached a cumulative global TV audience of more than a billion
- The total impact of hosting our four World Athletics Series competitions came to US\$316 million (US\$237 million of this was the impact of the World Athletics Championships Oregon22). This is a study that Nielsen, an official supplier of World Athletics and the World Athletics Series event, has started doing for us, measuring the impact of our signature events across five key indicators
- We also held a full season of Diamond League events and 162 Continental Tour events around the world where more than 13,000 athletes competed from 159 countries. Across both of these one-day leagues, nine area records and 173 national records were set
- And on the road by the end of 2022, we had 200 events with almost three million people participating
- We recorded 1.25 million results for the 180,000 elite athletes active in 2022 including more than 400,000 personal bests from these athletes across the season
- Our website had 34 million visitors with more than one billion hits on our competition stats database
- Our media coverage reached 10 billion people and our social media followers grew to 10 million
- And we had good engagement from all of you, our Member Federations, with more than 5,000 people signing up for courses on our eLearning platform; more than 50 Member Federations and 100,000 children joining in our first Kids' Athletics Day; we held 24 Member Federation Info Sessions as well as other specialist sessions; and our Gender Leadership Facebook page now has more than 1,000 followers.

At the end of last year we received tracking data from our partner Nielsen which gives us a snapshot of how athletics is positioned around the world and how our fans engage with us.



It shows that athletics ranks fourth in interest globally behind football, running – which interestingly is not thought of as athletics – and swimming. If you recall, our previous research in 2018/2019 had us in fifth position. The research also shows that athletics has the best reputation of all global sports (89% agreed). When asked about the reputation of the international federation, as opposed to the sport, World Athletics comes in third for strong governance, behind World Rugby and FIBA, the international federation for basketball, with 79% of respondents believing we govern our sport well. This is a remarkable achievement given where we were back in 2015. And the overall perception of World Athletics has improved to a greater extent over the past two years than any other international sports federation.

These are really encouraging results and tell me we have strong momentum which we all need to build on now, no matter where you are in the world or what your focus is.

Momentum is my key word for 2023.





You are all astute observers of the current world. It is a complicated landscape – environmental, economic, social and cultural. All political observers talk about headwinds – I can't think of a time where we've had a more complicated world. A world where it is more important than ever for us – sport – to do what we do well and we do 24/7. And as we do it in ways big institutions don't get close, we need to make more of our role in this complicated world as sport is uniquely placed to help governments and communities navigate the issues so many of our countries and people are facing.

You also know we live in a world where decisions are made quickly and when the information we want and need is not always readily available, or dare I say it, true. So, we can be challenged if we're not sure about the reliability of information coming to us. We're also in a race and it's a race we can't lose. It's a race against time and it's a race to continue to capture the imagination of young people as we're dependent upon them for what we do now and into the future. And it's a race to maintain their lifelong bond with the sport. So, when today's young people go out into the world and take up responsibilities at more senior and influential levels in business, governments and sport – some of them from athletics – they take with them what they have learned from growing up in the sport. They continue to support and identify opportunities – this is what I mean by a lifelong bond.

It's also a race to make sure governments are aware that we are capable of helping them with their new agendas. It's not a race against other sports; it's a race against all the other influences on young people today. All the potential outside influences that take them away from sport and are demanding their time and, quite frankly, are more exciting or more relevant to their lives. And by relevant I mean, fit more easily into their lives.

It's important our sport makes decisions fast and these decisions are focused on what it is the next generation are asking of us as a sport and how we capture their imagination in a busy landscape of competing, entertainment opportunities, technology trends, life skills and activities. We need to understand the risks AND the trends as both have the potential to pose serious challenges and opportunities to our sport. And we will discuss this more at our Convention in Budapest later this year.

I have said before we need to be braver, more innovative and faster with our decision making. It was Einstein who defined insanity as doing the same thing over and over and expecting different results. It's time to take a deep and objective look at ourselves and our own organisations and activities and assess our level of 'insanity'. We need to keep funding and



investing in events, disciplines and activities that deliver tangible growth, that engage our fans and help us recruit new people into athletics.

We must innovate and to that we need to be more agile and more confident in making decisions, hosting events and attracting more people into athletics at every level.

We have spent the past three years building our resources, courses, online tools and platforms to help all Member Federations recruit more coaches and technical officials and develop and deliver more events and creative programmes that are attractive to young people, governments, clubs and schools. A significant amount of our financial and human resources have been invested in these programmes. We want to see more Member Federations use and adapt these resources to drive more engagement and recruit more people who can facilitate our sport.

We have great foundations in place. We are seeing more stars grow in our sport through the athlete stories we and the media are telling. And we are actively looking at ways to raise them even higher, helping our athletes become more famous through special features, documentaries and making them more available to fans and media. Performance is key but personalities and passions are also important connectors.

In 2023 we will also build on our momentum by:

- Being a lot better at gathering, analysing and using data more widely. Becoming a more metrics-driven organisation and sport, from bidding to hosting and to legacy in the future, is a priority for growth. We are beginning to gather some rich data which will be invaluable in guiding decisions over the coming months and years – decisions on competition formats, disciplines, host cities, national and area championships, and a host of other decisions we will all need to make
- Momentum that means working with governments and cities to introduce more people, particularly children, to athletics through our Kids' Athletics programme. This also entails building area and global networks of individuals who are able to facilitate and teach these programmes – from taking groups of children to the local park, club or beach on weekends to holding PE classes in schools and clubs. We started this in some Areas last year and will continue across all Areas in 2023. Our Development Commission we will have a hands-on role, working with our Member Federations, in managing and monitoring this activity with the aim of reaching one million children through our Kids' Athletics programmes and initiatives this year



- Pre-covid we were heavily reliant on face-to-face courses for those helping to facilitate athletics with just two online courses available. This year we will have 15 courses online, in a number of different languages, and have set a target of 10,000 registered users accessing these courses. We are developing a recruitment drive aimed specifically at coaching and technical officials and backed by a new people plan to help Member Federations attract and retain more people
- We are staging a brand new World Athletics Series event in 2023 – the World Athletics Road Running Championships – which brings together the mile, the 5km and the half marathon in a brand new event with World Championship medals being awarded in some for the first time as well as an equal focus on mass participation. This is the first new World Athletics Series championship since the introduction of the World Athletics Relays in 2014 – and that was almost a decade ago!
- We are also working on another new event to take place in 2026 – the only year where we don't have a senior outdoor World Athletics Championships or an Olympic Games. We want to create a global event that is different and exciting and can be an incubator for ideas and formats and another stage to raise the profile of athletes and athletics
- We have more Continental Tour events in each Area, and at all levels, so athletes can compete more at home or closer to home. More road races for elite and mass participation and closer ties with the mountain and trail running community which is growing fast
- And for the historians among you – 2023 will be the 40th anniversary of our World Athletics Championships. We have come a long way in 40 years so let's look back to 1983 and celebrate these past 40 years as we plan our next 40 years which will look a lot different.

This is the **momentum** we want to capitalise on and build.

I have said this before but it is worth repeating. We have never had such a good opportunity to grow athletics as we have over the next few years and, with our World Plan for Athletics 2022-2030, which each of you helped create, we have a clear set of initiatives to capitalise on this opportunity. No matter what size Member Federation you are, you can grow. This is where we need focus.



While we have three World Athletics Series championships this year, including, of course, our outdoor World Athletics Championships in Budapest, in 2024 we have five World Athletics Series championships plus an Olympic Games so there is no time to lose. We need to make sure that all our building blocks are in place during 2023 and that all the resources that are being developed are used by all Member Federations and Areas.

As always I want to thank all of you for the work and development you dedicate to your athletes and your communities. Athletics may primarily be an individual sport, but the growth in participation and popularity of athletics is a team effort and I am always grateful for the hours and passion you put in to the work you do – thank you!






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
- Hasan ARAT (TUR), Appointed Member
- Abby HOFFMAN (CAN), 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 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 provides strategic advice and reports to Council at each meeting and to Congress on an annual basis.

In 2022, the Executive Board met six times as listed below:

- 25 January, video conference
- 8 March, video conference
- 10 May, video conference
- 12 July, Eugene, Oregon, USA
- 26/27 September, London, GBR (a two-day 'retreat')
- 28 November, Rome, ITA.

On two occasions, dedicated information sessions were held for the Executive Board to take deeper dives on topics such as the development of the Project Moonshot proposal and the 2023 annual plan and budget.



Executive Board Committees

Details on the three Executive Board Committees are available on the website [here](#) and their work is summarised below.

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 its
- finance function in considering matters relating to financial management to safeguard financial stability, and to strengthen transparency and accountability.

The Committee's primary focus in 2022 therefore related to the review of the financial and non-financial audits and the implementation of the annual financial plan including the approval of the 2023 annual plan and four-year budget projections for recommendation to the Executive Board.

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

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 to the organisation including ongoing review of the corporate risk register.

Risk management was an underlying theme throughout 2022 given the rapidly evolving global economic, political and health environments. The Risk Committee identified, monitored and reported to the Executive Board on the risks, and relationship between those risks, and their potential impact and associated mitigation actions, on the strategic goals of the organisation.



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

Remuneration Committee

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

In 2022, the Committee further developed the World Athletics remuneration framework and policy for the 2023-2027 period to be finalised in 2023 and approved by the Executive Board to take effect after the 2023 Election Congress.

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





Key decisions

Key areas of focus and decisions taken by the Executive Board in 2022 can be summarised as follows:

Key areas	Areas of focus & decisions
Strategic Plan	Ongoing review of the World Athletics Strategic Plan 2020-2023 and monitoring of delivery progress against the identified goals and key performance indicators (KPIs). At the end of 2022, it was reported that for 15 of the 16 goals in the Plan, progress is aligned to the KPIs and on track to meet the objectives set by the end of 2023 (details on progress outlined later in this section).
Commercial strategy	Ongoing oversight of the commercial strategy and sponsorship pipeline, including identification of potential new sponsor categories (details outlined below). In 2022, World Athletics appointed The Daily Mile as a supporter of the World Athletics Championships Oregon22 and renewed its sponsorship supplier agreement with Pinsent Masons.
Risk management	<p>Risk management oversight, particularly in relation to the following topics:</p> <ul style="list-style-type: none"> • Postponement or cancellation of future World Athletics Series (WAS) events, particularly those hosted in China and China's zero Covid policy • Russia's invasion of Ukraine and the associated global and regional economic and political impacts • World Athletics' capacity and resources to deliver the four WAS events in 2022 in addition to the commitments of the World Plan, Strategic Plan and HQ annual departmental plans. <p>To support the risk management approach, in addition to the corporate risk register, which was approved by the Executive Board, new event risk monitoring has also been established and a risk management toolkit for local organising committees developed.</p>
Remuneration	<p>The underpinning remuneration principles for the period 2023-2027 for the following bodies were agreed as summarised below:</p> <ul style="list-style-type: none"> • Council members, Area Presidents, Commission chairs, Vetting Panel chair and members, AIU Board chair and members: provision of an annual honorarium and per diems; and, • Commission members and non-Council members of working groups/taskforces, and chairs and members of the Election Oversight, Nominations and Executive Board Appointments panels: maintain volunteer philosophy (no annual honorarium) and per diems.
Appointments	Sport Resolutions was approved as the independent secretariat to the Disciplinary Tribunal for a period of four years (1 January 2022 to 31 December 2025) (recommendation made by the Athletics Integrity Unit).



Key areas	Areas of focus & decisions
Project Moonshot	<p>The Executive Board received updates at each of its meetings in 2022 on Project Moonshot, a strategic investment project aimed at securing new revenue sources for World Athletics.</p> <p>World Athletics worked with Two Circles and Oakwell to analyse and develop ideas/concepts for growth, including evaluating and modelling budgets for each of the concepts, projecting possible income to be derived from them, and assessing the investment potential. A shortlist of projects was established by the Executive Board, with input from Council and other stakeholders, and then two priority projects identified – the first being to grow World Athletics’ fan database and the second to create a new innovative athletics event. These initiatives are now being progressed in 2023.</p>
Annual plan and budget	<p>The 2022 annual plan and budget was approved by the Executive Board. The plan was developed with input from the leadership team and covered key initiatives for 2022 across all departments, as well as top five project priorities for the organisation, which were agreed, as follows:</p> <ol style="list-style-type: none">1. Growing athletics - Project Moonshot2. Project USA3. Safeguarding4. Kids’ Athletics5. Fan engagement.
Roles and way of working	<p>The Executive Board reflected on the roles and effectiveness of the decision-making bodies of World Athletics based on the initial four-year cycle following the reforms. This involved an in-depth review of the Executive Board’s responsibilities in relation to the overall governance structures and their scope and ways of working. A series of actions were agreed to enhance future effectiveness, engagement and ways of working more collaboratively – this included the production of a detailed Executive Board workplan.</p>
Grants	<p>The Executive Board provided input on the proposed grants for Member Federations and Area Associations aligned to the new development model framework and principles. A Grant for Growth for Member Federations was launched in May 2022 to replace the Athletics Olympic Dividend grant. The new grant is project based, with strategic outcomes aligned to local needs of Member Federations but contributing to overall growth of the sport through identified World Plan actions.</p>
EB operations/ workplan 2022-2023	<p>The Executive Board finalised its workplan for 2022 and for 2023. The workplan sets out standing items for regular updates, e.g., HQ operations, financials and commercial, and identified priorities that would require more significant review and input, e.g., development of the 2024-2027 strategic plan.</p>



Key areas	Areas of focus & decisions
WAS events	<p>Updates on commercial, financial and risk elements of the organisation of future World Athletics Series events were provided to the Executive Board at each of its meetings in 2022, with a particular focus on the World Athletics Championships Budapest 23.</p> <p>The Executive Board also provided input on the review of the financial model for the World Athletics Race Walking Team Championships and on the proposed strategic imperatives for the 2027 World Athletics Championships bidding process and the 2025 World Athletics Championships host. Executive Board input is focused on a risk, commercial and financial impact perspective and feedback is provided to support Council's decision-making.</p>
Finance and audits	<p>At each of its meetings in 2022, the Executive Board received updates to monitor the expenses and incomes against the approved budget and noted that World Athletics was operating within the budget and the projected cash reserves.</p> <p>The Executive Board approved the 2021 financial audit report issued by EY and the 2021 non-financial audit reports regarding governance and ethical compliance, and the anti-doping and integrity programme. The 2021 annual report and audits were published on the website in August 2022.</p>
Future of sport	<p>The Executive Board received a presentation by Deloitte on the global trends and risks around the future of sport. The key disruptors and forces of changes agreed by the Executive Board were the future generation of athletes, fans and workforce; the pace of digital change; and the evolving global sports market. These trends are important considerations in terms of prioritising projects and development of the next strategic plan.</p>





Commercial Partnerships

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, commercial 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 2022, with the world emerging from lockdown and 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. World Athletics and Dentsu managed to secure The Daily Mile as an event supporter of the World Athletics Championships Oregon22 and renewed the existing sponsorship agreement with Pinsent Masons for another four years.

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 future.

Official Partners

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

Official Suppliers

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

Media Partners

TBS is World Athletics' official media partner.

Eurovision Sport and ESPN are World Athletics' official media distribution partners for Europe and Africa.

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



World Athletics Strategy for Growth 2020-2023

WORLD ATHLETICS

STRATEGY FOR GROWTH
2020-2023

Our Vision

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

Our Mission

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.

Our Approach

By doing the good things we do already even better via a programme of continuous improvement, and by delivering new innovative initiatives and programmes.

Our Goals

PARTICIPATION

We will deliver more events at every level of the sport. From more world class athletics competitions in all continents at national, regional and international level, through to ensuring there are opportunities for children to try our sport wherever they live and campaigns for more people to get active through running.

PEOPLE

We will celebrate, support and develop the people (coaches, officials, volunteers and professionals) who deliver our sport throughout the world, at every level, providing clear access and pathways and we will double the number of new recruits who help deliver our sport – as coaches and officials or in Member Federation, event or club roles.

FANS

We want our fans to attend and watch our athletes compete, as well as get to know and engage with them through new platforms and initiatives. By 2023 our aim is to grow our broadcast reach, double our digital following and create a database of 1 million known fans who actively choose to connect and engage with us and our sport.

PARTNERSHIPS

As the world's most accessible sport we rely on strong partnerships to deliver events and programmes at all levels. We value these partnerships and aim to double our current number of meaningful commercial and non-commercial partnerships to generate new financial and activation opportunities for our sport, our athletes, our MF's and our communities around the world.

Our Stakeholders

Member Federations, Athletes, Partners, Media, Fans, and Our People.

Our Values

Respect, Integrity, Leadership, Commitment, Innovation, Excellence.



The World Athletics Strategic Plan, set for the four-year period 2020-2023, identified 16 goals across the four strategic pillars. Regular updates on the activities have been shared and discussed with the Executive Board.

Ten of the 16 goals (63%) were completed before the end of 2022, including resetting the digital following goal which was achieved by the end of the first year. The launch of the Kids' Athletics programme is gaining traction across many Member Federations and the growth of the Continental Tour and other one day meetings is providing more opportunities for athletes around the world to compete more often in their regions. More courses across multiple platforms and in more languages were introduced in 2022. In 2020 only two online courses were available to the 897 registered on the eLearning platform. 15 courses will be available in 2023 to a targeted 10,000 registered users. The change to our bidding processes is delivering strong bidders for our blue ribband events and the Nielsen driven impact studies introduced last year will be critical in delivering a strong, substantive narrative for future bidders.

Five goals (31%) will be completed by the end of the Strategic Plan period (2023). This includes increasing broadcast reach by 10% and delivering full stadia for the two World Athletics Series events which fall within the period. We are also on track to deliver the objective of doubling the number of commercial partnerships by the end of 2023. In 2020 we had five partners and by the end of 2022 we had seven partners. The Tokyo 2025 appointment secures at least two new sponsors so 2023 will centre around converting this promise with a B2C focus.

While significant progress has been made on creating a database of one million known fans, this goal will not be met by the end of 2023. However, a detailed strategy, plan and resources are in place to build a substantial database by capitalising on the World Athletics Championships Budapest 23, the Paris 2024 Olympic Games and the World Athletics Championships Tokyo 25.



The 16 Goals

Participation	Attract more bidding cities for WAS events	Two campaigns per year to inspire change	Create world-class athletics competitions across all six Areas	Create and launch Kids' Athletics programme	Provide more participation opportunities for people across the world at all levels and age groups
People	Sharing skills and knowledge with and between our Member Federations	Implement Governance reform	Create best in class teaching materials, accessed through eLearning	Double numbers of new recruits who facilitate our sport	
Partnerships	Increase the number of meaningful non-commercial partnerships	Add value to our existing partnerships	Double number of commercial partnerships		
Fans	Double our digital following	Increase broadcast reach by 10%	Full stadia at WAS events and attract more fans to watch at all levels	Create one million database of fans	





COUNCIL REPORT //

Governance & Membership

Council

With the Russian military illegal invasion and war in Ukraine dominating the global landscape in 2022, and the associated geopolitical, economic and humanitarian challenges worldwide, in addition to the ongoing and residual public health issues related to the Covid-19 pandemic, the Council's focus was on ensuring the delivery of the four World Athletics Series (WAS) events in 2022 and maintaining a full calendar of one-day meetings. This included the first outdoor senior World Athletics Championships for three years in Oregon, USA.

In addition, key areas of work for the Council in 2022 included delivery of the objectives and actions in the Strategic Plan 2020-2023 and implementation of the World Plan for Athletics 2022-2030, which included the creation of safeguarding materials and supporting tools for Member Federations and Areas, the roll out of the Kids' Athletics programme and the further development of the eLearning platform, as well as a focus on sustainability and competition innovation.





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

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



Council meetings

The Council met on three occasions in 2022:

- 227th Council meeting, 9/10 March, video conference
- 228th Council meeting, 13/14 July, Eugene, USA
- 229th Council meeting, 29/30 November, Rome, Italy.

The Council meeting that took place in March 2022 was held by video conference over two sessions of approximately three hours. The Council meetings in Eugene and Rome were in a hybrid format, with Council members and presenters also able to join virtually as applicable. Council also met at short notice on 1 March 2022 to debate and decide the response of World Athletics following Russia's illegal military invasion of Ukraine supported by Belarus.

Council information sessions

In addition to the formal Council meetings, Council information sessions were held throughout the year to provide an opportunity for a more in-depth briefing and discussion on relevant topics, including the future governance of para athletics; concepts relating to Project Moonshot; proposals to evolve the World Athletics Relays; proposals relating to competition rule changes; and insights as to future innovations and trends impacting sport. In addition, all bidder presentations for the 2025 World Athletics Championships and the 2024 World Athletics Relays were delivered to Council through online information sessions.

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 2022

The World Athletics Awards 2022 were celebrated via World Athletics' social media platforms between November and December and announced from 28 November starting with the Coaching Achievement Award and concluding with the Athletes of the Year and Rising Stars on 5 December. In total, 10 awards were celebrated and the related press releases announcing each award winner can be accessed [here](#).

World champions and world record-breakers **Sydney McLaughlin-Levrone** from the USA and **Mondo Duplantis** from Sweden were named the [World Athletics Athletes of the Year](#).



The other award winners were:

- **Rising Stars:** [Serbian javelin thrower Adriana Vilagos and US sprinter Erriyon Knighton](#)
- **Member Federations Award:** [Confederacao Brasileira de Atletismo \(Brazil\)](#)
- **Fair Play Award:** [Katie Nageotte and Holly Bradshaw](#)
- **President's Award:** [Ukrainian Athletic Association](#)
- **Coaching Achievement Award:** [Gennadii Zuiev](#)
- **Woman of the Year Award:** [Donna Fraser](#)
- **World Athletics Photograph of the Year:** [Martin Rickett's photograph of a steeplechase fall in Oregon.](#)

Membership

Member Federation obligations

In line with the provisions at Article 9 of the World Athletics Constitution, Member Federations' compliance with their obligations is monitored annually. All Member Federations met their reporting requirements in 2022.

Belarus Athletic Federation

As a consequence of the government of the Republic of Belarus' involvement in the illegal invasion by Russia of Ukraine, which is contrary to the purposes of World Athletics, Council resolved on 1 March 2022 that the Belarus Athletic Federation athletes, athlete support personnel, Member Federation officials and officials who are citizens of Belarus are excluded from World Athletics Series events for the foreseeable future. It was also agreed to further debate at the following Council meeting the Russian illegal invasion of Ukraine and specifically the status of the Belarus Athletic Federation's membership, and whether additional measures should be imposed. A [press release](#) outlining the details of the decisions taken by Council was issued on 1 March 2022.

At its March 2022 meeting, Council resolved that the following additional sanctions should be imposed on the Belarus Athletic Federation to take effect immediately and to continue for the foreseeable future:

1. No hosting of any international competition or European Athletics events, which includes World Athletics Series, Continental Tour meetings and any other international competitions
2. No right to attend, speak and/or vote at meetings of Congress or in decisions to be taken by Congress
3. No accreditation to attend any World Athletics Series events, including the World Athletics Indoor Championships Belgrade 22 and the World Athletics Championships Oregon22



4. No involvement of the Member Federation personnel in any World Athletics development or professional programmes.

The above position and sanctions on the Belarus Athletic Federation were re-affirmed by Council in March 2023.

Russian Athletics Federation

The Russian Athletics Federation (RusAF) remained suspended from World Athletics membership throughout 2022 for its role in the systematic failures in the Russian anti-doping programme that were identified in 2015. In response to Russia's illegal invasion of Ukraine in March 2022 the Council decided that, separately to its decisions arising from the work of the Russia Taskforce, no Russian Authorised Neutral Athletes ('ANA') could compete and no officials supporting them could participate at World Athletics Series events held for the foreseeable future.

On 23 March 2023, Council resolved that the anti-doping conditions for reinstatement of the RusAF as a member of World Athletics had been met. However, the Council decided to continue the exclusion of both RusAF and the Belarus Athletic Federation based on the illegal invasion of Ukraine. Those Council decisions are entirely separate from and outside of the Russia Taskforce's remit.

A brief background to Council's decision regarding the reinstatement of RusAF is set out below (the full detail is set out in the Russia Taskforce's Terms of Reference and previous Taskforce reports, which are posted on the World Athletics website, linked [here](#)):

1. Council suspended RusAF's membership in November 2015 due to RusAF's systematic failure to comply with its anti-doping obligations. Council resolved that RusAF should only be reinstated to membership once it had demonstrated that the following conditions had been met, and could reasonably be expected to continue to be met moving forward:
 - a. RusAF complies with all of the requirements of the World Anti-Doping Programme and of the World Athletics Anti-Doping Rules that are applicable to a national federation
 - b. Both World Athletics and the Russian Anti-Doping Agency (RUSADA) are able to carry out, effectively and without interference, their respective anti-doping activities in Russia and in relation to Russian athletes and athlete support personnel
 - c. As a result, the participation in international competitions of the athletes and athlete support personnel under RusAF's jurisdiction will not jeopardise the integrity of those competitions.



2. Council appointed the Russia Taskforce in November 2015 to oversee and report back to Council on RusAF's efforts to meet those conditions, which were translated into a series of specific requirements
3. In June 2016, Council approved a rule change to permit athletes affiliated to RusAF who could establish they were not tainted by the failings of the Russian anti-doping system to compete in international competitions not as representatives of Russia but rather as ANAs
4. In November 2019, Council resolved to suspend the reinstatement process pending resolution of charges that the Athletics Integrity Unit (AIU) had brought against RusAF for breaching its anti-doping obligations in relation to the Lysenko affair
5. In March 2020, Council imposed sanctions on RusAF for those anti-doping breaches and asked the Taskforce to take up again the task of overseeing RusAF's efforts to meet the reinstatement conditions
6. In February 2021, Council approved a detailed reinstatement plan and associated milestones and key performance indicators (KPIs) ('the Reinstatement Plan', accessible [here](#)), which RusAF was required to implement. The Russia Taskforce appointed independent experts to monitor RusAF's implementation of the Reinstatement Plan. The Russia Taskforce reported at subsequent Council meetings on RusAF's progress in implementing the Reinstatement Plan.

At the last Congress meeting, in November 2021, Congress resolved (in exercise of its powers under Article 13.7 of the Constitution) that the suspension of RusAF's membership of World Athletics would continue until Council decided 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 had been met. The conditions that Council set were (1) that RusAF had to meet the milestones and KPIs set out in the Reinstatement Plan approved by Council in March 2021; and (2) that RusAF had to accept a set of measures that would apply after reinstatement ('Special Conditions'), which were designed to ensure that its anti-doping reforms continue to operate effectively following reinstatement.

In November 2022 the Russia Taskforce reported to Council that an independent audit had confirmed RusAF's successful implementation of the Reinstatement Plan, subject to taking two remedial measures concerning adding certain protections to its whistleblower policy and formalising its policy for development of anti-doping and integrity in the regions, which were subsequently confirmed by the independent auditors as being completed.



Subsequently, the Russia Taskforce finalised the Special Conditions and met with the RusAF leadership team after the return of President Peter Ivanov, at which the Taskforce was satisfied of Mr Ivanov's and RusAF's enduring and unconditional commitment to comply with the Special Conditions post-reinstatement.

In March 2023, whilst acknowledging that widespread and sustainable cultural change in Russian athletics will take many years to embed and the pace of change will vary within regions and between stakeholders, the Russia Taskforce submitted its final recommendation to Council, which accepted that recommendation and therefore resolved as follows:

1. Taking note of the Taskforce's report and recommendations, Council resolves to lift the suspension of RusAF's membership of World Athletics for breach of its anti-doping obligations, and to reinstate RusAF's membership of World Athletics, on the following basis:
 - a. In addition to its other anti-doping obligations as a WA ADR Rule 15 Category 'A' member federation, RusAF is required to comply with all of the Special Conditions for a period of three years from the date of this resolution
 - b. Council shall decide at the end of that period, based on the recommendation of the AIU, whether it is necessary to maintain the Special Conditions, or impose different ones, for a further period.
2. The Taskforce shall be disbanded forthwith and the international experts be stood down. The AIU shall be responsible for overseeing RusAF's compliance with WA ADR 15.4 and 15.5 and the Special Conditions, on the basis set out in the Special Conditions, and also exercising (as necessary) its powers under WA ADR 15.8 and 15.9
3. It is one of the Special Conditions that RusAF must pay all of the costs incurred by the AIU in overseeing RusAF's compliance with WA ADR 15.4 and 15.5 and the Special Conditions, as well as any costs incurred by World Athletics in connection therewith. No more than 21 days after the date of this resolution, RusAF must sign and return the formal Costs Agreement provided by World Athletics, setting out how this obligation will be satisfied
4. If there is a minor breach of WA ADR 15.4 and/or 15.5 and/or of the Special Conditions, the AIU shall decide what corrective action is required. If there is a material breach of WA ADR 15.4 and/or 15.5 and/or of the Special Conditions (whether a breach as to payment of costs owed or otherwise), the AIU shall report the breach to Council, who will decide upon the appropriate measures (which may include, if the circumstances so warrant, a proposal being put to Congress that RusAF be expelled permanently from membership of World Athletics), with the AIU making any recommendations it may see fit as to those measures



5. As a result of this reinstatement decision, from an anti-doping perspective there is no restriction on athletes affiliated to RusAF competing in World Rankings Competitions. Therefore the Authorised Neutral Athlete (ANA) process and the work of the Doping Review Board in respect of Russian ANAs shall be discontinued forthwith
6. For the avoidance of doubt, this decision to reinstate RusAF's membership of World Athletics is based on anti-doping considerations only, and does not constrain Council's powers in relation to Russia's invasion of Ukraine.

Throughout this period, RusAF has paid all the costs of reinstatement.

The Russia Taskforce Independent Chair was Rune Andersen. The members of the Russia Taskforce were Geoff Gardner (Vice-President), Abby Hoffman (Council Member), Anna Riccardi (Council Member), and Rozle Prezelj (former Chair of the Athletes' Commission). All of the Taskforce's reports, and Council's consequent decisions, the Special Conditions, the independent audit report, and other related information referred to in this report to Congress are available on the World Athletics website, linked [here](#). The Taskforce will meet on the occasion of the Congress to draw together the lessons of its work over seven years, in case a similar situation arises.

As referenced above, Council resolved in March 2023 that, along with a package of other exclusions, the athletes, officials and support personnel from Russia (and Belarus) are still excluded from World Athletics Series events for the foreseeable future due to Russia's illegal invasion of Ukraine.

Rules and Regulations

All new, or amended, rules and regulations approved by Council in 2022 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](#).

- Athletes' Representatives Rules and Regulations.
- Competition Rules.
- Diamond League Regulations.
- Eligibility Rules.
- Eligibility to Represent Member Federations Regulations.
- Event Bidding Rules.
- Governance Rules.
- Honorary Member and Service Awards Rules.
- Label Road Race Regulations.



- Mechanical Aids Regulations.
- Member Federation Rules and Area Association Rules.
- Rules of Congress.
- Technical Rules.
- Vetting Rules.
- World Athletics Indoor Tour Regulations.
- World Athletics Series Regulations (including consequential amendments to the Neutral Athlete Regulations).

A summary of the key amendments is provided below.

Rules of Congress

- To ensure they are up to date and reflect the new provisions in the Constitution particularly around majorities following the amendments agreed at the 2021 World Athletics Congress.

Governance Rules

- To reflect the practical application of the Rules and remove duplication to the Constitution to make the rules easier to navigate and avoid any possible issues of inconsistency.

Vetting Rules

- To delete the provisions of the Rules that relate to World Athletics staff (who are subject to the same principles relating to vetting as World Athletics officials) as these are enshrined in a Staff Vetting Policy.

Honorary Member and Service Awards Rules

- To update the Rules based on the Nominations Panel's recommendations regarding the procedure for nominations following their undertaking of the process in 2021.

Member Federation Rules and Area Association Rules

- The new Member Federation Rules and Area Association Rules are required by the Constitution and set out the procedures for membership of World Athletics and detail the rights and obligations of Member Federations (Article 9.1) and Areas (Article 20.1). The new Rules therefore codify current procedures and practices between World Athletics and Member Federations and Areas including expectations concerning general meetings, safeguarding and resolving disputes. Guidance documentation and tools have been developed to support implementation of the Rules. The suite of information will be rolled out ahead of the effective date for the new rules of 1 July 2023.

Competition Rules

- To introduce an official world record for the road mile from 1 January 2023.



Eligibility Rules and Eligibility to Represent Member Federations (Transfer of Allegiance) Regulations

- To streamline the relevant rules and regulations and restructure the Book of Rules with one set of Eligibility Rules to avoid duplication. The following rules and requirements were deleted as their contents have been incorporated in the Eligibility Rules: Requirements to Compete in International Competitions; Eligibility to Represent a Member Rules; and Payments to Athletes Rules.
- To update the rules and regulations on eligibility and transfer of allegiance of athletes wishing to compete for Member Federations in National Representative Competitions (now proposed Transfer of Allegiance Regulations) following procedural improvements submitted by the Nationality Review Panel.

Event Bidding Rules

- To ensure alignment with the Event Organisation Agreement in relation to the entities required to sign that Agreement.

Athletes' Representatives Rules and Regulations

- To require that any fee charged to Athletes' Representatives be approved in advance by World Athletics.

Diamond League Regulations

- To set out the detail of the new 'Final 3' format that applies to the following throwing and horizontal jumping events: long jump, triple jump, shot put, javelin throw and discus throw.

Label Road Race Regulations

- To provide a clear competition hierarchy for the sport while guaranteeing flexibility for the races and growing the brand equity that the Labels carry in the world of running. In addition, to also embed mandatory sustainability requirements aligned with the Athletics for a Better World sustainability programme.

Mechanical Aids Regulations

- To set out the requirements and procedure for authorisation of use of a Mechanical Aid (the new Mechanical Aids Regulations are a sub-set of Technical Rule 6.3.4).

Technical Rules & Generally Applicable Definitions

- To amend Technical Rules 1 and 11 and the definition of International Competitions and World Rankings Competitions (of the Generally Applicable Definitions) to mandate that World Rankings Competitions membership is required for National Permit Competitions wanting their results to be recognised by World Athletics.

World Athletics Indoor Tour Regulations

- The key amendments concern mitigation against the risk of last-minute withdrawals from meetings of the World Indoor Tour and the introduction of the sustainability event standards.



World Athletics Series Regulations (including consequential amendments to the Neutral Athlete Regulations)

- To provide future hosts of the World Athletics U20 Championships with the option to include substantial mass participation activities in the competition programme, and the possibility to use additional stadiums.
- To introduce a fixed order for the alternation of athletes of different genders in the 4x400m mixed relay event.
- To allow for an athlete under the age of 18 to double in the 4x400m relays and enable an U18 athlete to compete in the 4x400m and mixed 4x400m.

Eligibility Regulations for the Female Classification (Athletes with Differences of Sex Development) (the DSD Regulations) and Eligibility Regulations for Transgender Athletes (the TG Regulations)

An update on the review of the DSD Regulations and Transgender Regulations was presented to Council at an information session. Options for both sets of regulations were presented and discussed by the Council. A consultation process with Member Federations, athletes and other stakeholders was then undertaken. The results of this consultation and a final recommendation was presented to the Council for a decision at its March 2023 meeting.

Start Procedure Guidelines

As part of an ongoing review, the Start Procedure Guidelines were amended to provide the Start Referee with the scope to evaluate the athlete's movement, the technological evidence and the discretion to permit the athletes to run "under protest". Further studies have been conducted concerning start procedures and any proposed changes will be submitted to Council for approval and subsequently communicated to Member Federations.

Safeguarding Policy

The World Athletics Safeguarding Policy, which is available on the website [here](#), contains a requirement for the Council to review the document on an annual basis to ensure the document remains up to date. The following key amendments were made to the Policy in July 2022:

- Member Federations are mandated to adopt a safeguarding policy of their own by 2023 along with procedures to deal with any safeguarding incidents that may arise within their area of responsibility.
- Area Associations should also adopt a safeguarding policy and support Member Federations in their respective Areas to fulfil Member Federations' obligations to produce and implement a safeguarding policy.



- The responsibility that Member Federations have in relation to not disclosing personal information (unless required by law to do so or on a need-to-know basis) should be a requirement.

World Athletics developed safeguarding and education resources to assist Area Associations and Member Federations with the development and adopting of their own safeguarding policies and procedures. This material is available on the World Athletics website [here](#).

Further details are outlined in the Safeguarding Working Group report under section 5.1.

Human Rights Policy

World Athletics continues to take its responsibilities in relation to protecting human rights seriously.

A first draft of a new Human Rights Policy has been prepared. This is due to be reviewed by the World Athletics Commissions and Council in Autumn 2023. The Integrity Code of Conduct is being reviewed now and this will include reviewing if any changes need to be made as recommended in the Human Rights Working Group's Report.

Many of our employees focus on human rights as part of their wider duties. These include our Head of Sustainability, Compliance & Risk Officer, General Counsel, Senior Counsel, our Communications team and our International Relations & Development team.

The Risk Committee and Executive Board reviewed the terms of reference and composition of the Risk Committee and were satisfied that human rights expertise and considerations were adequately catered for.

An online Safeguarding Essentials training programme is being created, which will be available to everyone in athletics to access on the eLearning platform. By safeguarding we mean protecting everyone in athletics, whatever their involvement and whatever their age, from abuse, harassment and exploitation, which are all fundamental human rights. The course will be available mid-July 2023 in English and then from September 2023 in multiple languages. Two additional more advanced safeguarding courses are being developed for those who will lead on safeguarding in their Member Federations and Area Associations.



In addition, a suite of safeguarding guidance and template documents for all our Member Federations to use has been created. Member Federation information sessions have been held to highlight these. Training programmes will also be run in the Areas to help Member Federations deal with a safeguarding case. Similar safeguarding materials will be prepared for Area Associations to use. The Council has made it mandatory for all Member Federations to have safeguarding policies and procedures in place by the end of 2023.

Wording to guard against human rights risks has been inserted into all new commercial contracts and our requests for proposals and it will also feature in new procurement processes. In addition, when new rules and regulations are made or existing rules and regulations are amended, consultation takes place with those most affected to listen to their views.





Appointments to World Athletics bodies

During 2022, Council approved appointments to World Athletics bodies as summarised below.

World Athletics governance or independent body	Membership and appointments	Term of appointment
World Plan Implementation Working Group	Willie BANKS (USA), Chair Beatrice AYIKORU (UGA), Member Antti PIHLAKOSKI (FIN), Member Adille SUMARIWALLA (IND), Member Robin Sapong EUGENIO (NMI), Member Ximena RESTREPO (COL), Member Jean GRACIA (FRA), Member Aisha PRAUGHT-LEER (JAM), Member Geen CLARKE (CRC), Member James MOLOI (RSA), Member Sebastian COE (GBR), President (ex officio)	9 March 2022 until 8 March 2023 (one year)*
Safeguarding Working Group	Abby HOFFMAN (CAN), Chair Francis DODOO (GHA), Member Willie BANKS (USA), Member Beatrice AYIKORU (UGA), Member Bernard LAGAT (USA), Member Brian SHAPIRO (USA), Member Sebastian COE (GBR), President (ex officio)	Extended from 17 June 2022 until 17 June 2023
	Karin GRUTE MOVIN (SWE), Member Tigor TANJUNG (INA), Member Yvonne MULLINS (AUS), Member Estefanía SENESTRARI (ARG), Member	14 July 2022 until 17 June 2023
Nationality Review Panel	Susanne VAN WAERT (NED), Member Cydonie MOTHERSILL (CAY), Member Sarah AUSTIN (USA), Member Noelia CAICEDO COELLO (ECU), Member	From 1 August 2022 for four years
Doping Review Board	Sylvia BARLAG (NED), Interim Chair Elizabeth RILEY (GBR), Interim Member	From 20 January 2022 until 31 December 2022
Screening Panel	Ingrid BEUTLER (NZL)**, Member	From 22 September 2022 through to the conclusion of the 2023 Election Congress
Athletes' Commission	Halimah NAKAAYI (UGA)***, Member	From 20 October 2022 until the 2023 Athletes' Commission elections at the World Athletics Championships Budapest 23

*extended until 31 August 2023 by Council in March 2023. **appointment arose due to a vacancy in the membership of the Screening Panel.

*** appointment arose due to a vacancy in the membership of the Athletes' Commission



Working Groups

World Plan Implementation Working Group

A World Plan Implementation Working Group was established to provide oversight and support the implementation of the World Plan for Athletics 2022-2030.

The composition of the Working Group is as follows:

- Willie BANKS (USA), Chair
- Beatrice AYIKORU (UGA), Member
- Antti PIHLAKOSKI (FIN), Member
- Adille SUMARIWALLA (IND), Member
- Robin Sapong EUGENIO (NMI), Member
- Ximena RESTREPO (COL), Member
- Jean GRACIA (FRA), Member
- Aisha PRAUGHT-LEER (JAM), Member
- Geen CLARKE (CRC), Member
- James MOLOI (RSA), Member
- Sebastian COE (GBR), President (ex officio)

The key areas of focus for the Working Group include the development of a process for monitoring and evaluating the progress of the World Plan's implementation; the development of a reporting system for World Athletics, the Areas and Member Federations; the development of an engagement and communications approach to promote the World Plan; as well as offering support and guidance and identifying and showcasing good practice and the successful outcomes achieved.

Details are set out in the World Plan Implementation Working Group report in section 5.2 of this Annual Report.



Panels

Mechanical Aids Review Panel

Established by Council in 2021 the role of the Panel is to consider individual applications from athletes wishing to use a Mechanical Aid in athletics competitions. The Panel processes applications submitted pursuant to the Mechanical Aids Regulations (available [here](#) see Book C2.1A). The members of the Panel are:

- David GRACE (AUS), Chair
- Raul CHAPADO (ESP), Member
- Francis DODOO (GHA), Member
- Jinaro KIBET (KEN), Member
- Caroline NICOL (FRA), Member
- Anna RICCARDI (ITA), Member

In 2022, the Panel received one application and issued its decision in January 2023. The Terms of Reference of the Panel, Application Form and its Decisions are available [here](#).

World Athletics Series (WAS) event Bid Evaluation Panel

The Bid Evaluation Panel (BEP) oversees the bid process, evaluates bids and recommends to Council hosts for each WAS event. The responsibilities, powers and duties of the BEP are set out in the terms of reference, which can be found in Appendix 2 to the Event Bidding Rules ([Book C: Competition – C6.1 Event Bidding Rules](#)).

The members of the Panel are:

- Antti PIHLAKOSKI (FIN), Chair
- Nawal EL MOUTAWAKEL (MAR), Member
- Ximena RESTREPO (COL), Member
- Jakob LARSEN, Ex officio (Director of Events)
- Niels LINDHOLM, Ex officio (Compliance & Risk Officer)
- Ryo WAKABAYASHI, Dentsu Representative



The BEP's approved recommendations in 2022 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

In 2022, the panel reviewed and made nominations to the Council for appointments to the Nationality Review Panel and the Screening Panel.

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 (available [here](#)).



Nationality Review Panel

The role of the Nationality Review Panel (NRP) is to determine the eligibility of an athlete to compete representing a Member Federation in National Representative Competitions based on the criteria and application process set out in the Eligibility Rules and Transfer of Allegiance Regulations. In early 2022 the Nominations Panel led the recruitment and appointment process of four new members commencing in August 2022 for a four-year term. The members of the NRP are:

- Hiroshi YOKOKAWA (JPN), Chair
- Sarah AUSTIN (USA), Member - appointed in August 2022
- Noelia CAICEDO COELLO (ECU), Member - appointed in August 2022
- Geoff GARDNER (NFI), Member
- Jinaro KIBET (KEN), Member
- Cydonie MOTHERSILL (CAY), Member - appointed in August 2022
- Rozle PREZELJ (SLO), Member
- Brian ROE (AUS), Member
- Susanne VAN WAERT (NED), Member - appointed in August 2022.

Arising from its 2021 review, the NRP, with the approval of Council, in August 2022 introduced improvements to the Rules and Regulations, which included that the NRP can attach conditions to its decisions; the NRP can decline an application; document checks are to be carried out by the AIU; compulsory prior notification to the outgoing Member Federation of an application; greater focus on the rights and privileges the athlete is offered / entitled to with their new Member Federation; and the introduction of a fee of USD 100 per application.

In 2022, the NRP took 46 decisions, which are summarised [here](#) on the website (Athlete Transfer of Allegiance section).

2021 Annual Council Report

At its July meeting, Council approved the 2021 Annual Council Report along with the 2021 Audit Reports (the 2021 audited financial statements and the 2021 non-financial audits (governance & ethical compliance and integrity & anti-doping)). The 2021 Annual Council Report (including the 2021 Audit Reports) was circulated to Member Federations on 31 July 2022 and published on the website [here](#).





Competition & Events

World Athletics Series (WAS) events

With the Covid-19 pandemic under control in most parts of the world, athletics resumed to business as usual in 2022. However, the war in Ukraine did bring new challenges to our athletics programme and the calendar remained congested due to rearranged WAS events following the pandemic.

The World Athletics Championships Oregon22 moved from 2021 to 2022 due to the Tokyo Olympic Games taking place one year later. In addition, the World Athletics Cross Country Championships was postponed to 2023 due to Australia's Covid-19 policy and international travel limitations.

Date (2022)	Competition	Location
4-5 March	World Athletics Race Walking Team Championships	Muscat, Oman
18-20 March	World Athletics Indoor Championships	Belgrade, Serbia
15-24 July	World Athletics Championships	Oregon, USA
1-6 August	World Athletics U20 Championships	Cali, Colombia

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

World Athletics Race Walking Team Championships Muscat 22

- A total of 284 athletes took part (165 men and 119 women).
- 41 Member Federations participated.
- Seven million people around the world tuned in to watch the event live or as highlights.
- Masters races held alongside the event for the first time.

World Athletics Indoor Championships Belgrade 22

This was the first WAS event with spectators since the pandemic began in 2020, and more than 20,000 spectators attended across the three days, despite a reduced stadium capacity due to Covid restrictions.

- A total of 612 athletes took part (330 men and 282 women).
- 130 Member Federations participated (including the Athlete Refugee Team (ART)).
- Athletes from 56 countries lined up in finals.
- Three world records were set.
- Seven championship records and 17 area records were set.
- 31 countries won medals and 20 countries won gold medals.



- Teams from five different Areas won gold medals: Africa (four), Asia (one), Europe (11), NACAC (eight) and South America (two).
- The championships were broadcast live into more than 100 countries (more than any prior edition), with highlights shown in many others and more digital content available than ever before – delivering over 116 million viewer hours globally.
- All countries without live broadcast or highlights had access to a live stream through the World Athletics YouTube channel.

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

World Athletics Championships Oregon22

In terms of performance, WCH Oregon22 was the most universal edition in the history of the global event.

- A total of 1,705 athletes took part (896 men and 809 women).
- 180 Member Federations (including the ART) were represented in Oregon.
- It was watched by almost 150,000 ticketed spectators.
- The record for the number of countries winning gold medals at a single championships was broken, with 29 countries.
- 13 championship records and 30 world-leading performances were set.
- Three world records, 19 area records, 92 national records, and one world U20 record were set.
- More countries than ever before had athletes reach the finals of events in Oregon. The list of 76 countries includes Liberia, Niger, Pakistan, Samoa, Philippines and Guatemala that reached a final for the first time in World Championships history.
- Underlying the diversity and global reach of track and field, every continental area featured at least two world champions, while Peru, Kazakhstan and Nigeria won their first ever gold medals, and India and Burkina Faso also had their best ever medal performances (silver).
- The USA team broke the record for the most medals at a single championships, earning 33 in total, 13 of them gold.
- WCH Oregon22 reached more US viewers (13.7 million) than any previous World Athletics Championships.
- Coverage (average of two million US viewers) ranked as the most-watched World Athletics Championships since Osaka 2007 and represented a 159% gain compared to NBC's coverage of the 2019 edition.



- The World Championships has also spurred substantial growth and interaction across World Athletics' social media platforms, attracting 400,000 new followers, more than seven million engagements and more than 41 million video views, bringing the total following for World Athletics' official social channels to more than nine million across five platforms.
- As a legacy of the World Athletics Championships Oregon22, World Athletics and parkrun have combined to help the Eugene and Springfield communities in Oregon open parkrun events and increase the number of opportunities for citizens and visitors of the state to be active and social in the great outdoors. There are currently 53 parkrun locations in the United States. More than seven million people have participated in parkrun worldwide.

World Athletics U20 Championships Cali 22

- A total of 1,387 athletes took part (735 men and 652 women).
- 126 Member Federations were represented.
- Two world U20 records, two world U20 best performances, 14 championship records, nine area U20 records, 10 senior national records, 97 national U20 records and 518 personal bests were achieved in Cali.
- 41 countries won medals.
- USA topped the medal table with seven gold, four silver and four bronze medals, ahead of Jamaica, Ethiopia, Kenya and South Africa.
- Uruguay won its first ever medal (bronze).
- WU20 Cali 22 was the most successful World U20 Championships in terms of television audiences globally, delivering over 54 million viewer hours, surpassing previous editions, with particularly high audiences across Asia, Middle East and African countries.
- 15 million video views.
- 130,000 growth in followers across social channels, with one million followers reached on YouTube and two million followers reached on Instagram.
- 9.4 million overall fanbase.

Future WAS events

In 2023 and 2024, WAS events and the Olympics return to their original cycle, except for the World Athletics Cross Country Championships, which successfully took place in Bathurst, Australia, on 18 February 2023. The newly introduced World Athletics Road Running Championships also makes its debut in 2023, while the World Athletics Relays becomes the official Olympic trials and takes place in the spring of 2024.



WAS events awarded

In 2022, four WAS events were awarded by Council, which included the World Athletics Championships 2025, the World Athletics Cross Country Championships 2024, the World Athletics Cross Country Championships 2026 and the World Athletics Relays 2024.

There was a competitive bid process in each case, with 27 expressions of interest and 10 bid submissions across the four WAS events. Tokyo, Japan; Medulin & Pula, Croatia; Tallahassee, USA; and The Bahamas, were respectively recommended by the Bid Evaluation Panel and selected by Council as hosts (details outlined in the table overleaf), reflecting the true universality of athletics.

Considering the financial importance of the World Athletics Championships to the organisation, the main focus for bidding in 2022 was to select a standout commercial host for the World Athletics Championships 2025. The Bid Evaluation Panel conducted site visits of the four candidates, and this proved a success in improving bidder dialogue and progressing negotiations. The Bid Evaluation Panel recommended Tokyo, Japan, following its impressive bid submission and commitment to generate significant additional revenue for the organisation through commercial partnerships.

In 2023, the Bid Evaluation Panel will recommend hosts for the World Athletics Championships 2027, World Athletics Road Running Championships 2025 & 2026, World Athletics U20 Championships 2024 replacement host and World Athletics U20 Championships 2026. There are also plans in place to launch bid processes for the World Athletics Relays 2026 & 2028 and the World Athletics Race Walking Team Championships 2026.

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



Competition calendar

Date	Location/ Host	Competition
19-27 August 2023	Budapest, HUN	World Athletics Championships
30 Sep-1 Oct 2023	Riga, LAT	World Athletics Road Running Championships
10-11 February 2024	Medulin/Pula, CRO	World Athletics Cross Country Championships
1-3 March 2024	Glasgow, GBR	World Athletics Indoor Championships
20-21 April 2024	Antalya, TUR	World Athletics Race Walking Team Championships
4-5 May 2024	Nassau, BAH	World Athletics Relays
1-11 August 2024	Paris, FRA	Olympic Games
26-31 August 2024	TBC	World Athletics U20 Championships
21-23 March 2025	Nanjing, CHN	World Athletics Indoor Championships
13-21 Sep 2025	Tokyo, JPN	World Athletics Championships
20-22 March 2026	Torun, POL	World Athletics Indoor Championships

In August 2022, Council agreed that the World Athletics Indoor Championships due to be held in Nanjing, China, in March 2023 be postponed to March 2025.

In 2021, Council awarded the 2024 World Athletics U20 Championships to the host city of Lima, Peru. The event was to be held in the South American city from 26-31 August 2024, but due to circumstances beyond its control, Lima had to withdraw as the host city of the 2024 World Athletics U20 Championships in April 2023.

In July 2022, Council agreed to the cancellation of the World Athletics Half Marathon Championships due to be held in Yangzhou, China, in November 2022 and instead approved that a World Athletics Road Running Championships be held in Yangzhou in March 2027 (on a date to be agreed with World Athletics).

In October 2022, Council agreed that the World Athletics Relays due to be held in Guangzhou, China, in May 2023 be postponed until April/May 2025 (on a date to be agreed with World Athletics).



Qualifying procedures and timetables

In 2022, 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 Championships Budapest 23](#)
- [World Athletics Road Running Championships Riga 23](#)

World Athletics Road Running Championships Riga 23

Council approved the inclusion of the road mile in the competition programme of the World Athletics Road Running Championships starting in 2023. The championships, which will make its debut in Riga, Latvia, in 2023, will now feature three championship disciplines: the mile, 5km and half marathon. Council also approved revised athlete quotas and prize money resulting from the inclusion of the road mile.

In addition, to support the development of road running, especially the growth of road miles and 5km races, the Council approved to change the current frequency of the biennial World Athletics Road Running Championships to an annual event. The annual rotation will start in 2025 and the pre-qualification stage of hosting for the next two editions of the event (2025 and 2026) was launched on 1 December 2022.

World Athletics Relays competition format

With the changed schedule of future World Athletics Relays from odd to even years, starting in 2024, the Council decided that the next edition will serve as the Olympic trials for the relay events. Fourteen of the 16 places in the relay fields for the Paris 2024 Olympic Games will be filled at the World Athletics Relays 2024, with the remaining two teams to be identified from the performance list during the qualification window. This approach will be reviewed following the 2024 World Athletics Relays to inform future qualification systems.

Paris 2024 Olympic Games

Following an extensive consultation process and discussions with the International Olympic Committee (IOC), Olympic Broadcasting Service (OBS) and other key stakeholders, the Council approved the introduction of repechage heats in individual track events from 200m to 1500m, including the hurdles events, at the Paris 2024 Olympic Games. The objective of this innovation to the regular competition format is to provide additional exposure to athletics over the 17 sessions and nine days of competition at the Olympic Games.



The [timetable](#) for athletics competition at the Paris 2024 Olympic Games was confirmed in December 2022. Spread over 11 days, athletics action at the Paris 2024 Olympic Games will start with the 20km race walk events on 1 August, and end with the women's marathon on the final day of the Games on 11 August.

Council also approved the [qualification system](#) for the athletics competition at the Paris 2024 Olympic Games, again based on a dual pathway of qualification that will see 50% of athletes qualify through entry standards and the remaining 50% qualify through World Rankings.

Council approved a proposed revised format of the race walking mixed team event for the Paris 2024 Olympic Games in line with IOC and OBS requirements. The Marathon Race Walk Mixed Relay will feature 25 teams, each comprising one male and one female athlete, who will complete the marathon distance (42.195km) in four legs of approximately equal distance. Each athlete will complete two legs of just over 10km each, alternating male, female, male, female.

Delegate appointments

In 2022, Council approved the delegate appointments for the following events:

- World Athletics Championships Oregon22
- World Athletics Championships Budapest 23
- World Athletics Relays Guangzhou 23 (postponed to 2025)
- World Athletics Road Running Championships Riga 23
- World Athletics Cross Country Championships Medulin/Pula 24
- World Athletics Indoor Championships Glasgow 24
- World Athletics U20 Championships Cali 22
- Paris 2024 Olympic Games
- World Athletics Championships Tokyo 25.

Addressing the need for greater area and gender representation among competition delegates, the Development and Competition commissions have jointly worked to accelerate the implementation of new education and development programmes for officials. This includes increasing opportunities through access to exams in multiple languages, but also through the implementation of support programmes and mentoring schemes.



One-day competitions

There was also a return to normality for most of the one-day invitational competitions across all disciplines in 2022. The cross country and race walking circuits were incorporated into the successful three-tier Continental Tour (CT) system. With the addition of the Challenger label, the Tours now expand well into all the continents and incorporate all levels of Area Permit invitational competitions.

The road race Label programme continued with a simplified three tier structure in 2022, since road races were still suffering post-pandemic to meet their mass participation objectives and fulfil the requirements of the more elaborate Label programme (which should resume in full in 2024).

2022 overview

All one-day competitions (not road)	Outdoor	Indoor	Combined events	Race walk	Cross country
Diamond	13	-	-	-	-
Gold	12	7	6	5	15
Silver	18	13	2	1	2
Bronze	53	9	6	17	4
Challenger	69	4	1	-	-
Total	165	33	15	23	21

Road competitions	Road races
Platinum	12
Elite	68
Label	79
Total	159



Diamond League

Total number of athletes: 1,084 athletes from 88 countries

Records set:

- Seven area records
- 55 national records
- 194 personal bests.

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

Continental Tour

Total number of athletes: 11,793 athletes from 159 countries

Athlete participation by CT level:

- Gold: 1,391 athletes from 97 countries
- Silver: 2,022 athletes from 107 countries
- Bronze: 5,553 athletes from 137 countries
- Challenger: 7,258 athletes from 147 countries.

Records set:

- Two area records
- 118 national records
- 2,396 personal bests.

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

World Indoor Tour

Total number of athletes: 1,837 athletes from 103 countries

Athlete participation by Tour level:

- Gold: 638 athletes from 69 countries
- Silver: 783 athletes from 87 countries
- Bronze: 719 athletes from 78 countries
- Challenger: 283 athletes from 21 countries.

Records set:

- Two world records.
- 13 area records
- 115 national records
- 599 personal bests.

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



Combined Events Tour

Total number of athletes: 335 athletes from 40 countries

Athlete participation by Tour level:

- Gold: 151 athletes from 32 countries
- Silver: 73 athletes from 13 countries
- Bronze: 147 athletes from 24 countries
- Challenger: 18 athletes from five countries.

Records set:

- 11 national records
- 779 personal bests.

Race Walking Tour

Total number of athletes: 641 athletes from 45 countries

Athlete participation by Tour level:

- Gold: 326 athletes from 38 countries
- Silver: 43 athletes from 11 countries
- Bronze: 408 athletes from 32 countries.

Records set:

- 12 area records
- 40 national records
- 253 personal bests.

Cross Country Tour

Total number of athletes: 1,696 athletes from 46 countries

Athlete participation by Tour level:

- Gold: 1,185 athletes from 41 countries
- Silver: 374 athletes from 18 countries
- Bronze: 297 athletes from 24 countries.



World Athletics Label Road Races

Total number of athletes: 6,784 athletes from 117 countries

Athlete participation by Label level:

- Gold: 2,034 athletes from 71 countries
- Silver: 3,770 athletes from 103 countries
- Bronze: 2,201 athletes from 93 countries.

Records set:

- Two world records
- Eight area records
- 65 national records
- 2,266 personal bests.

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





2022 competitions & events in numbers

	Athletes	Teams	MFs Winning Gold	MFs with top 8 finish	National Records	TV Viewers*	Total Impact
 WORLD ATHLETICS RACE WALKING TEAM CHAMPIONSHIPS MUISTRAPE	284	41	5	25	-	7M	\$2M
 WORLD ATHLETICS INDOOR CHAMPIONSHIPS BELGRADE 22	612	130	20	56	72	116M	\$46M
 WORLD ATHLETICS CHAMPIONSHIPS OREGON 22	1,705	180	29	76	92	501M	\$237M
 WORLD ATHLETICS U20 CHAMPIONSHIPS CALI 22	1,387	126	24	70	97	29M	\$29M

*TV Viewers do not include digital viewers

 万达 WANDA DIAMOND LEAGUE	13 Events	7 ARs	55 NRs	1,084 Athletes	88 Countries
 WORLD ATHLETICS Continental Tour 2022	162 Events	2 ARs	118 NRs	11,793 Athletes	159 Countries
 WORLD ATHLETICS ROAD RUNNING	200 Events	2.8m Participants			



World Rankings competitions and global calendar

To establish a truly global athletics calendar, which serves as a single source of truth for the sport, the World Rankings Competitions project was implemented to complement and build on the work of the Global Calendar Unit. The project gives Member Federations the responsibility, and ownership, of their domestic competition programmes and, consequently, World Athletics' role is to process and recognise the corresponding results.

Conducted initially as a pilot in 2022, the project requires all Member Federations to provide, through a global calendar platform, the fixtures and event programmes for all the domestic competitions they conducted according to World Athletics' Competition and Technical Rules, and for which they want World Athletics to process and recognise the results. Following the pilot, Council approved the necessary rule change to transform the project into a requirement for results processed by World Athletics from 1 January 2023, with the platform for registering domestic athletics competitions officially launched in November 2022.

Competitions at all levels now have an official home in the World Athletics Global Calendar [here](#).

This includes the national championships protected windows, which are agreed by the Global Calendar Unit to assist long-term planning for the athletes and Member Federations.

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

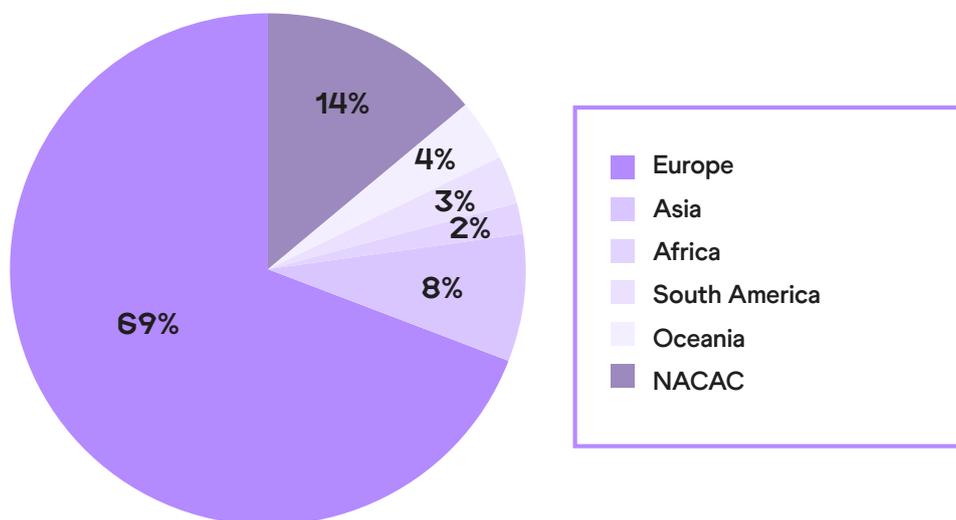


Competition results and world records

Statistics are collated from across the whole sport to drive the World Rankings, the qualification systems to the major championships, the athletes' profiles, the world, area and national records and the season and all-time top performance lists across all the events. The processed results, and the number of competitions that have generated them, are a good indicator of the overall volume of athletics activity throughout the different Areas and across the different disciplines. An overview of the data is summarised below.

2022 competitions (track & field, combined events, and race walk) data by Area

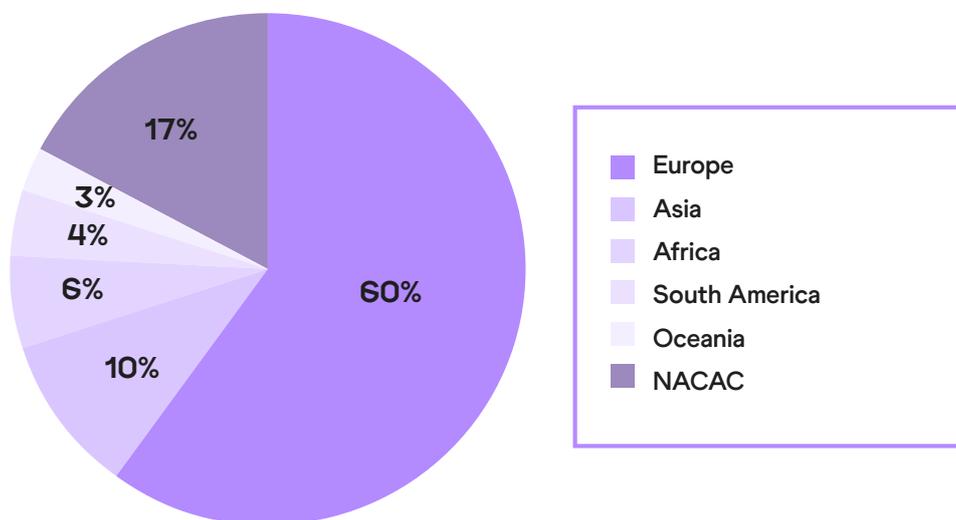
Area	Number of competitions registered	Number of results processed
Africa	204	28,879
Asia	1,112	171,935
Europe	9,462	542,057
NACAC	1,892	436,309
Oceania	579	43,383
South America	403	25,385
Total	13,652	1,247,948





2022 competitions (road running and cross country) data by Area

Area	Number of competitions registered	Number of results processed
Africa	106	2,500
Asia	184	5,502
Europe	1,097	27,920
NACAC	321	7,693
Oceania	53	1,197
South America	69	1,505
Total	1,830	46,317



World records in 2022

In 2022, world records were set and ratified as follows:

	Men	Women	Total
Outdoor	3+1*	4	8
Indoor	4	1	5
U20	4	1	5
U20 indoor	0	0	0
Total	12	6	18

* pending ratification

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



Trail, mountain and ultra running

Further progress has been made in 2022 with improved working relationships and increased collaboration between World Athletics and the three associations (International Association of Ultrarunners, International Trail Running Association and the World Mountain Running Association). The inaugural World Mountain & Trail Running Championships was staged in Chiang Mai, Thailand, from 3-6 November 2022 (postponed from 2021) and the next edition will take place in Innsbruck, Austria on 7-8 June 2023. World Athletics is supporting the event with services such as use of the event entry system and staff resources, with the long-term ambition to explore the opportunity for the Championships to be held in full cooperation with World Athletics.

Masters athletics

World Masters Athletics (WMA) held their race walking championships for the first time during the World Athletics Race Walking Team Championships Muscat 22. Masters cross country was also included within the World Athletics Cross Country Championships Bathurst 23. This is the first step towards a more structured cooperation with WMA, which will see World Athletics explore the possibility of future co-hosting of Masters championships in other disciplines including the World Athletics Road Running Championships and forming a closer mutually beneficial partnership.

Certification system

The in-house certification programme continues to expand and now includes athletes' shoes to ensure compliance with the latest regulations. A platform will be launched in 2023 to enable certification applications to be submitted more efficiently and effectively for both manufacturers and World Athletics, and to support better consultation by relevant stakeholders.

Competition manipulation watch list

The Council approved the introduction of a Competition Manipulation Watch List in July 2022, in response to an AIU investigation prompted by reports of suspicious competition results during the qualification period for the 2021 Olympic Games.



The following eight Member Federations were placed on the initial Competition Manipulation Watch List:

- Albania
- Armenia
- Georgia
- Kazakhstan
- Kyrgyzstan
- Moldova
- Türkiye
- Uzbekistan.

Being on the Watch List reflects the high degree of risk of results manipulation within the Member Federation's territory and not necessarily the conduct of individual officials or specific cases.

The Watch List will be kept under review by the Council with the aim being that Member Federations are able to demonstrate that they should no longer remain on the Watch List through implementing improvement and reform to their competition procedures and national events.





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 2022 is set out below. Further detail is provided of actual expenditure in the 2022 Audited Financial Statements at Appendix A of this report.

Area Associations

Area	2022 Area Association Grants (USD)			Total
	Administration	Competition	Development	
Africa	300,000	634,500	650,000	1,469,500
Asia	250,000	395,000	265,000	910,000
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
Total	1,450,000	2,841,000	1,771,000	6,062,000

A total budget of USD 6,062,000 was allocated to the six Area Associations in 2022.

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 2022.

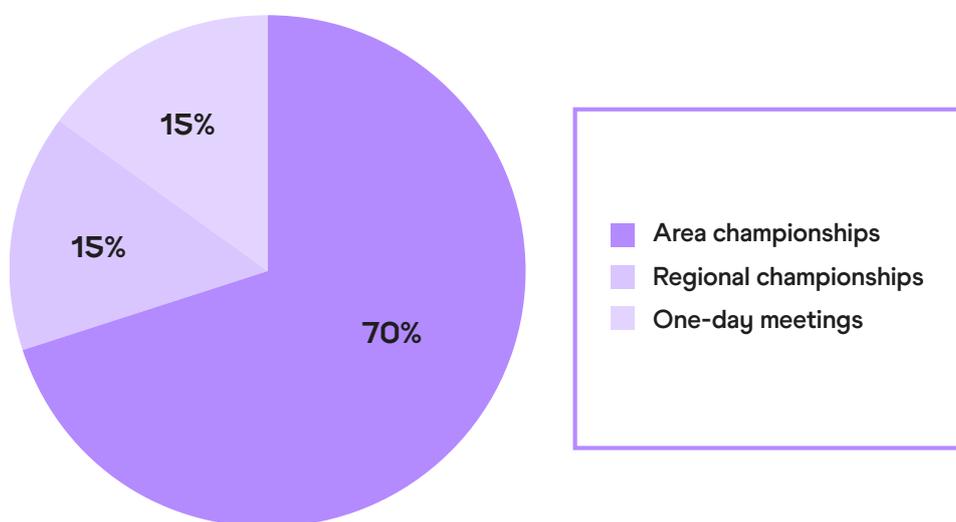


Area Competition grant

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

In 2022, competitions were less impacted by the Covid-19 pandemic as the global situation improved, which resulted in only a few being cancelled. In contrast to 2021, competitions were held across all Areas. As a result, a total of USD 2,463,711 was provided to the Areas for competitions in 2022.

2022 Area Competition grant overall distribution per category



As illustrated, in 2022 the grant was primarily used by the Areas to support delivery of their Area Championships. A total of 22 championships were delivered across the six Areas (USD 1,656,711 was invested to support the delivery of these important competitions) including three senior championships, three U18 championships, one U20 championships, one U23 championships, two indoor championships, two cross country championships, two combined events championships, two race walk championships, two half marathon, two marathon, one mountain and trail running and one off-road running championships.



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

- African Eastern Region U18 & U20 Championships (TAN)
- African Western Region U18 & U20 Championships (GHA)
- African Central Region U18 & U20 Championships (CMR)
- 2nd West Asian Junior Championships (LBN)
- Central Asian Open Championships (UZB)
- CADICA Cross Country and Race Walking Championships (ESA)
- Pan American Cross Country Championships (BRA)
- CARIFTA Games (JAM)
- CADICA U18 & U20 Championships (NCA)
- CADICA Senior Championships (NCA)
- CADICA U13 & U15 Championships (CRC).

In addition, the competition grant supported the delivery of 29 one-day meetings including one World Athletics Continental Tour Silver, three World Athletics Continental Tour Bronze, 23 Area Grand Prix and two international competitions.

In total, the competition grant contributed to the delivery of 62 competitions offering competition opportunities for more than 8,000 athletes.

Area Development grant

The Area Development grant is used to support education and development activities in each of the six Areas 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 a support and 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: gender leadership and Kids' Athletics/youth.



Summary of the ADCs status in 2022

Area	ADC and 2022 course/activity details
Africa	<p>Total of seven ADCs (Togo, Zambia, Nigeria, Mauritius, Dakar, Nairobi and Cairo).</p> <ul style="list-style-type: none">• Four of the ADCs (Togo, Zambia, Nigeria and Mauritius) are dedicated athlete training centres and are primarily subsidised through other partners. In total, 70 athletes (mainly local) trained at these centres in 2022 (11 in Togo, 16 in Zambia, 23 in Nigeria and 20 in Mauritius). Development grant funding ceased for these four ADCs at the end of 2022 given the agreed focus that development of athletes is the responsibility of the Member Federation and the Area Development grant should be utilised for education and development activities that have wider impact and benefit to more Member Federations.• Dakar delivers education activities (six courses delivered in 2022 – two in person) and athlete training for seven athletes. Courses included electronic timekeeping, WARECS silver preparation, competition organisation and gender leadership.• Nairobi delivers education activities (three courses were conducted online in 2022 and two activities were postponed to early 2023 due to availability of lecturers). Topics were Kids' Athletics, gender leadership and road race management.• Cairo delivers education activities (nine courses took place in 2022, one in person). Courses included biomechanics, sports marketing, nutrition for long distance runners, gender leadership and CECS Level II sprints and hurdles. Cairo is shared between Africa and Asia.





Area	ADC and 2022 course/activity details
Asia	<p>Total of three ADCs (Beijing, Jakarta and Cairo).</p> <ul style="list-style-type: none">• All ADCs deliver only education activities.• Beijing delivered eight educational activities, all online due to continuing Covid restrictions. Courses included coaching, race walking and high jump, endurance, strength training and nutrition.• Jakarta delivered nine educational activities (two in person) including Kids' Athletics train the trainer, gender leadership, injury prevention and best practice in coaching race walking. A road race management course was carried out at the Area headquarters in Bangkok.• Coaching webinars for the five Asian Russian-speaking federations were carried out by the Kazakhstan federation.• Cairo activities are as detailed above (Cairo is shared with Africa).





Area	ADC and 2022 course/activity details
Europe	<p>Mobile ADC at Area headquarters in Lausanne, which delivers education activities online and in the Member Federations.</p> <ul style="list-style-type: none">• 12 courses and seminars were delivered (10 in person) including a coaching summit series, a high-performance webinar series, a running and mass participation webinar series, gender leadership train the trainer course, young leaders forum, technical delegates seminar, competition management seminar and doping control officers refresher seminar.• European Athletics supplements the World Athletics development grant to deliver activities.





Area	ADC and 2022 course/activity details
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">• Six activities were completed in 2022 (four in person), including a coaching science series conference, Kids' Athletics train the trainer in both English and Spanish, and a technical course measurers certification.• Participants from NACAC also took part in the European Athletics gender leadership train the trainer course.





Area **ADC and 2022 course/activity details**

Oceania One ADC at the Area headquarters on the Gold Coast, which delivers education activities online, at the ADC and in Member Federations.

- Eight courses were delivered in 2022 (six in person) including governance, competition management, CECS Level II sprints and jumps, Kids' Athletics, young leaders and gender leadership.
- The ADC also supported training for eight athletes, which is funded by the Member Federations and scholarships.





Area	ADC and 2022 course/activity details
South America	<p data-bbox="371 297 1318 360">One ADC in Santa Fe, which delivers education activities online, at the ADC and in Member Federations.</p> <ul data-bbox="384 371 1430 663" style="list-style-type: none"><li data-bbox="384 371 1430 477">• Nine courses were held in 2022 (three in person). Topics included Kids' Athletics train the trainer, young leaders, gender leadership, marketing, trail and mountain running and CECS Level II combined events.<li data-bbox="384 483 1430 546">• The ADC assisted four Member Federations to complete nine TOCES Level I courses and seven CECS Level I courses.<li data-bbox="384 553 1430 663">• The ADC collaborated with the South American Games, Asunción (PAR), by providing the competition administration system and was responsible for the operation of the system, entries, results and electronic distance measurement as well as online results.





Key highlights regarding the activities delivered through the ADCs using the 2022 Area Development grant include:

- 70 activities took place, 40% of which were conducted in person
- The Areas activities covered a broad range of topics including coaching and technical officials' activities, competition management, Kids' Athletics and gender leadership
- As the number of in person courses increased due to the relaxing of Covid restrictions, there were less participants in these courses. The online format was also developed with ADCs to focus on quality over quantity and engaging smaller groups of participants. These two factors impacted on the number of participants that took part in ADC activities, with the total number of course participants reduced from 9,621 in 2021 to 5,498 in 2022, a decrease of over 40%
- The number of female participants on courses was 32%
- 2022 was a transition year for the Areas to adapt to the agreed principles and roles and responsibilities set out in the development model, and as a result, Area Development grant funding ceased at the end of 2022 for athlete training at the ADCs of Togo, Zambia, Nigeria and Mauritius
- In 2022, 200 Member Federations were involved in courses and activities delivered through the ADCs, representing 94% of the World Athletics membership.





Member Federations

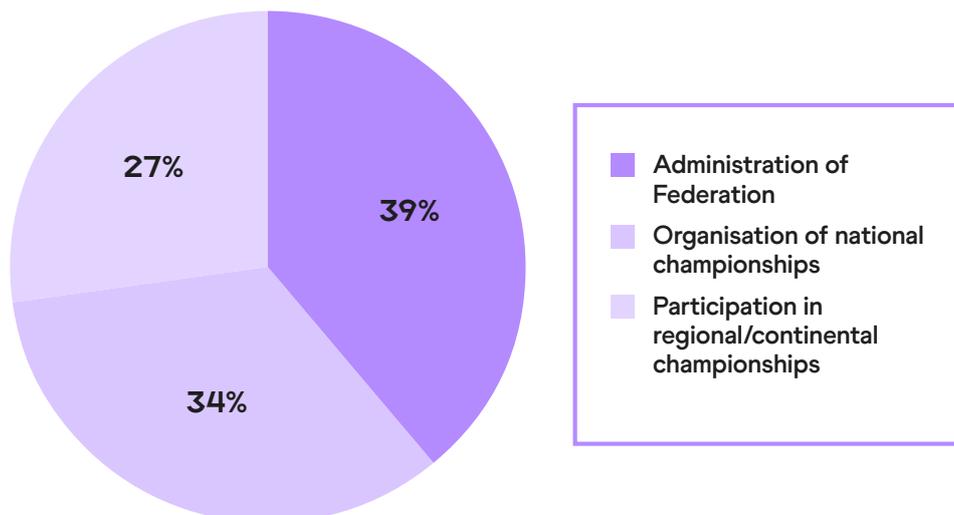
Member Federation grant

The Member Federation grant supports federations to deliver their basic administrative functions and operations and to meet their member obligations. In 2022, a total of 119 Member Federations were eligible for the Member Federation grant of USD 15,000 and 114 Member Federations benefited from the grant, as detailed below:

Area	2022 Member Federation grant			
	Number of eligible MFs	Total (USD)	Number of MFs who received the grant	Total amount (provided) (USD)
Africa	46	690,000	43	641,000*
Asia	16	240,000	14	210,000*
Europe	11	165,000	11	165,000
NACAC	19	285,000	19	259,400*
Oceania	18	270,000	18	265,000*
South America	9	135,000	9	135,000*
Total	119	1,785,000	114	1,675,400

* It should be noted that some Member Federations (MFs) did not receive the grant due to not completing the application and reporting process and others did not receive the entire grant due to reported spend being less than the USD 15,000 total grant amount.

2022 Member Federation grant overall distribution per category



*based on the submission of 109 Member Federation grant reports



As illustrated above, in 2022 the grant was evenly used by Member Federations to support administration and delivery of national championships and given that the organisation of competitions has nearly returned to normal after the Covid-19 pandemic, a significant portion of the grant was also used to fund athletes' participation in regional/continental championships.

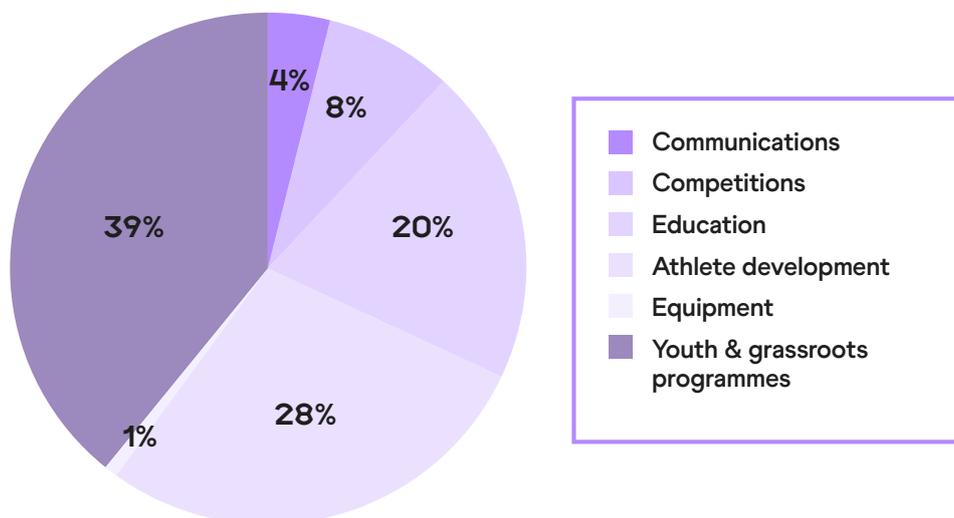
Grant for Growth

Following the end of the 2020-22 Athletics Olympic Dividend (AOD) grant cycle, the Grant for Growth was introduced to assist Member Federations to continue previously funded AOD projects or to initiate new project-based activities.

Eligible Member Federations were able to apply for up to USD 20,000 through the Grant for Growth for activities to be delivered in 2022 for a one-year period. All Grant for Growth projects needed to align with the strategic priorities and objectives for Member Federations outlined within the World Plan for Athletics.

As illustrated, at a global level the majority of the Grant for Growth projects were focused on youth and grassroots programmes (39%) (including mainly Kids' Athletics activities), athlete development (28%) and education (20%).

2022 Grant for Growth overall distribution



Grant for Growth case studies

A total of 102 Member Federations (29 in Africa, 21 in Asia, 23 in Europe, 11 in NACAC, 14 in Oceania and four in South America) benefited from the Grant for Growth in 2022, resulting in a total distribution of Grant for Growth funding of USD 1,358,331.



The Grant for Growth projects have provided important financial support to assist Member Federations to undertake and deliver the identified actions and objectives in the World Plan for Athletics. Examples of successful 2022 Grant for Growth projects are outlined below.

Athletics Federation of the Republic of Tajikistan

Title of the project: Kids' Athletics



World Plan strategic goal: More Participation

World Plan objective: Development pathways – from school to the world stage

Project objective: To organise Kids' Athletics training seminars for coaches and physical education teachers to upskill them on the new programme and materials and enable them to then conduct Kids' Athletics classes and competitions in schools across the country to promote physical activity in young people.

Project outcomes: Five Kids' Athletics training seminars were organised in five regions of Tajikistan with over 100 physical education teachers and coaches participating. Five Kids' Athletics competitions were organised to serve as the practical elements of the training courses – a total of 79 schools and more than 2,500 children participated. Kids' Athletics competitions will continue to now be delivered in schools across the country to promote physical activity and as an opportunity to identify athletics talents for the future.



Federación Paraguaya de Atletismo

Title of the project: Participation in the South American U18 & U23 Championships



World Plan strategic goal: More Participation

World Plan objective: Development pathways – from school to the world stage

Project objective: To build on previous World Athletics funding where one-day competitions were organised to select the best athletes to join the national team and participate in continental championships by now training the selected athletes to help them reach the qualifying standards to participate in the South American U18 & U23 Championships.

Project outcomes: Two competitions were organised to provide opportunities for the athletes to reach the qualifying marks for the continental championships and the athletes were then supported in their training prior to the championships where the following results were achieved:

- South American U18 Championships: 21 athletes participated (three medals won: one gold, two bronze and nine top 8 placings)
- South American U23 Championships: 30 athletes participated (two silver medals won and 18 top 8 placings).



Estonian Athletic Association

Title of the project: Kids' Athletics and TV10's Olympic Starts



World Plan strategic goal: More Participation

World Plan objective: Development pathways – from school to the world stage

Project objective: To use the new Kids' Athletics programme to promote and develop athletics in schools and clubs across the country and introduce Kids' Athletics in TV10's Olympic Starts competition series, which has a history of over 50 years.

Project outcomes: A two-day workshop for Kids' Athletics practitioners was conducted to upskill 15 coaches and teachers from across the country in the new Kids' Athletics programme. This included a Kids' Athletics competition as part of the practical element of the workshop and completion of the Kids' Athletics safeguarding eLearning modules. The TV10 Olympic Starts first national stage competition then included the first Kids' Athletics course for physical education teachers and coaches where 35 participants had the opportunity to familiarise themselves with the Kids' Athletics programme resulting in the delivery of Kids' Athletics to 368 participants from 96 schools. The TV10 Olympic Starts second national stage involved 325 participants from 84 schools. In total, Kids' Athletics practitioners organised 25 events in primary schools and clubs and 224 physical education teachers completed the Kids' Athletics training.



Federation of Athletics Lesotho

Title of the project: Taking Lesotho to the highest level of officiating performance



World Plan strategic goal: More People

World Plan objective: Development opportunities

Project objective: To organise training to ensure the effective operation of the electronic timing system received from the Ministry of Gender & Youth, Sports & Recreation, and to organise courses for technical officials to increase the numbers qualified and improve the level of the national championships.

Project outcomes: A five-day International Electronic Timing Level 1 course was organised for 18 local officials to ensure the new equipment can be used during national competitions. In addition, a TOECS Level 1 course was organised for 22 technical officials with 18 attaining the certification, which means the federation now has an increased pool of qualified technical officials to support delivery of national competitions.



Fédération d'Athlétisme de Polynésie Française

Title of the project: The Pätiri Race



World Plan strategic goal: More Participation

World Plan objective: Promotion and campaigning

Project objective: To organise the Pätiri Race to promote athletics within the wider Polynesian community and integrate it in the collective spirit of Polynesians to help detect talents ahead of French Polynesia staging the Pacific Games in 2027.

Project outcomes: The Pätiri Race was organised in three stages: the try-outs, the trials and the final. The try-outs were open to all, 48 athletes then participated in the trials (29 male and 19 female) and the best 12 male and 12 female athletes participated in the final. A total of 18 athletes were selected to be part of the talent identification and training programme leading to the 2027 Pacific Games. To help promote the Pätiri Race, the federation designed a logo for the event with promotion via posters, a video teaser, and the federation's Facebook and Instagram pages as well as coverage on seven media (radio and tv) channels. The promotion of the Pätiri Race has improved the image of athletics and created an enthusiasm for the sport. The project also introduced athletics to new audiences and the goal in some municipalities is to now start an athletics club.



Federacion Costarricense de Atletismo

Title of the project: Early talent detection in schools through Kids' Athletics



World Plan strategic goal: More Participation

World Plan objective: Development pathways – from school to the world stage

Project objective: To create an annual national competition programme for talented children and guide coaches, teachers and managers of sports clubs to continue to develop activities based on the new Kids' Athletics programme principles, oriented towards long-term athletics development.

Project outcomes: Through the implementation of Kids' Athletics in all regions across the country and delivery of the annual national competition, the federation has identified selected groups of talented athletes to support their ongoing athletics development. More schools now deliver Kids' Athletics, increasing the number of participants and trained practitioners and broadening the available talent pool. The overall aim is that the federation becomes Central American champions in all age categories. In 2022, the following percentage of athletes in the national teams came through the Kids' Athletics programme.

- 95% of the U13 & U15 national team athletes.
- 82% of the U18 & U20 national team athletes.
- 50% of the senior national team athletes.



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 events, which in 2022 included:

- World Athletics Race Walking Team Championships
 - For athletes within the quota:
 - Travel: 50% of an economy class airline ticket from the Member Federation headquarters to the Championships' official airport
 - Accommodation: full board in twin rooms during the four-night official period.
 - For area champions:
 - Travel: 100% of an economy class airline ticket
 - Accommodation: full board in twin rooms during the four-night official period.
- World Athletics Indoor Championships
 - For all athletes within the quota:
 - Travel: 100% of an economy class airline ticket from the Member Federation headquarters to the Championships' official airport
 - Accommodation: full board during the five-night official period.
- World Athletics Championships
 - For all athletes:
 - Travel: 100% of an economy class airline ticket from the Member Federation headquarters to the Championships' official airport
 - Accommodation: full-board accommodation in twin rooms for the 13-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 Championships' official airport
 - Accommodation: full board during the eight-night official period.

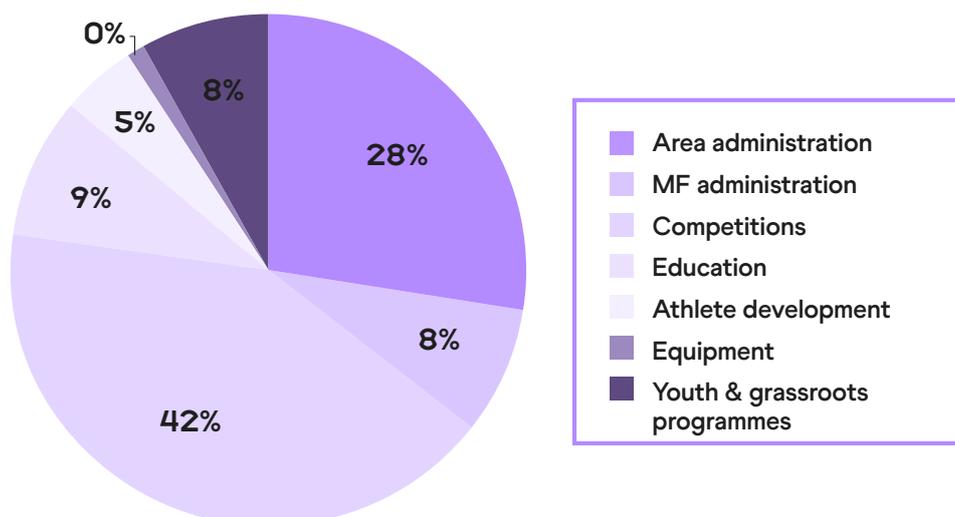
There was no World Athletics Congress held in 2022 therefore the standard travel and accommodation for one Member Federation representative to attend was not applicable.



Overall distribution of grant funding to Areas and Member Federations

In total, grant funding of USD 8,534,842 was provided to Areas and Member Federations (comprising the Area Administration grant, Area Competition grant, Area Development grant, Member Federation grant, and Grant for Growth) in 2022. The distribution of this funding across the seven main categories of activity is illustrated below.

The year 2022 was marked by a gradual return to normality after the global Covid-19 pandemic and a full global calendar of competitions. This is reflected in the overall distribution of World Athletics grants, which shows that over 40% of all grant funding was used to support delivery of competitions in 2022. The proportion of funds used to support administration remains high given the importance of ensuring that the Areas and Member Federations remain fully operational. Compared to 2021, the amount invested in youth and grassroots programmes has increased significantly (USD 408,662 in 2021 against USD 627,713 in 2022) primarily due to the large number of Member Federation Grant for Growth projects focused on Kids' Athletics and the increase in Kids' Athletics activities organised by the Areas. A similar level of funding to youth and grassroots programmes was also spent on education activities in 2022. This is primarily through the courses delivered through the Areas as well as the coach, technical official and gender leadership courses delivered at a local level by Member Federations. Given much of this content is now online on the World Athletics eLearning platform, the overall costs are lower than in the past.

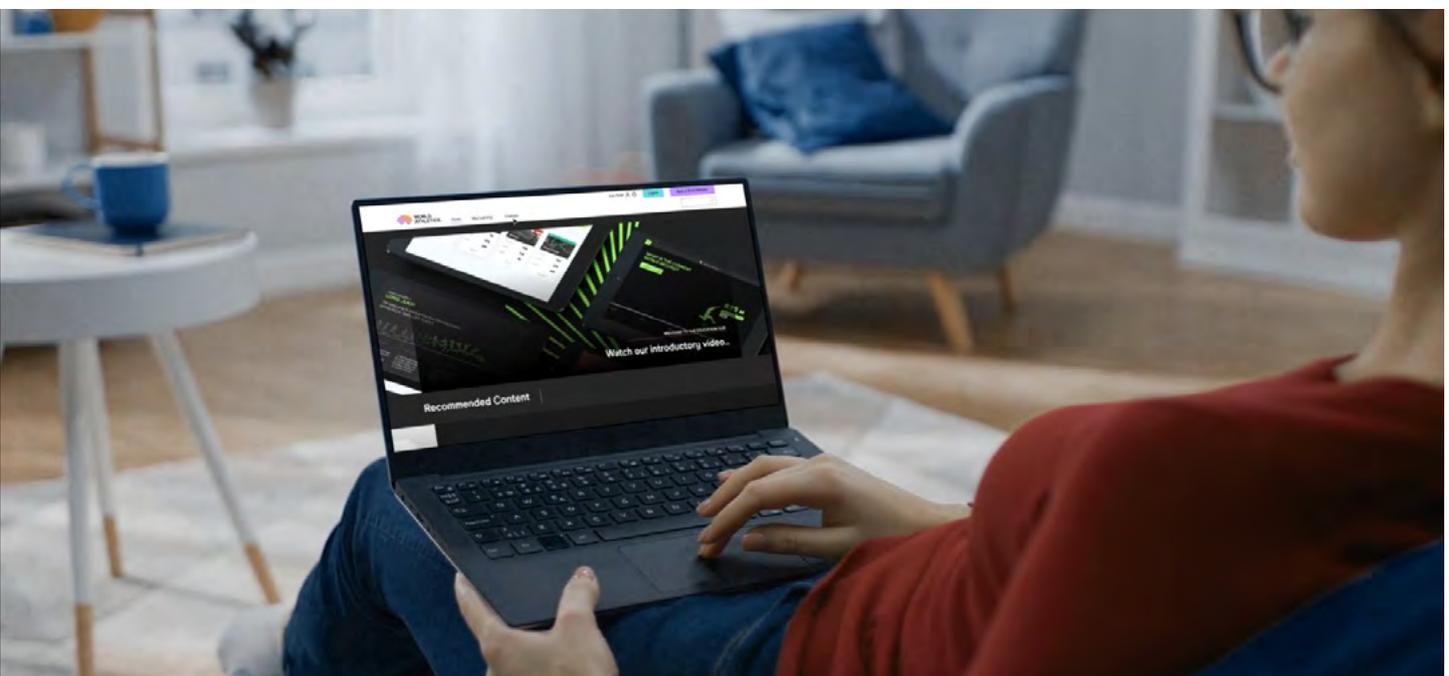




Member Federation Info Sessions

World Athletics continues to deliver Member Federation Information Sessions on a regular basis with 15 information sessions delivered online in 2022, in addition to the 10 organised in person during the World Athletics Championships Oregon22. Topics included gender equity, Kids' Athletics, Council decisions, competition updates, the World Athletics eLearning platform, and safeguarding. 147 Member Federations attended the sessions and 70% of Member Federations attended at least one session during the year. On average, there were 100 attendees per session.

eLearning



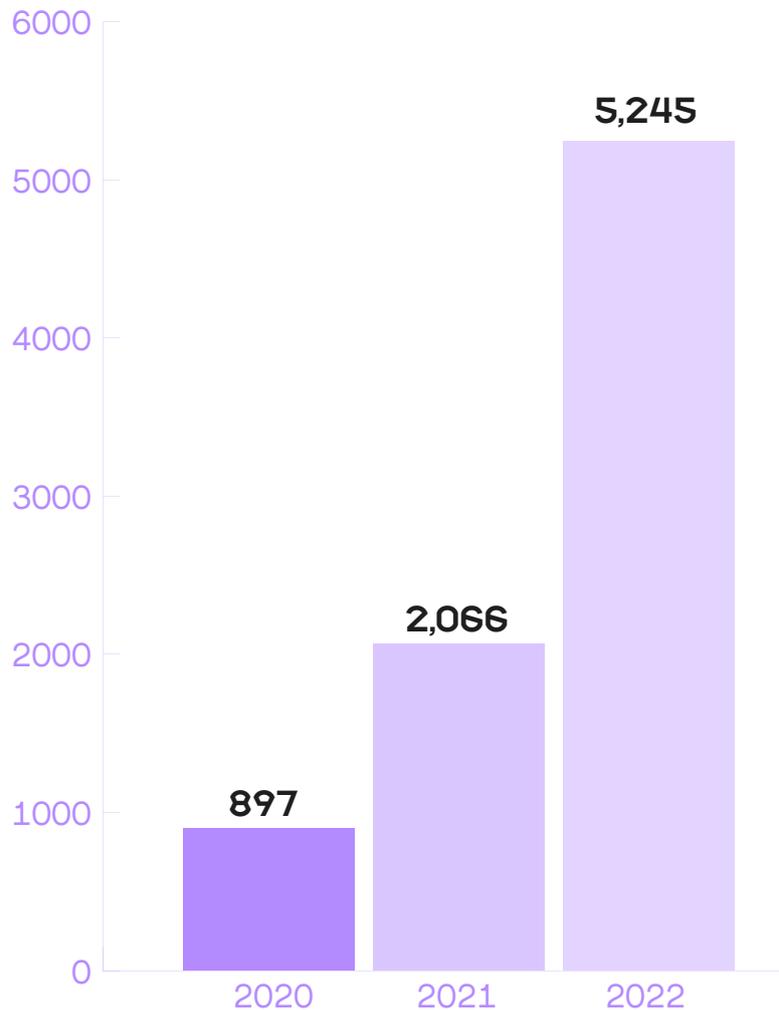
The [World Athletics eLearning platform](#) was launched in 2020 as an education hub providing a single source of information for the global athletics community.

During 2022, content continued to be added to the platform (namely three new courses - Kids' Athletics safeguarding, ethical compliance and the TOECS Silver exam modules) and the platform also underwent some key improvements including the addition of features for three additional languages (French, Spanish and Chinese).

The overall number of users on the platform grew from 2,066 to 5,245 in 2022.



World Athletics eLearning platform (total users per year)



Two key projects were also progressed in 2022:

- **A people plan** was created to assist in the delivery of the More People strategic goal and how to attract, retain and develop people in the sport. The plan provides a coordinated approach to education (combining online and in person and formal and informal learning) and sets out and provides clarity on the development pathways for coaches, officials, and administrative personnel globally
- **The branching project** provides our Area Associations and Member Federations with their own dedicated space on the eLearning platform to manage both their users and content. Development work has started on this feature and the first branch will be rolled out in 2023.



There are currently nine courses available on the eLearning platform, as summarised below, and more than 50 webinars.

Course name	Course description
Technical Officials Apprentice Level	Provides an introduction to athletics rules and officiating at competitions.
Technical Officials Level I	Consists of 13 online modules aimed primarily at Member Federations but open to all. The course provides participants with the theoretical and practical training required to officiate at national level.
Coaches Level I	Consists of 31 mandatory online modules aimed primarily at Member Federations but open to all. The course provides the bridge from World Athletics Kids' Athletics to traditional athletics. At the end of the course, coaches will be able to deliver athletics training to young people.
Race emergency medicine course	Forms a part of the overall blended course which trains participants to manage various health-related scenarios during mass endurance events.
Gender leadership course	Comprises seven modules and a pre-course module and aims to develop the confidence, skills and expertise to empower women to take on senior leadership roles within the sport.
World Athletics Sustainability	Explains the World Athletics Sustainability Strategy and provides participants with an overview of the strategy with modules on carbon emissions, sustainable procurement and air quality.
Kids' Athletics Safeguarding course	Supports the delivery of the Kids' Athletics programme with five short interactive safeguarding modules.
Ethical compliance course	Provides an overview of World Athletics' Ethical Compliance Rules including bribery and corruption, conflicts of interest, gifts and good practice in elections.
WARECS Silver exam modules	Provides education to those attending the WARECS Silver level examination.



Platform features and content that will be added in 2023:

- Additional languages: Portuguese, Arabic and Russian
- Leaderboard
- WARECS Level I and CECS Level I courses will be translated into French, Spanish, Portuguese, Arabic, Chinese and Russian
- Gender leadership course will be translated into French and Spanish
- Administration course to help Member Federations with key administration skills as well as for onboarding of new executives and to help develop an understanding of World Athletics' practices
- Kids' Athletics onboarding course to provide learners with the key messages and philosophies around the new Kids' Athletics programme.

Kids' Athletics

In April 2022, the Kids' Athletics programme was officially launched with the full suite of resources available in six languages on the [Kids' Athletics website](#). These include:

- 100+ activity cards across three age group levels (4-7, 8-11 and 12-14)
- Skill videos with animations
- PE teacher guide
- Competition guide
- First moves and passport
- Practitioner guide.

Kids' Athletics Day

The launch of the full Kids' Athletics programme was marked by the inaugural Kids' Athletics Day on 7 May 2022, an annual event dedicated to celebrating children and young people across the globe participating in athletics and having fun being active.

Kids' Athletics Day 2022 was activated mainly through our Member Federations who received a toolkit with ways to activate Kids' Athletics Day as well as marketing assets and ways to promote activity on social media and in their communities. The first year saw 52 Member Federations involved from across all six Areas with more than 100,000 children participating.

Kids' Athletics implementation

Following Kids' Athletics Day, implementation of the Kids' Athletics programme and Member Federation engagement and training was the priority for the second half of 2022.



A Kids' Athletics education and training structure was rolled out which included the content development and delivery of a train the trainer (for Kids' Athletics leads in each Member Federation) workshop through the Areas and practitioner (for coaches/ teachers) training programmes. Through the train the trainer model delivered in conjunction with the Areas, Kids' Athletics leads are trained to deliver practitioner workshops in their Member Federation. Nearly 50 Member Federations were trained in this way following workshops in NACAC, South America and Asia in 2022 – train the trainer courses will be delivered in the remaining Areas in early 2023.

To increase accessibility and flexibility, a blended model for education and training is the goal for 2023 onwards. Additional eLearning modules and online webinar/learning opportunities to complement in-person practitioner workshops are in development.





Kids' Athletics priorities for 2023

The focus for Kids' Athletics in 2023 will remain on the implementation of the programme and promotion of uptake and roll out by the Member Federations. The target is for 130 Member Federations to be delivering Kids' Athletics at the end of 2023 with more than 10,000 practitioners trained and one million children having participated. An additional priority will be to support Member Federations in their discussions with government to encourage inclusion of Kids' Athletics within school curriculums to support sustainable delivery.

Education courses

Gender Leadership webinars

Gender leadership webinars were delivered to provide the skills and expertise to empower women to take on senior leadership roles within their Member Federations. More than 260 women participated in the online webinars which were delivered through the Areas.

CECS and WARECS (TOECS)

The Coaches Education and Certification System (CECS) provides a clear educational pathway for aspiring or established coaches worldwide. The pathway consists of CECS levels 1 to 3 and emphasises the importance of translation into multiple languages to ensure accessibility for as many people as possible.





CECS level 1 was made fully available on the [Education Hub](#) in 2022 and consists of a combination of online learning and a practical assessment covering all athletics events. Translation of the content to French, Spanish, Portuguese, Arabic, simplified Chinese and Russian is underway and due to be completed in mid-2023.

CECS level 2 involves specialism into specific athletics events groups and consists of a combination of online learning with a practical six days in person course and assessment. Translation of the content in French, Spanish, Portuguese, Arabic, simplified Chinese and Russian is underway.

For both CECS and WARECS (TOECS) level 1 courses, 2022 was a transition year to the blended approach and combination of online format with practical assessment. Member Federations are progressively switching to the new approach.

In terms of number of courses delivered in 2022, as outlined in the tables below figures show a slight increase in the number of CECS courses especially in Asia and South America. In addition, female course participation has increased, particularly in TOECS level 1 courses with a total of 362 women attending the course compared to 193 in 2021.

Number of CECS courses delivered in each Area:

Area	Level I	Level II
Africa	12	2
Asia	28	7
Europe	1	-
NACAC	-	-
Oceania	-	1
South America	10	3
Total	51	13



Number of CECS participants and lecturers:

Type	Course	Men	%	Women	%	Total	Passed
CECS Level I course	51	851	74	304	26	1,155	1,107
CECS Level II course	13	162	78	46	22	208	173
CECS Level I Lecturer/ Refresher seminar	1	13	76	4	24	17	-
CECS Level I Lecturers seminar	2	22	92	2	8	24	13
Total	67	1,048		356		1,404	1,293

Number of TOECS courses by Area:

Area	TOECS Level I
Africa	16
Asia	13
Europe	-
NACAC	1
Oceania	1
South America	15
Total	46

Number of TOECS participants and lecturers:

Type	Course	Men	%	Women	%	Total	Passed
TOECS Level I course	46	538	69	362	31	900	629
TOECS Level I Lecturer seminar	-	-	-	-	-	-	-
Total	46	538		362		900	629



World Athletics Referee Education and Certification System (WARECS)

A major project was initiated in 2022 to review the existing technical officials' certification and education system and to address geographic distribution and gender balance across International Technical Officials (ITOs) given the existing levels of disparity.

As a result, in July 2022, Council approved to change the name from TOECS to WARECS and agreed to the new education and evaluation process for each level of the pathway for technical officials as follows:

- **The Apprentice Level.** Offers an entry-level online eLearning programme, designed for teachers, parents, fans and newcomers to athletics who would like to know more about how the events are conducted and the rules are applied and interpreted
- **The National Athletics Referee Level.** Offers a more advanced online eLearning programme designed to support and eventually fully replace the current TOECS Level 1 face-to-face learning materials. It will provide a qualification to officiate at all domestic and national championships except acting as a referee or chief judge in all national events which have world ranking status
- **(New) The World Athletics Bronze Referee Level.** Aims to fill the current gap between TOECS Level 1 and Level 2 and increase the pool of technical officials at the national and Area level by gradually gaining experience before moving to the next level
- **World Athletics Silver Referee Level.** Aims to increase the pool of technical officials available for World Athletics competitions. The assessment will be staged online in English, French and Spanish in conjunction with Area Associations
- **The World Athletics Gold Referee Level.** Replaces the existing ITOs Panel and will be established in each category (referees, race walking judges, photo finish judges and starters) for set periods, from which appointments will be made by World Athletics for designated competitions including World Athletics Series events and the Olympic Games. The evaluation of new candidates and existing members due for re-evaluation will be conducted every two years by World Athletics (theoretical and oral assessment in English).

A key focus has been on ensuring the transition from the ITO title to World Athletics Referee, with key changes mainly being the addition of the new bronze intermediate level, and the shift from in-person to online evaluations.



The first step of implementing the new WARECS system was delivery of the World Athletics Referee Silver level evaluation. A pilot was held online simultaneously worldwide in November 2022. A total of 401 candidates from 112 Member Federations across all six Areas participated, with 40% female candidates (a marked increase from the last TOECS Level 2 evaluations five years ago which had only 19% female representation).

In 2023, scheduled evaluations include the WARECS Bronze and Gold levels and the Race Walk Referee Silver level. These will be delivered in conjunction with the Areas with lessons learned and refinements made following the initial pilot.

Global Athletics Coaches Academy (GACA)

GACA is a coaches' network that works with the Development Commission and World Athletics headquarters in an advisory capacity to support and progress 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 2022 in partnership with World Athletics include:

- Coaches' clubs (online and in person) were run in 2022 at the World Athletics Indoor Championships Belgrade 22, the World Athletics Championships Oregon22 and the World Athletics U20 Championships Cali 22. More than 3,000 participants were in attendance (combined remote/onsite). The focus in 2023 will be on the coaches' club to be held during the World Athletics Championships Budapest 23
- Delivery of the quarterly Coaching Matters webinars
- Completion of a coaches' needs survey - the key findings are in the process of being analysed
- Collaboration on development of World Athletics' safeguarding policies and education materials; new competition initiatives; and the concept of a professional licence including minimum criteria for WAS events accreditation
- Recognition of coaching achievements through supporting the nomination and selection process for the World Athletics Coaching Achievement Award 2022.



Communications

The communications strategy for 2022 was to continue to grow our sport by attracting new audiences, especially in the USA, through targeted campaigns and coverage of all our WAS events, particularly the World Athletics Championship Oregon22. Media coverage generated during the year had a reach of 10 billion people. World Athletics' social media channels all grew substantially during the year to reach a total fanbase of 10 million. YouTube saw the strongest growth as we celebrated our one millionth subscriber, Instagram broke the two million followers barrier and TikTok increased 18% remaining our largest social media channel with almost four million followers. The World Athletics website clocked 34 million visits throughout the year.

World Athletics Championships Oregon22

6.3 million fans visited the World Athletics website during the WCH Oregon22 with fans following our live results as a second screen up by more than 50% on the previous World Athletics Championships. Traffic from the American continent more than doubled and traffic from Africa was up 50%. The combined media reach of WCH Oregon22 and WU20 Cali 22 reached five billion people around the world.





World Athletics Communications 2022 in Numbers

WORLDATHLETICS.ORG
30 NOV 2021 - 28 NOV 2022



15.1
Million Users
+16%



33.9
Million Sessions
+47%



97.1
Million Pageviews
+73%

PRESIDENT INTERVIEWS

141
interviews

25
different countries

WORLD ATHLETICS SOCIAL MEDIA
30 NOV 2021 - 22 NOV 2022



2,443,682
followers
+19%



408,600
followers
+23%



2,070,835
followers
+13%



1,110,000
subscribers
+66%



3,840,000
followers
+18%

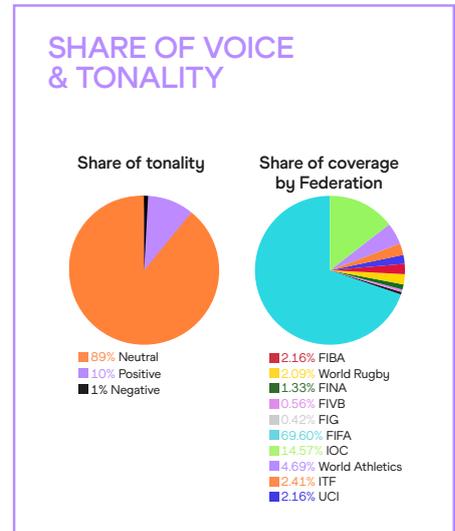
Overall social media fanbase 9.9million +21%

9 press conferences in 2022

93 press releases in 2022

WORLD ATHLETICS COVERAGE IN MAINSTREAM AND SOCIAL MEDIA (16,828 ARTICLES / 9.7 BILLION REACH)
1 JAN 2022 - 31 OCT 2022

Top 5 sport events	Articles	Top 5 athletes topics	Articles	Top 5 coverage by country
World Athletics Championships Oregon22	4,415	World Athletics Championships Oregon22	4,415	United Kingdom 18%
Olympic Games 2020	2,110	Diamond League	1,159	United States 12%
Commonwealth Games Birmingham 2022	1,929	Doping	1,107	India 12%
Diamond League	1,159	Effects of the Russian invasion of Ukraine	894	Russia 6%
World Athletics U20 Championships Cali 22	488	Debate over transgender athletes	573	China 5%



MEDIA OPERATIONS & OTHERS

Media Development Programme during WU20 Cali 22 with **40** participants / Accredited Media: WCH Oregon22 **442** / WIC Belgrade 22 **243** / World U20 Cali 22 **103** / WRW Muscat 22 **14** / **10,773** followers on the World Athletics LinkedIn page vs 8,257 in 2021 (**+30%**) / The most viewed video of the year across all platforms is the USA women's 4x100m relay exchange which has **39.1M** views on Tik Tok



Campaigns

Three major campaigns were run in 2022. **International Women's Day** which built on the inaugural campaign in 2021 profiling women in a wide range of roles across athletics and encouraging Member Federations and individuals to nominate and share their inspirational stories.

Every Breath Counts which raised awareness of the risks of air pollution and empowered individuals and communities to sign up to a clean air petition.

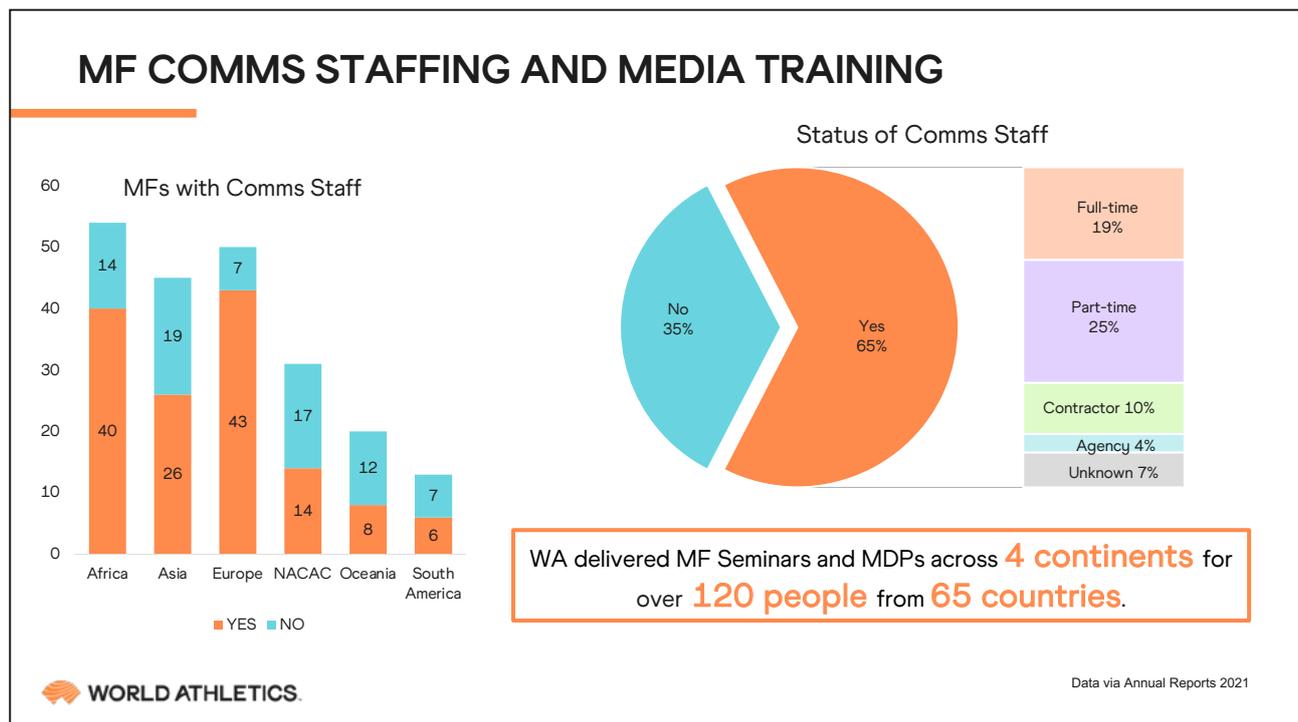
The largest campaign was **Project USA** which aimed to unite a new generation of athletes to grow the power of track and field in the USA to coincide with the World Championships being held in the USA for the first time. The campaign drove awareness among Gen-Z audiences, building authentic connections between recruited social media creators (Trackside) and their teen followers and by developing content that emphasised passion-driven storytelling by athletes through innovative QR codes which generated more than 10 million impressions through media coverage. Videos produced by Trackside and the Going the Distance QR codes generated more than one million views and media coverage of the initiatives generated 1.5 billion impressions.





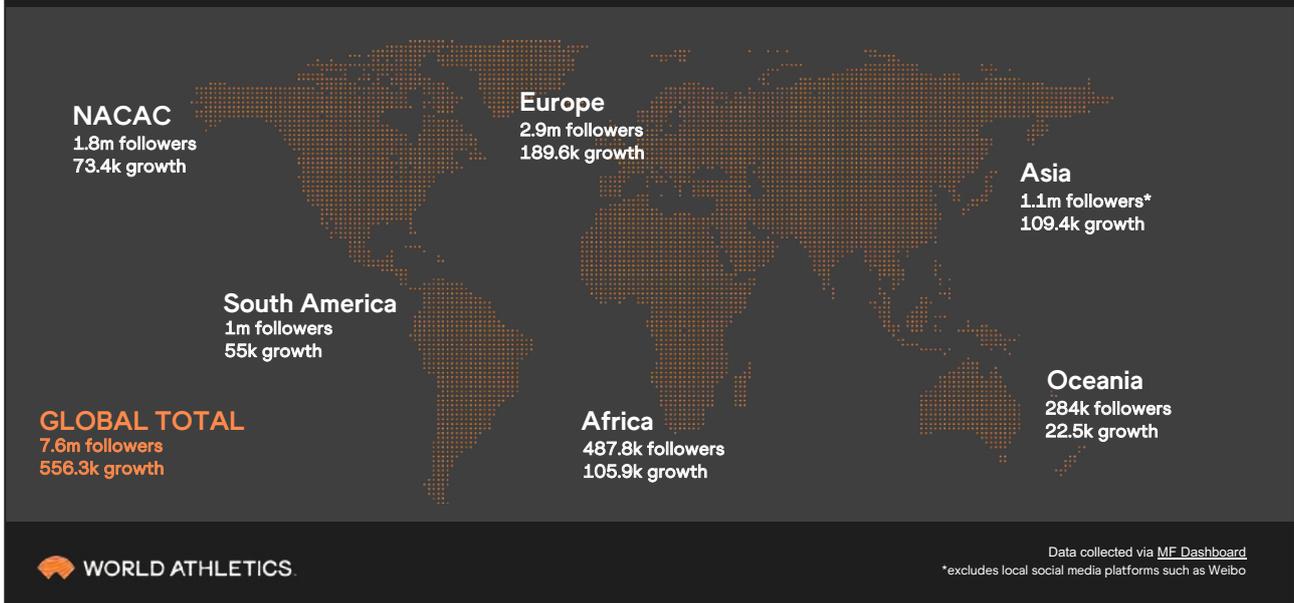
MF Social Media Tracker

World Athletics is committed to serving and supporting the Member Federations' communications and in particular social media efforts. During 2022 the communications team used data provided by the Member Federations in their 2021 Annual Reports to create a dashboard which is aimed to help each Member Federation analyse its social media activities. The data also helps World Athletics provide the right support, graphics and content to suit the needs of our Federations. A summary of the social media tracking device is below:

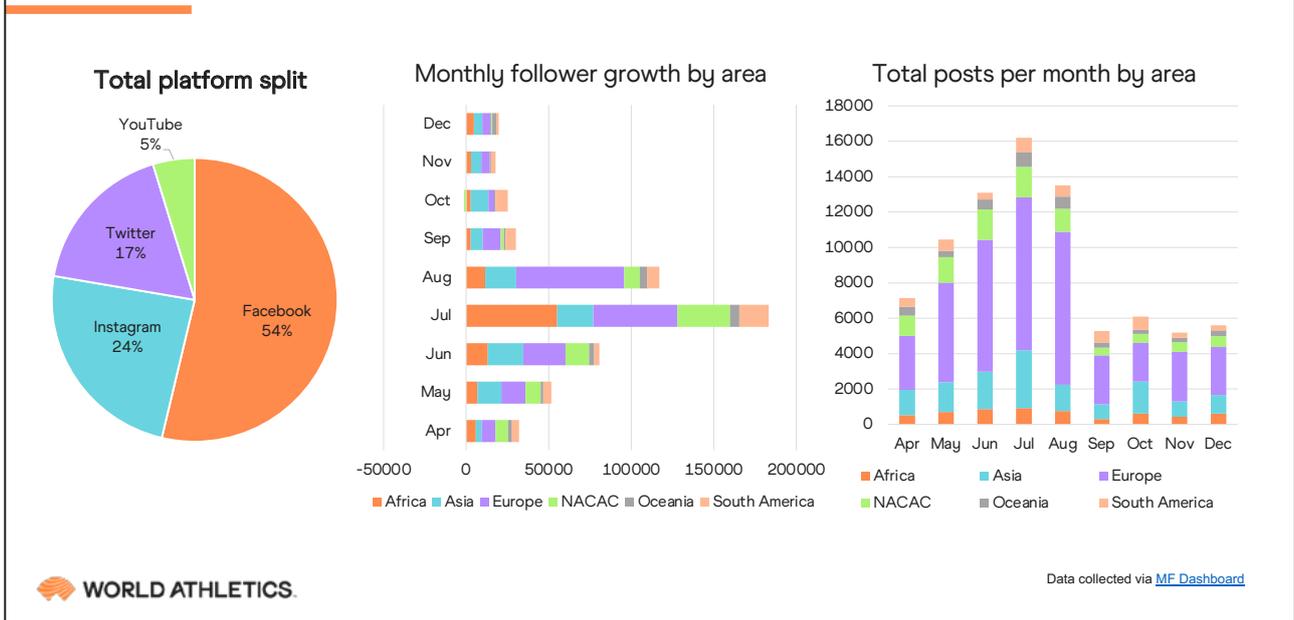




MF TOTAL FOLLOWERS BY AREA (& GROWTH BETWEEN APR-DEC)



MF SOCIAL MEDIA OVERVIEW





Online Abuse Study

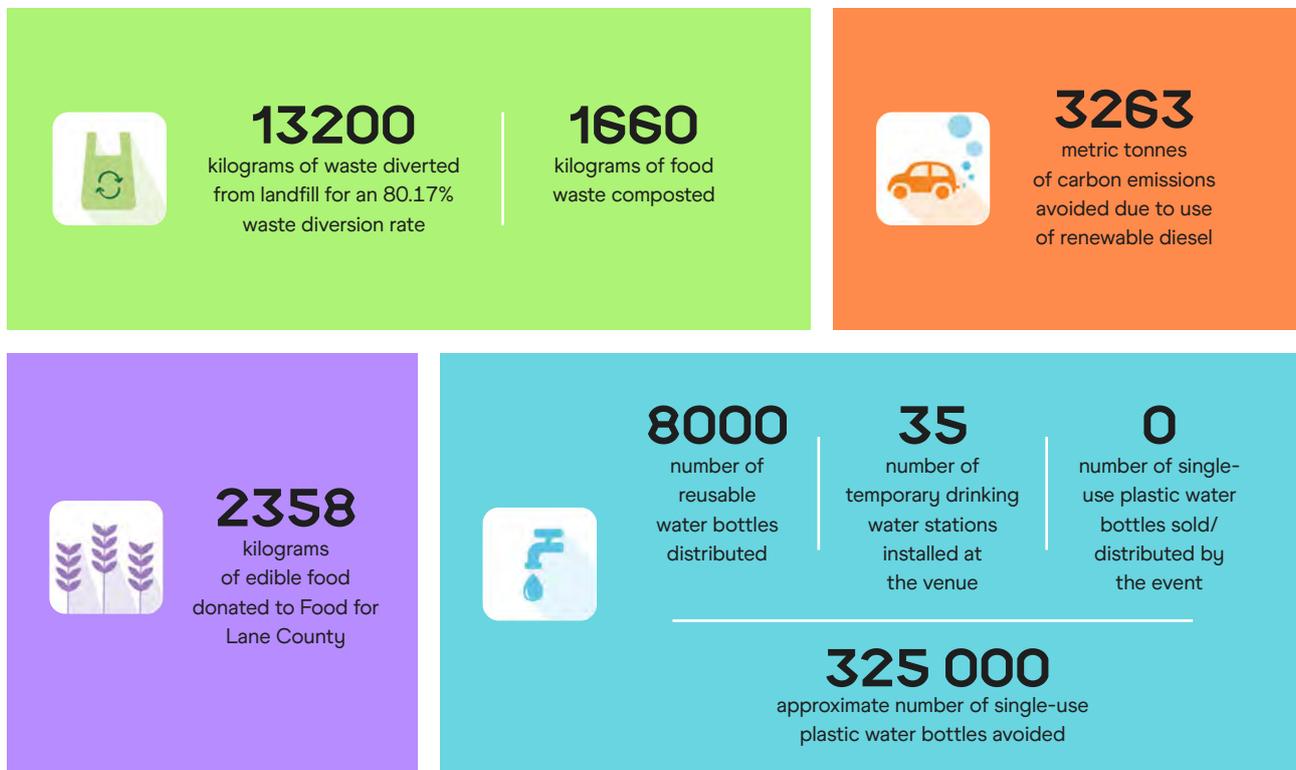
World Athletics published its second [Online Abuse Study](#) to identify and address abusive comments sent to athletes via social media. Almost 60% of all abuse targeted female athletes and one fifth of all abuse was racial with 60% of all abuse made on Twitter. This research underpins the drive for safeguarding policies being put in place by all Member Federations by the end of 2023.

Sustainability

Sustainability took on a more visible role across the entire World Athletics landscape in 2022, involving one-day series competitions, World Athletics Series events, particularly WCH Oregon22 and further research and support from our athletes. The following infographics record the key highlights of 2022. The team worked with a range of stakeholders to put in place a robust Athletics for a Better World (ABW) Sustainable Event Management System. We are delighted to announce that the ABW Standard obtained ISO 20121 Sustainable Event Management certification in April (2023).

World Athletics sustainability 2022 in numbers

World Athletics Championships Oregon22





One day meetings and label road races



124

number of one-day competition series events introduced to the Athletics for a Better World Standard

254

number of label race organisers introduced to the Athletics for a Better World Standard

12

number of sustainable event webinars and info sessions held for organisers of one-day competition series events

Sustainability activities and campaigns



2654

trees planted in Jamaica to celebrate the return of the CARIFTA Games after pandemic postponements

500

trees planted in Kenya's Kijabe Forest to mark the 50th anniversary of the UN Environment Programme

50

trees planted near the venue of the World Athletics Race Walking Team Championships in Muscat, Oman



300

people from two coastal communities in Mauritius who benefitted from a community water project World Athletics helped fund through an Area Championship sustainability contribution

1400

reusable water bottles provided for the Oceania Athletics Championships



30

bags of trash collected during a one-hour beach clean-up ahead of the World Athletics Race Walking Team Championships in Muscat, Oman



Athletes



491

Elite athletes wanting to engage more around sustainability and climate action

76%

of athletes surveyed at four World Athletics Series events who said they are either extremely concerned or very concerned about climate change*

72%

of athletes who said that climate change has already impacted our sport*

71%

of athletes who said they are either extremely concerned or very concerned about air pollution*

77%

of athletes who said they're extremely willing or very willing to change their lifestyle to reduce the damage their activities cause to the environment*



90%

of athletes who said that World Athletics does have a role to play to help build a sustainable future*

9

members of the inaugural class of the World Athletics Champions for a Better World, representing each of our continental areas

Athletics fans



3861

number of athletics fans who have signed the World Athletics Clean Air Declaration

* survey of 737 athletes from 122 countries who participated at four World Athletics Series events in 2022



Media Operations

World Athletics developed the concept of the remote mixed zone in 2021, in response to the travel restrictions media faced due to the pandemic. In 2022 and after the WIC Belgrade 22, we evaluated the feedback we had from our client group and decided to offer two remote mixed zone stations in Oregon in order to interview more athletes for our Member Federations. This proved popular with more than 200 video interviews conducted at the WCH Oregon22 and more than 60 for the WIC Belgrade 22. The Photo Assistance Programme and the Media Development Programme continued in 2022 with 29 Member Federations with no national accredited photographers participating in the Photo Assistance Project in Oregon.





COMMISSION REPORTS //

This section covers reports of the four World Athletics commissions:

- Athletes'
- Competition
- Development
- Governance.

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](#).

Athletes' Commission

Composition of the Commission

- Renaud LAVILLENIE (FRA), Chair
- Valerie ADAMS (NZL), Deputy Chair
- Kevin BORLÉE (BEL), Member
- Milcah CHEMOS CHEYWA (KEN), Member
- Lianne DE WITTE (NED), Member*
- Majd Eddin GHAZAL (SYR), Member
- Matthew HUGHES (CAN), Member*
- Bernard LAGAT (USA), Member
- Ivet LALOVA-COLLIO (BUL), Member*
- Halimah NAKAAYI (UGA), Member**
- Aisha PRAUGHT-LEER (JAM), Member
- Olga RYPAKOVA (KAZ), Member
- Anna RYZHYKOVA (UKR), Member*
- Akani SIMBINE (RSA), Member
- Léa SPRUNGER (SUI), Member*
- Bingtian SU (CHN), Member
- Marie Josée TA LOU (CIV), Member
- Toshikazu YAMANISHI (JPN), Member*

* The six new Athletes' Commission members elected at the World Athletics Championships Oregon22.

**Halimah Nakaayi (UGA) was appointed to fill the vacancy created by Katerina Stefanidi's resignation earlier in 2022.



The new members replace the Athletes' Commission members who served on the Commission since the elections in 2017:

- Iñaki Gómez (CAN)
- Kim Collins (SKN)
- Adam Kszczot (POL)
- Thomas Röhler (GER)
- Ivana Vuleta (née Spanovic) (SRB)
- Benita Willis (AUS).

To return to the regular two-year election cycle, which was impacted by the postponement of the World Athletics Championships Oregon22, the next Athletes' Commission Election will take place during the World Athletics Championships Budapest 23.





Introduction

As outlined in the Commission's four-year Plan, 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.

Under the 2019 Constitution, the Chairperson and one other member of the Commission – one male and one female – became full voting members of World Athletics' Council.

The 18 members of the Athletes' Commission are either elected by the athletes competing at the World Athletics Championships (12 elected members) or appointed by Council (six appointed members). The Commission aims to be representative from a geographical, gender and discipline perspective. The term of each member is approximately four years.

Meetings and activities

Throughout 2022, the Athletes' Commission held the following Commission meetings to discuss ongoing and upcoming projects:

- 9 February (virtual) – promotion of Athletes' Commission election and feedback on the World Athletics Safeguarding Policy
- 8 June (virtual) – planning of Athletes' Commission activities at the World Athletics Championships Oregon22 as well as feedback on rules and regulations relating to Competition, AIU, Safeguarding, Eligibility and Athletes' Representatives
- 27 September (virtual) – introduction of newly-elected Athletes' Commission members
- 25-26 November (in person) – optimisation of Commission workflows including more effective engagement of the athlete community, and discussions with World Athletics' functional areas including Competition, Legal, Sustainability, Heritage and the AIU.

In addition to these meetings, the Athletes' Commission facilitated two Athlete Information Sessions on 22 March which focused on three core areas:

- General updates relevant to the athlete community
- Final information and Q&A on the Athletes' Commission elections
- Consultation on safeguarding materials for Member Federations led by the Safeguarding Working Group.



Key work, including related recommendations to Council:

- Contribution and feedback on proposals relating to
 - Safeguarding Policy and materials
 - Athletes' Representatives Rules and Regulations
 - Marketing and Advertising Rules and Regulations
 - Competition updates
- Expedited release of quota and qualification system for the World Athletics Championships Budapest 23 to align with the qualification window
- Promotion and implementation of the Athletes' Commission elections at the World Athletics Championships Oregon22
- Quarterly newsletter to the athlete community to provide updates on Council decisions as well as other World Athletics initiatives relevant for athletes
- Research into institutional athlete representation at Area and Member Federation level through Annual Reports to support the creation of Athletes' Commissions around the world
- Support of World Athletics campaigns including sustainability and Kids' Athletics
- Representation on the World Plan Implementation Working Group
- Representation on the Safeguarding Working Group
- Proposed former Athletes' Commission Chair Iñaki Gómez as candidate and representative for the sport of athletics for the WADA's Athlete Council – he was appointed to the role in December.

Conclusion

The Athletes' Commission continues to represent the athletes' perspective and voice within World Athletics and is striving to further grow its engagement with the wider athlete community and fans globally, to promote and celebrate the sport of athletics.

Through improved engagement with other athlete bodies, the Commission hopes to better support the education of peers around subjects relevant to athletes, which has been identified as a priority for 2023. The Athletes' Commission will be working with respective World Athletics Commissions and Departments on the creation of educational materials focusing on, but not limited to, safeguarding, elections and advertising rules and regulations.



Competition Commission

Composition of the Commission

The members of the Competition Commission and the workstream leads are:

- Raul CHAPADO (ESP), Chair
- Julio GAITAN (COL), Member
- Siddig IBRAHIM (SUD), Member
- David KATZ (USA), Member (Technical)
- Cydonie MOTHERSILL (CAY), Member
- Antti PIHLAKOSKI (FIN), Member (WAS strategy)
- Anna RICCARDI (ITA), Member (WAS Regulations)
- Akani SIMBINE (RSA), Member
- Trevor SPITTLE (NZL), Member
- Katerina STEFANIDI (GRE), Member (In-Stadium strategy)
- Ellen VAN LANGEN (NED), Member (World Rankings)
- Mariko YAMADA (JPN), Member

Introduction

In 2022, the Commission has continued to make great progress in moving the sport forward. In line with the World Athletics Strategic Plan, the Commission has been exploring ways to drive growth, transformation and innovation throughout an increasingly diverse competition programme and our rules and regulations.

The different workstreams provided expertise as and when required with passionate dedication and made it possible for the Commission to focus discussion on the big picture and the more sensitive matters.





Meetings and activities

The Competition Commission met on the following dates in 2022:

Meeting date	Key topics of meeting
31 January (remote)	<ul style="list-style-type: none">a. WAS Event Strategy<ul style="list-style-type: none">i. Road Mile WCHii. WU20 Regulationsb. WAS Event Regulations<ul style="list-style-type: none">i. WCH Budapest 23: Qualification system and timetableii. Paris 2024 OG: Qualification systemiii. Delegates' nominationsc. Technical<ul style="list-style-type: none">i. International Technical Officials (ITO) project planii. Athlete replacement policyiii. Competition Manipulation watch listiv. Mixed Relay: set order of male / female athletesd. Out of Stadium<ul style="list-style-type: none">i. Road Mile Regulations (including World Record)ii. Label Road Race Regulations 2023e. World Rankings
17 May (remote)	Urgent debate on the future of the World Athletics Relays and the qualification pathway for the Olympic Games and World Athletics Championships
3 June (remote)	<ul style="list-style-type: none">a. Out of Stadium<ul style="list-style-type: none">i. Label Road Race Regulations 2023b. WAS Event Regulations<ul style="list-style-type: none">i. WCH Budapest 23: Qualification system, timetable, delegatesii. WRE Guangzhou 23: Timetable, entry standards, delegatesiii. WRRRC Riga 23: Timetable, team quota, delegatesiv. WU20 2024: Delegatesv. Paris 2024 OG: World Rankings qualification vs. entry standards, Cross Country Rankings qualification towards 10,000m, repechage heats (update after IOC / NBC discussions)vi. Amendment to Restriction of Events – age groupsc. Bidding update



Meeting date	Key topics of meeting
28 October (in person & remote)	<ul style="list-style-type: none">a. World Athletics Series and Olympic Games<ul style="list-style-type: none">i. World Athletics Championshipsii. WCH Budapest 23 Relays qualification (Area champions qualification)iii. Paris 2024 OG: Qualification system & entry standards, Race Walk Mixed Team event, timetableiv. WRRC Riga 23, Annual WRRC and 2024 bidding updatev. WXC 2024 datevi. WRW reformvii. WU20 2024: Date adjustmentviii. General competition conduct/managementb. Rules<ul style="list-style-type: none">i. False Start review of processes and rulesii. New Events: Road Mile, new product developmentiii. World Rankings competition projectc. Regulations<ul style="list-style-type: none">i. Annual review of World Rankingsii. WIT Regulationsiii. WAS Regulations

The workstreams met online, generally prior to the relevant Commission meeting.



Key work, including related recommendations to Council:

In the course of 2022, with the input of the different workstreams the Competition Commission made the following recommendations which were approved by Council:

Topic	Key Commission actions summary
World Athletics Series (WAS) and Olympic Games	<ul style="list-style-type: none">• World Athletics Championships<ul style="list-style-type: none">- Budapest 23: Qualification system, timetable- Athletes' accommodation policy (now restricted to competing days +3 instead of 13 days)• Olympic Games<ul style="list-style-type: none">- Paris 2024: Qualification system- Introduction of repechage heats in some running events: mainly as a way to add content but also to give athletes a second opportunity to qualify for the second round• World Athletics Road Running Championships<ul style="list-style-type: none">- WRRC Riga 23: new format, entry rules, timetable- Staged annually from 2025• World Athletics U20 Championships<ul style="list-style-type: none">- Introduction of the possibility of mass participation• 4x400m Mixed Relay: fixed running order with only alternatives being: MWWM, WMMW• U18 Athletes: review of the participation restrictions considering the added opportunity of the Mixed Relay event• Delegates: appointments for forthcoming events as appropriate• WAS Regulations: structure review
Rules changes	<ul style="list-style-type: none">• Road Mile introduced as a new event, including conditions for setting inaugural World Record• World Rankings competitions: membership now a requirement for results being recognised for all statistical purposes by World Athletics
Facility certification	<ul style="list-style-type: none">• Review of the scheme for certificate renewal ensuring that athletes compete in secure conditions
Competition Manipulation	<ul style="list-style-type: none">• Introduction of a watch list of Member Federations where results are only recognised subject to certain conditions
Race Walk	<ul style="list-style-type: none">• Strategy for the future and how it may impact the World Athletics Race Walking Tour and the World Athletics Race Walking Team Championships

For further detail, please refer to the Competition & Events section of the Council Report.



In addition, the Commission also conducts a periodical review of:

- Organisational strategy for each WAS event (cost efficiency, balanced financial responsibilities between the LOCs and World Athletics etc.)
- Tours/Label Races and Athletes' Representative Regulations
- World Rankings Rules
- Policies which govern and sustain the global competition structure and the global calendar.

Conclusion

The Competition Commission continues its work in 2023, and until the end of its mandate at the conclusion of the Congress meeting in Budapest.

In alignment with World Athletics' Strategy for Growth, a number of ongoing projects are on the agenda, some of which will lead to recommendations to Council:

- ITO project plan: introducing greater coordination with Areas and Member Federations to build a more comprehensive and meaningful database of World Athletics Referees
- World Athletics Race Walking Team Championships: review for 2024 and longer term
- World Athletics Championships: Timetable principles to be introduced in Tokyo 2025
- Short Track concept: replace indoor to allow conduct of 200m oval track events outdoors and/or 400m oval track events indoors
- Improved competition management practices:
 - Seeding, lane allocation, progression to next round in middle distance events and field event trials (order and replacement)
 - Relay teams' final confirmation and declaration of running order
 - Personal implements at WAS Events
 - Protests and Appeals
 - DQ vs DNF in hurdle races
 - Area Champions qualification to WCH
 - Athlete Replacement Policy
 - Female coaches' quota at WAS Events.



Development Commission

Composition of the Commission

The Development Commission comprises the following members:

- 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.

Introduction

The role of the Development Commission is to provide expertise and advice to the Council on activities and educational initiatives to support the growth, development, and administration of athletics at global, area and national level.

The overarching objective of the Commission is to review and support projects related to the growth of athletics worldwide, to build skills and capacity among our people in the sport e.g. coaches and officials, and to increase levels of athletics participation from grassroots to elite.





Meetings and activities

The Development Commission met on three occasions in 2022, two by video conference and one in person:

- 8 February
- 2 June
- 8/9 November (in-person).

The six workstreams (detailed below) advised 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 and TOECS (now WARECS)	Geoff GARDNER
Support to Member Federations and Area Associations	Donna RAYNOR
Decentralisation	Annette PURVIS
Education	Beatrice AYIKORU
Biomechanics and research	Nick BITEL

Key work, including related recommendations to Council

Key areas of focus for the Commission in 2022, which are all linked to three of the four Strategic Plan and World Plan goals, are summarised as follows.

- More Participation: focused on the new Kids' Athletics programme and initially development of content for all age groups (4-14 years), and then the implementation and rollout of the programme to Member Federations through the train the trainer courses held in the Areas
- More People: focused on the creation of a people plan to outline the pathways and identify ways as to how best to attract, retain, and reward coaches, technical officials, administrators, and volunteers in athletics. In addition, work centred on the development of education content on the eLearning platform relating to safeguarding, gender equity, and the certification programme for coaches, and the revised certification programme and pathway for officials (from TOECS to WARECS)
- More Partnerships: focused on the principles and framework relating to the new development model agreed in 2021 and the provision of technical or financial support to both Areas and Member Federations.



A summary of actions undertaken by the Commission is below.

Topic	Key Commission actions summary
eLearning platform and content development	Advised on the development, delivery and monitoring of: <ul style="list-style-type: none">• Educational modules for safeguarding, Kids' Athletics, ethical compliance, WARECS (Silver level)• Translation of existing modules and content for CECS level 1• Webinars e.g. coaching and gender leadership and equity• eLearning platform branching project piloted with European Athletics• Development of the people plan.
Kids' Athletics	Inputted into the development of content, and the monitoring and evaluating approach for the new Kids' Athletics programme including: <ul style="list-style-type: none">• Level 3 (ages 12-14) activities• Competition guide• Kids' Athletics train the trainer programme (delivered in three Areas in 2022 – NACAC, Asia, South America)• Translation process for new languages (now in six languages online)• Launch of Kids' Athletics Day on 7 May• Safeguarding online modules.
World Athletics Referee Education and Certification System (WARECS formerly TOECS)	Reviewed, evaluated and advised on a revised World Athletics certification programme for officials across five levels: <ul style="list-style-type: none">• Apprentice Level• National Referee Level (ex TOECS L1)• Bronze Referee level (new)• Silver Referee level (ex TOECS L2)• Gold Level Referee Level (ITO) Piloted the first ever worldwide online Silver Referee examination in November.
Member Federation support and services	Informed the criteria and set up of the project based Grant for Growth and the pilot approach of grouping Member Federations to ensure support and funding is targeted to encourage effective and optimal use. A new online grants management system (the World Athletics Grants Hub) was also piloted to streamline the grant application and reporting process.
Decentralisation	Established and identified measurable outcomes for the support provided to Area Associations, aligned to the World Athletics Strategic Plan and the new principles/framework for the development model, including a new online grants form.



Topic	Key Commission actions summary
Education	Advised on the development of education, leadership and training opportunities including: <ul style="list-style-type: none">• Delivery of five gender leadership educational webinars• Participation in the IOC Women In Sport High Performance Pathway (WISH) programme for women coaches• Delivery of 80 educational webinars and courses online by the Area development centres• Conference on Gender Leadership in Oregon during World Athletics Championships• Development of the new Gender Leadership train the trainer course held in Poland with EA and NACAC participants
Global Athletics Coaches Academy (GACA)	Inputted and consulted on the different projects proposed by the GACA including the: <ul style="list-style-type: none">• Three Coaches' Clubs held at World Athletics Series events in 2022 (WIC Belgrade 22, WCH Oregon22 and WU20 Cali 22)• Four Coaching Matters webinars delivered• Selection process for the Coaching Achievement Award 2022.

The Commission follows the development strategy and four-year plan approved by the Council but specific recommendations to Council in 2022 are outlined below:

- The proposed approach and the direction of travel of the International Technical Officials review project
- The changes from TOECS to WARECS and the relevant education and evaluation process for each level of the pathway.

Conclusion

The Commission continues to advise and support across a range of development and education projects aligned to their four-year plan, the World Athletics Strategic Plan and World Plan. In 2023 and until the end of their mandate, the members of the Commission will continue to provide expertise and advice to the Council to ensure the ongoing implementation and progress of priority projects, including Kids' Athletics and the development of the pathways and content e.g. WARECS for more people to join, become qualified and support the growth of the sport.



Governance Commission

Composition of the Commission

The Governance Commission comprises the following members:

- 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
- Jinaro KIBET (KEN), Member
- Sirje LIPPE (EST), Member
- Ronald RUSSELL (ISV), Member
- Norman WAIN (USA), 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 an approximate four-year period and will end its mandate at the conclusion of the 2023 Congress in Budapest. Details regarding the Commission, including its four-year plan and terms of reference, can be found [here](#).





Meetings and activities

In 2022, the Governance Commission met three times: in person in Monaco on 31 May and 1 June, and twice by video conference on 11 February and 7 November. The Commission's four workstreams (listed below) continued their work in 2022 in the areas identified in the four-year plan:

- Rules and Regulations, led by David Grace KC
- 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 throughout 2022 to discuss and progress key actions and provided updates to the Governance Commission.

Key work, including related recommendations to Council

A summary of the main areas of focus of the Commission in 2022 is provided below.

The Commission covered the review of a variety of proposed amendments to the following rules and regulations to recommend them to Council for approval:

- Governance Rules
- Rules of Congress
- Honorary Member & Service Award Rules
- Vetting Rules
- Event Bidding Rules
- Athletes' Representatives Rules and Regulations
- Mechanical Aids Rules and Regulations
- Athletic Shoes Regulations
- Eligibility Rules
- Eligibility to Represent Member Federations Regulations
- World Athletics Series Regulations
- Label Road Race Regulations
- Indoor Tour Regulations
- International Competitions Definition & World Ranking Procedure
- Marketing & Advertising Rules and Regulations.



The proposed amendments to these rules and regulations were to better clarify understanding or to be more practical in their application based on experience and learnings to support efficiencies in functioning or substantive to reflect changes in policy and enhance governance.

The Commission also received regular updates on the consultation process and provided input to finalise the following new rules, which have been developed to clearly outline the rights and obligations of Members and Areas as required by the Constitution:

- Member Federation Rules
- Area Association Rules.

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.

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

- Amendments to the Safeguarding Policy, and the development of related new rules and guidance
- Outline of a new disciplinary and appeals process
- Ethical compliance eLearning module and implementation rollout
- Scope and frequency of non-financial audits
- Principles for better governance to be embedded at all levels of the sport (e.g., minimum gender requirements, athletes' representation and transparency)
- Toolkit to assist Member Federations and Area Associations in implementing the rules.

Most of these key areas of focus will continue to drive the work of the Commission in 2023 and are reflected in its updated [four-year plan](#) that was approved by the Commission and provided to Council for information at the end of 2022.

Conclusion

Throughout its continuous review of World Athletics' governance structure, the Governance Commission also identified areas for improvement that would require amendments to the Constitution. These proposed amendments have been agreed by Council and are submitted to Congress for approval under item 18 of the Congress meeting agenda.



WORKING GROUP & TASKFORCE REPORTS //

Two Working Groups and one Taskforce were in operation in 2022, the work of each is summarised below.

Safeguarding Working Group

Composition of the Working Group

The Safeguarding Working Group (SWG) comprises the following members:

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

Council appointed four additional members to the SWG from July 2022. They are:

- Tigor TANJUNG (INA), Council Member Asian Athletics Association
- Yvonne MULLINS (AUS), Executive Director Oceania Athletics Association
- Estefania SENESTRARI (ARG), Atletismo Sudamericano
- Karin GRUTE MOVIN (SWE), Chair of European Athletics Safeguarding Working Group and Member of the European Athletics Executive Board

The Working Group is assisted by World Athletics and the Athletics Integrity Unit (AIU) staff.

Introduction

World Athletics takes seriously its responsibilities for creating safe and positive environments for all in, and involved with, the athletics community. World Athletics believes that everyone in athletics should be treated with respect and dignity and be protected from abuse, harassment and exploitation. The Council has therefore created a SWG to provide expert advice to the Council on safeguarding matters.



The Working Group was initially established by Council in June 2021 for a one-year term which was extended for one further year in July 2022. Council agreed that further work should be conducted in this important area including the development of safeguarding materials for Member Federations and Area Associations and World Athletics Safeguarding Rules. Council also approved the appointment of additional members to ensure a more diverse and geographically balanced membership.

Meetings and activities

The SWG held four meetings in 2022 on:

- 21 February
- 12 May
- 27 October
- 14 December.

Key tasks undertaken by the SWG in 2022

These were the following:

- Consultations on a suite of proposed safeguarding materials for use by Member Federations
- Dissemination of the Member Federation safeguarding materials following that consultation
- Review of the World Athletics' Safeguarding Policy for Council approval
- Development of the underlying principles for the creation of new Safeguarding Rules for World Athletics
- Development of proposed new safeguarding materials for use by Area Associations
- Considering the need for an online safeguarding training module for use by everyone in athletics.

Member Federation consultation process on the safeguarding materials

The consultation with Member Federations on the safeguarding materials for their use began in early 2022. The SWG wanted to find out the answers to the following questions during the consultation:

- Whether the safeguarding materials would help Member Federations to produce their own polices, codes of conduct, rules and other safeguarding systems; and
- How Member Federations were currently dealing with safeguarding concerns.



The SWG consulted with the following groups:

- Member Federations (through the Area Associations)
- The World Athletics Athletes' Commission and the athletes' commissions for the Area Associations
- The World Athletics Development Commission
- The Gender Leadership Taskforce
- Area and National Coaches Associations through the Global Athletics Coaches Academy.

The consultation meetings were very well attended and engagement was excellent providing feedback and comments which were used to produce final versions of the materials. In particular there was almost unanimous support for safeguarding policies and procedures to be mandatory for all Member Federations by the end of 2023. There was high demand for education and training for athletes, coaches, support staff and all others involved in athletics as well as requests for further guidance on a variety of topics such as social media, photography and events.

Publication of Member Federation safeguarding materials

The safeguarding materials for Member Federations are available for all to use and are located in the [Member Federation Resource Centre](#) on the World Athletics website. The materials were amended to incorporate the consultation feedback, and include guidance and template documents, such as a safeguarding policy and rules, codes of conduct, flowcharts and reporting forms for Member Federations. They were all then translated into six additional languages (French, Spanish, Portuguese, Russian, Arabic and Chinese), branded and published on the Member Federations Resource Centre together with a video entitled "How to Produce a Safeguarding Policy" (also available in the additional languages), which can be found on the new Safeguarding page [here](#). The templates are all downloadable so that they can be used by Member Federations to produce their own bespoke documents.

Safeguarding Policy review

The annual review of World Athletics' Safeguarding Policy was undertaken. The significant change was an amendment making it mandatory for Member Federations to have safeguarding policies and procedures in place by the end of 2023. The amendments were agreed and approved by the Governance, Athletes' and Development Commissions prior to the Council agreeing them at its meeting in July 2022.



World Athletics' Safeguarding Rules – principles

The existing World Athletics regulatory framework is not necessarily the most appropriate way to deal with safeguarding matters as it follows an adversarial quasi-judicial process. The SWG discussed a proposed new set of principles for consideration by Council prior to any safeguarding rules being drafted. These rules will be based on a risk management rather than adversarial approach. The SWG proposed the principles of this more flexible approach which was approved by Council in November 2022. The new rules will be developed in consultation with the AIU and will also require amendments to other rules and regulations including the Integrity Code of Conduct and AIU Rules.

Area Association safeguarding materials

Following the publication of the Member Federation safeguarding materials, the SWG worked on safeguarding materials for Area Associations. These materials are being developed and will be available for use by Area Associations in 2023.

The jurisdiction of Area Associations is more complex than that of Member Federations as the role they play in the administration and delivery of athletics is different from Member Federations. Area Associations will have jurisdiction for dealing with safeguarding concerns and incidents which involve members of the Area Association's own staff or officials or which take place at any training or education events arranged by an Area Association or an Area Development Centre or which take place at or during events or competitions organised by Area Associations. A template safeguarding policy for Areas has been prepared and will be the subject of consultation with Areas in 2023.

Safeguarding training module

The consultation with the Member Federations highlighted the need for education and training. An online training module is being produced with the Open University and UNICEF with the aim of being accessible by a wide range of individuals. The module will be available in seven languages starting in the summer of 2023.



Conclusion

SWG leadership to the implementation of the World Athletics' Safeguarding Policy will help achieve the objectives of the Policy – notably to ensure that participants in athletics at all levels will be protected from harassment, abuse and exploitation in any form. Increasing awareness of safeguarding in athletics will help everyone involved in the sport to feel safe, valued and protected. Enabling our athletes to report, speak out and challenge poor practices and inappropriate behaviours is essential as is ensuring they are listened to by those who are charged with responding to their concerns.

The ongoing work of the SWG will focus on helping all Member Federations to adopt their own safeguarding policies and procedures by the end of 2023. In addition to consultation with the Area Associations on safeguarding materials, other projects for 2023 include the development of the online safeguarding training module and the new Safeguarding Rules for World Athletics.





World Plan Implementation Working Group

Composition of the Working Group

The composition of the Working Group is as follows:

- Willie BANKS (USA), Chair
- Beatrice AYIKORU (UGA), Member
- Antti PIHLAKOSKI (FIN), Member
- Adille SUMARIWALLA (IND), Member
- Robin Sapong EUGENIO (NMI), Member
- Ximena RESTREPO (COL), Member
- Jean GRACIA (FRA), Member
- Aisha PRAUGHT-LEER (JAM), Member
- Geen CLARKE (CRC), Member
- James MOLOI (RSA), Member
- Sebastian COE (GBR), President (ex officio)

Introduction

Following the unanimous approval of the World Plan for Athletics 2022-30 (WP) by Congress in November 2021, Council established a Working Group (WG) in March 2022 to provide oversight and support in the implementation of the WP.

The key areas of focus for the Working Group are summarised below:

- Develop a process for monitoring and evaluating the progress of the World Plan's implementation
- Develop a reporting system for World Athletics, the Areas and Member Federations to use to report their progress of implementation of the identified actions against the indicative delivery timeline
- Review and report to Council on progress of World Athletics, Areas and Member Federations against the identified actions, to include identification of good practice and successful implementation examples to be shared more widely
- Support and monitor World Athletics' (led by the HQ) success in creating the programmes outlined in the World Plan (and which provide the basis for many Area and Member Federation actions)
- Develop an engagement and communications approach to educate and promote the World Plan to Member Federations and to provide clarity on delivery expectations for identified actions, the support available, etc
- Propose new approaches, support, and initiatives to encourage and ensure all Member Federations can and do contribute to delivery of the World Plan



- Promote and champion the World Plan at a local, Area and global level
- Consider processes and procedures to ascertain the effectiveness of the identified actions towards World Plan goals and objectives
- Recommend to the Council any adjustments to the World Plan.

Meetings and activities

The World Plan Implementation Working Group held four meetings in 2022 on:

- 28 April
- 30 June
- 16 July
- 6 October.

A World Plan Information Session for Member Federations was held on 18 July during the World Athletics Championships Oregon22 to further communicate the World Plan and seek feedback from Member Federations on progress and support needed for implementation. Approximately 90 Member Federations were represented at this session during which each member of the World Plan WG led a more detailed Q&A with Member Federations from their respective continental areas and agreed an ongoing communication approach within these groups.

Key tasks undertaken by the WG in 2022

The WG identified five core workstreams to support successful implementation of the World Plan. A summary of key actions and discussion points for each of these workstreams is provided below.

Monitoring & reporting

Following the principle that monitoring and reporting of progress against the World Plan should be kept simple with existing tools used if possible, it was agreed that the Annual Report Form (ARF) would be the best approach for Member Federation reporting. The ARF therefore required Member Federations to provide a formal status update on progress against the identified Member Federation actions in the World Plan. A report on progress of Member Federations' actions in 2022 is available as part of the World Plan for Athletics progress report in section IV of the Congress documents. The information gathered through the ARF will also be used to provide tailored assistance and follow up as appropriate.

Using the ARF for a mid-year assessment/report in the future ahead of the formal 31 March ARF deadline is proposed to encourage continued progress and help to identify best practice and share successful outcomes.



World Athletics is tracking progress against the identified actions (details in section IV) and Areas were requested to report on progress in their annual reports to Congress (included in section VI of the Congress documents). Area Associations (including the Area Development Centres) have an important role in assisting monitoring and tracking progress and supporting Member Federations in their implementation of the plan.

Communications and engagement

Based on feedback received by WG members and at the World Plan Information Session in Eugene, a key focus has been to encourage engagement and promote the World Plan to Member Federations and Areas. Opportunities were identified to emphasise core messages about the World Plan at WAS events, Area events, educational activities and seminars, etc. including to detail expectations and the delivery support available.

The WG is identifying ways to recognise and reward Member Federations for their actions such as creating certificates of merit and performance – the idea being to help inspire and incentivise progress.

Identify good practice and successful examples

The importance of recognising good practice and sharing and promoting success has been highlighted and each member of the WG is responsible for working with Member Federations in their Area to achieve this goal. The intention is to develop a best practice examples database/resource centre for Member Federations to use when starting an action so there is information, templates and lessons which can be used and adapted for their own purposes. In addition, successful project examples will be shared on the website and within a proposed World Plan newsletter.

Develop “short form” plan and messaging

A standard World Plan powerpoint template has been created for WG members to use to promote the World Plan at relevant forums and was used at the MF Information Session in Eugene. In addition, a simple checklist template listing World Plan actions has also been developed to provide an easier way to identify priorities areas to focus on and then subsequently help to track and measure progress against the actions.



Promote the World Plan and gather feedback from MFs/Areas

A key role of the WG is to promote, educate and seek feedback on the World Plan. Overall feedback has been positive from both Member Federations and Areas with awareness increased but there is a recognised need for more support and guidance to ensure delivery of the actions.

It was agreed Member Federations and Areas should prioritise the World Plan actions aligned to their own strategic plan and timeframes based on available resources and capacity – this is a core principle of the World Plan and a key message to communicate that not all Member Federations need to deliver the actions at the same time and way. Many activities being conducted by Member Federations, such as Kids' Athletics, are already contributing to delivery of the World Plan, so emphasising that link and roles of Areas and World Athletics is also important.

Conclusion

These key areas of focus will continue to drive the work of the WG in 2023 to ensure implementation of the World Plan at a local, Area and global level. The WG members have all been actively promoting the World Plan in their respective Areas at Area congresses and championships in 2022 and 2023. Links to World Plan contribution and actions also continue to be made during seminars and educational activities to support promotion.

The importance of ensuring global awareness and disseminating information among all Member Federations will remain a constant focus, along with the need to educate and provide clarity on expectations and support available towards implementation of World Plan actions.

The detailed report to the 54th World Athletics Congress on progress against the objectives and actions for World Athletics, the Area Associations and Member Federations in 2022 will be presented under item 10 of the Congress meeting agenda.



Gender Leadership Taskforce

Composition of the Taskforce

The Gender Leadership Taskforce (GLT) comprises the following members:

- Stephanie HIGHTOWER (USA), Chair
- Ximena RESTREPO (COL), Council Member
- Beatrice AYIKORU (UGA), Council Member and Development Commission Member
- Jaya MYLVAGANAM (IND), Member
- Annette PURVIS (NZL), Member and Development Commission Member
- Nuala WALSH (IRL), 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 in athletics.

This report summarises the activities and achievements of the GLT in 2022, with the main focus being to support delivery of the gender-based objectives as set out in the World Athletics Strategic Plan 2020-2023 and the World Plan for Athletics:

- 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 2022 via video conference to ensure delivery of the agreed actions:

- Deliver Gender Leadership seminars in each of the Areas
- Deliver a series of Global Gender Leadership educational webinars and podcasts
- Manage the Empowering Women Facebook page
- Host the “Out of the Blocks” Leadership Conference at the World Athletics Championships Oregon22
- Develop a Train the Trainer module to complement the Gender Leadership seminars
- Select and support candidates for the Women in Sport High Performance programme.



Gender Leadership seminars

During 2022, 10 gender leadership-based women's activities took place across the six Areas, involving nearly 300 participants, mainly online.

World Athletics Gender Leadership educational webinars

World Athletics hosted five Gender Leadership educational webinars (all are available on the eLearning platform accessible [here](#)):

- How Gender Equality can provide the Winning Margin (10 February) with Leanne Norman and Lilly-Ann O'Hora
- Why Current Attempts of Gender Equity in Coaching are NOT Working (10 May) with Vicky Huyton
- She Runs-She Leads Webinar Series with Gabriela Mueller
 - Gain Self-Confidence and Crush Self-doubt (30 March)
 - Upgrade your Personal Brand & Image as a Leader in Sport (7 July)
 - Stakeholder Management (27 October).

Gender Leadership podcast series

Coaching: Five female coaches were interviewed regarding their experiences at the World Athletics Championships Oregon22: Carole Bam (BEL), Laura Turner-Alleyne (GBR), Lacena Golding-Clarke (JAM), Hayley Harrison (IRL) and Ashley Kovacs (USA).

Technical Officials: Three technical officials shared their personal journeys and groundbreaking achievements, how they began and why: Helen Roberts (AUS), Claudia Schneck (BRA) and Lisa Ferdinand (USA).





Out of the Blocks Conference at the World Athletics Championships Oregon22 (19 July)

The theme of the conference was understanding the biases that negatively impact women worldwide and highlighting the range of roles women can, and are, achieving.

Member Federation Presidents and CEOs were encouraged to sign pledges to create more opportunities for women in leadership, coaching and officiating.

The following female leaders in athletics from across the world shared their stories of success and growth in their careers as athletes and figures of the sport:

- Stephanie Hightower: GLT Chair
- Ximena Restrepo: First female World Athletics Vice-President
- Sanya Richards-Ross: four-time Olympic & five-time world champion
- Fatma Awale: Athletics Kenya Vice-President
- Claudia Schneck: Only female International Technical Official in South America.

The conference celebrated the achievements of women in sport and World Athletics' pledge to continue striving for equity in athletics.





Train the Trainer course

To support the training of moderators for the Gender Leadership seminar, a train the trainer course was developed. EA held the course from 28 September to 2 October 2022 with participants from NACAC also taking part.

Women in Sport High Performance Pathway (WISH)

Women represent 10% of coaches at the Olympic Games, so the WISH programme was developed by the IOC and funded through Olympic Solidarity in partnership with International Federations to increase opportunities for high performance female coaches and targets women with the potential to be involved in elite coaching.

World Athletics selected eight candidates to take part in the WISH cohort which began in November 2022. The programme is 21 months in duration and includes a week's residential course in the UK in addition to online leadership and mentor sessions.

The selected candidates come from: BEL, ETH, GER, IRL, MEX, NGR, POL, SUI.





Dedicated social media platform

The “[Empowering Women in Athletics](#)” Facebook page is regularly updated with content and the number of members has grown from 20 in 2021 to over 1000.

Conclusion

The work of the GLT will continue to focus on embedding gender equity in athletics, with goals in 2023 including to achieve 40% female representation on the World Athletics Council and the delivery of initiatives such as:

- Host a Gender Leadership conference at the World Athletics Championships Budapest 23
- Host two Gender Leadership podcast series focusing on technical officials and empowerment
- Launch a women focused spotlight section on the World Athletics LinkedIn page
- Launch a pilot mentoring programme to help women achieve leadership roles in all six Areas
- Organise and deliver 10 Gender Leadership courses and activities through the six Areas.





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).

Financial audit

The 2022 budget and annual plan were approved by the Executive Board at the end of 2021.

The financial audit for the year ending 31 December 2022 was undertaken by EY in accordance with the IFRS (EU rules setting out international financial reporting standards). The full audited financial statements for the period 1 January until 31 December 2022, which were approved 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.

The 2021 Audited Financial Statements were circulated to Member Federations as part of the 2021 Annual Council Report that is available on the World Athletics website and found [here](#).

Non-financial audits

The non-financial audits for 2022 with regards to governance and ethical compliance were also undertaken by EY, with QSA independently conducting the 2022 audit of the integrity and anti-doping programme compliance, including the Athletics Integrity Unit (AIU).

Summaries of the 2022 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.

A summary description and findings of the 2021 non-financial audit reports were circulated to Member Federations, as part of the 2021 Annual Council Report that is available on the World Athletics website and found [here](#). The 2021 governance and ethical compliance audit conducted by EY and the 2021 anti-doping and integrity audit carried out by QSA are provided in Appendix C and Appendix D respectively.



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 2022 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 2022.

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.

The 2022 governance and ethical compliance audit report is provided in Appendix E.



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 2022 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 2022.

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 are competent and aware of the organisation's objectives and the applicable risks. The personnel are 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.

The 2022 anti-doping and integrity audit report is provided in Appendix F.



A

FINANCIAL
REPORT 2022

B

C

D

E

F





**WORLD
ATHLETICS™**

FINANCIAL REPORT 2022

6-8 Quai Antoine 1^{er}
98000 Monaco



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COUNCIL MEMBERS AND PROFESSIONAL ADVISERS

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)

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 & Associes

MAIN BANKERS

BARCLAYS BANK
COMPAGNIE MONEGASQUE DE BANQUE



EXECUTIVE BOARD MEMBERS

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)

APPOINTED MEMBERS

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



STATEMENT OF EXECUTIVE BOARD RESPONSIBILITIES

2022 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 31 May 2023

Sebastian COE
President

Vineesh KOCHHAR
Chief Operating Officer



Independent Auditor's Report

WORLD ATHLETICS

Year ended 31 December 2022

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 (hereafter referred to as the "Association"), which comprise the consolidated balance sheet as at December 31, 2022, the consolidated statement of comprehensive income, the consolidated statement of changes in equity, 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.

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 as at December 31, 2022, and its consolidated financial performance and consolidated cash flows for the year then ended, in accordance with International Financial Reporting Standards as adopted by the European Union.

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 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 Included In the Association's 2022 Annual Report

Other information consists of the information included in the Annual Report, 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 European Union, and for such internal control as Management determines is necessary to enable the preparation of the 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 Entity 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. 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 is 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 therefrom. 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, June 7, 2023

The Independent Auditor
ERNST & YOUNG Audit Conseil & Associés



Sandrine Arcin



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 edition of the World Athletics Championships will be hosted in 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.

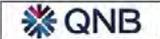
In 2010 a new global one-day competition structure was unveiled. It is headed by the Diamond League of 14 invitational track and field meetings in Africa, Asia, Europe, and USA. The Continental Tour, with Gold, Silver and Bronze one-day meetings held across all six World Athletics continental areas, 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. OFFICIAL WORLD ATHLETICS PARTNERS

World Athletics Partners

World Athletics Media Partner World Athletics Media Distribution Partners

World Athletics Suppliers



CONSOLIDATED FINANCIAL STATEMENTS

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

<i>in k USD</i>	Note	2022	2021
Revenue			
Television Rights & Sponsorship	1	48,724	38,241
Other revenue	2	6,199	44 628
Total revenue		54,923	82 869
Expenses			
Competitions & Events	3	41,627	23,536
Grants & Development	4	10,621	9,076
Legal & Compliance	5	12,890	13,138
Administration	6	6,864	6,898
Total expenses		72,002	52,648
Operating Profit		-17,079	30,221
Financial Income	7	590	597
Financial Expenses	8	-1,022	-987
Financial Result (Loss)		-432	-390
Share of (loss)/profit on investment in equity	9	127	-59
Profit for the year		-17,384	29,772

OTHER COMPREHENSIVE INCOME

<i>in k USD</i>	Note	2022	2021
Profit for the year		-17,384	29,772
Items that will not be reclassified subsequently to profit or loss			0
Actuarial gains (losses) on retirement benefit obligations	15	161	-5
Items that will be reclassified subsequently to profit or loss when specific conditions are met			0
Currency translation differences		-	-
Other comprehensive (expense)/income		161	-5
Total comprehensive income (loss) for the year		-17,222	29,768



CONSOLIDATED BALANCE SHEET

<i>in k USD</i>	Note	2022	2021
Assets			
Intangible assets		134	268
Property, plant & equipment	10	4,629	5,324
Long term financial assets		211	211
Investments in equity-accounted investees	9	600	472
Non-current assets		5,574	6,275
Trade receivables	11	841	373
Prepayments & tax receivables	11	602	505
Other receivables	11	8,585	21,644
Contract assets	12	0	0
Cash and cash equivalents	13	46,051	53,589
Current assets		56,079	76,111
Total assets		61,653	82,386
Reserve Fund		10,000	10,000
General Fund		50,868	20,934
Profit/loss of the year		-17,384	29,772
Total equity & reserves (general funds)	14	43,484	60,706
Liabilities			
Trade payables	17	3,939	4,235
Other payables and accrued expenses	18	8,489	7,323
Financial liabilities	16	232	253
Deferred income	19	2,370	4,655
Current liabilities		15,029	16,466
Provisions	15	595	769
Financial liabilities	16	2,294	2,511
Deferred income	19	250	1,935
Non-current liabilities		3,139	5,214
Total liabilities		18,169	21,680
Total liabilities and reserves		61,653	82,386



CONSOLIDATED STATEMENT OF CASH FLOWS

<i>in k USD</i>	Note	2022	2021
Operating activities			
Net result for the year		-17,384	29,772
Net financial /expense	7,8	432	390
Depreciation	10	1,027	1,118
Share of loss (profit) on investment in equity	9	-127	59
Increase/(Decrease) in provisions for pension obligations	15	-173	-461
(Increase)/Decrease in receivables	11	8,524	-23,493
(Increase)/Decrease in contract assets	12	0	5,781
Increase/(Decrease) in payables	17,18	884	1,202
Net cash generated by operating activities		-6,818	14,367
Investing activities			
(Purchase)/sale of property, plant & equipment	10	-198	-172
(Purchase)/sale of intangible assets		0	0
Net cash (used)/generated in investing activities		-198	-172
Proceed from new loans / borrowings	10	0	0
Reimbursement of loans / borrowings	10	-309	-472
Interest received	7	0	32
Interest paid	8	-215	-215
Net cash used in financing activities		-523	-655
Net (decrease)/increase in cash & cash equivalents		-7,538	13,541
Cash & cash equivalents as at 1 January	13	53,589	40,048
Net increase/(decrease) in cash & cash equivalents		-7,538	13,541
Cash & cash equivalents as at 31 December		46,051	53,589



CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

<i>in k USD</i>	<i>Reserve Fund</i>	<i>Other Reserves Transfer from income</i>	<i>Transfer from income statement</i>	<i>Total equity</i>
As at 31 December 2020	10,000	20,939		30,939
Net income allocation		-	-	
Actuarial loss on retirement benefit obligations, net of taxes		(5)		(5)
Other comprehensive income for the period	-	(5)		(5)
Profit for the year		29,772	-	29,772
Total comprehensive income for the period	-	29,768	-	29 768
As at 31 December 2021	10,000	50,706	-	60,706
Net income allocation		-		-
Actuarial loss on retirement benefit obligations, net of taxes		161		161
Other comprehensive income for the period	-	161		161
Profit for the year		(17,384)	-	(17,384)
Total comprehensive income for the period	-	(17,222)	-	(17,222)
As at 31 December 2022	10,000	33,484	-	43,484



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 2022 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.

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

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 2022 and that the going concern basis of accounting remains appropriate.

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 2022:

- Annual Improvements to IFRS Standards 2018-2020 Cycle.
- Reference to the Conceptual Framework (Amendments to IFRS 3)
- Property, Plant and Equipment – Proceeds before Intended Use (Amendments to IAS 16)
- Onerous Contracts – Cost of Fulfilling a Contract (Amendments to IAS 37)

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.

IFRS standards, amendments or interpretations adopted by the European Union applicable after 2022 :

- Deferred Tax related to Assets and Liabilities arising from a Single Transaction (Amendments to IAS 12)
- Lease Liability in a Sale and Leaseback (Amendments to IFRS 16)
- Classification of Liabilities as Current or Non-Current (Amendments to IAS 1)
- Amendments to IFRS 17
- Disclosure of Accounting Policies (Amendments to IAS 1 and IFRS Practice Statement 2)
- Definition of Accounting Estimates (Amendments to IAS 8)

The Group has decided not to apply these standards early.

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.

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

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.



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. 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.



H. 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.

I. 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.



J. 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

K. 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.



L. 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 2022 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.



M. 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.

- 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>	2022	2021
Broadcast Rights	14,725	14,725
Commercial Rights	13,000	13,000
Commercial Rights (Profit share)	7,977	5,712
Value in kind	11,672	3,424
Diamond League	1,350	1,380
Total revenue from Broadcast Rights and Commercial Rights	48,724	38,241

2. OTHER REVENUE FROM ACTIVITIES

<i>in k USD</i>	2022	2021
Olympic Dividend	0	39,478
Russian Athletics Federation reimbursement	1,113	1,532
International Olympic Committee Development program contribution	250	250
World Athletics certification system	1,593	1,416
Court of Arbitration for Sport refund	23	43
Other income	3,219	1,908
Total revenue from other activities	6,199	44,628

Other revenue includes monies received across a host of miscellaneous areas and some of the significant ones included are reimbursements that offset an equal amount included in expenditure. Examples include the Russian Athletics Federation reimbursement and 'Other income' which includes income received from the Label Road Race program and out-of-competition anti-doping testing.

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.

The Olympic Dividend is received once in every 4-year Olympic cycle in the year when the games are held and hence there is no corresponding Olympic dividend received from the International Olympic Committee during 2022.



3. COMPETITION AND EVENTS

<i>in k USD</i>	2022	2021
World Athletics Series Competitions	8,828	1,453
Diamond League	2,479	2,464
Olympic Games	7	1,390
WA Tours & Permit	1,881	1,286
Other expenses (Competition & Events)	1,688	1,032
Staff costs and consultants	2,273	2,030
Competition & Events	17,155	9,655
Value in kind commissions	13,128	3,852
Information technology	3,508	3,504
Broadcasting	1,493	1,392
Marketing	1,093	762
Commercial partnerships	494	430
Communication & publications	3,946	3,190
Health & science	810	751
Total Competition and Events	41,627	23,536

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

2022 had a full calendar of events and we hosted four World Athletic Series (WAS) events during the year. These included our World Championships, World Indoor Championships, World Race Walking Team Championships, and the World Under-20 Championships. In comparison we hosted only two WAS events during 2021. This is the primary driver for the increased spend in 2022. In addition, 2022 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 2022.

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.



4. GRANTS AND DEVELOPMENT

<i>in k USD</i>	2022	2021
Area Development grant (a)	1,588	1,418
Education	787	683
Other items	361	275
Staff costs	1,026	992
Area Administration grant (b)	1,450	1,450
Competition grant (c)	2,257	1,041
Member Federation grant (d)	1,675	1,591
Athletics Olympic dividend (e)	0	1,574
Athletics Grant for Growth (f)	1,358	0
Continental program, exceptional support & tracks	119	54
Total Grants and Development	10,621	9,076

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 since 2021 are the primary drivers for increased activity and proportionately higher spends particularly with regards to the Competition grant following the resumption of a full calendar of events across the majority of the Areas. In addition, increases in the Area Development grant, Education and Member Federation grant all reflect increased activities. 2021 marked the end of the 2-year cycle for the Athletics Olympic Dividend grant. Instead a new one-year project-based grant, Grant for Growth, was provided to Member Federations to support delivery of projects aligned to the actions in the World Plan for Athletics 2022-2030.

Area Development grants (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 and within an agreed development framework with World Athletics providing a supporting and 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
- Supporting the delivery of institutional meetings.

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) was a 2-year project-based grant designed to provide tailored support across the 2-year (2020-2021) 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).

Grants for growth (f) is a one-year project-based grant designed to support Member Federations to deliver the identified actions and objectives within the World Plan for Athletics. Member Federations can use the grant to help deliver any of the Member Federation actions listed under the four strategic goals dependent on their own priorities and needs.

5. LEGAL AND COMPLIANCE

<i>in k USD</i>	2022	2021
Congress	0	178
World Athletics Council and Executive Board	1,214	991
World Athletics committees	93	0
World Athletics Independent Ethics Board	0	91
World Athletics working groups	1,106	1,315
International Associations meetings	84	48
Staff costs	465	539
Governance	2,962	3,160
Athletics Integrity Unit	8,877	8,809
Legal	1,050	1,168
Total Compliance	12,890	13,138

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

We have continued to embrace the new normal of hosting meetings virtually wherever possible. That said, there has been a logical increase in face-to-face meetings for our Council, Executive Board and our Governance groups through the year.



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’.

Our Legal costs continue to trend downwards as an outcome of reduced litigation spend and significantly reduced external dependence on Legal advisors.

6. ADMINISTRATION

<i>in k USD</i>	2022	2021
Administration	5,053	5,084
Amortisation	1,027	1,118
Heritage	783	696
Total Administration	6,863	6,898

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.

Continued rationalisation of our administration spends has meant that the total costs for 2022 are in-line with our spend in the previous year.



7. FINANCIAL INCOME

<i>in k USD</i>	2022	2021
Foreign exchange	534	288
Interests	56	309
Financial income	590	597

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>	2022	2021
Foreign exchange	734	235
Bank charges	144	112
Interest expense	121	633
Post-employment benefit obligations	22	7
Financial expenses	1,022	987

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>	2022	2021
Significant influence		
Carrying amount as of January 1 st	472	531
Share of profit / (loss) on investment in equity	127	-59
Investment at cost		
Investments in equity as of December 31st	600	472

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	
	2022	2021
Current Assets	2,220	7,187
Current Liabilities	1,488	6,701
Revenue	14,238	2,422
Profit/(loss)	255	-118

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
Cost						
Balance as of 31 December 2021	630	2,204	4,555	82	4,059	11,530
Additions	4	194				198
Balance as of 31 December 2022	634	2,398	4,555	82	4,059	11,728
Accumulated depreciation						
Balance as of 31 December 2021	381	1,619	2,368	82	1,755	6,206
Depreciation	62	229	339		263	893
Balance as of 31 December 2022	443	1,848	2,708	82	2,018	7,100
Net carrying amount						
As of 31 December 2021	248	585	2,187	0	2,304	5,324
As of 31 December 2022	190	549	1,848	0	2,041	4,628



11. TRADE RECEIVABLES AND OTHER RECEIVABLES

<i>in USD</i>	2022			2021
	Gross	Provision	Net	Net
Trade receivables	1,073	232	841	373
Trade receivables	1,073	232	841	373

<i>in USD</i>	2022			2021
	Gross	Provision	Net	Net
Receivables from directors	22		22	3
Other receivables	9,278	715	8,564	21,641
Other receivables & current assets	9,300	715	8,585	21,644
Prepayments	141		141	86
Tax receivables (VAT)	461		461	419
Prepayments & tax receivables	602	0	602	505

Trade receivables and other receivables that are not yet due are not considered impaired. The main reasons for the decrease in other receivables at the end of 2022 is on account of a receivable from Dentsu for the profit share payable to World Athletics for 2020-2021 and the final instalment of our Olympic Dividend due from the IOC which were included in the 2021 numbers. These amounts were subsequently received in 2022. Other receivables for 2022 are primarily made up of 50% of Dentsu profit share receivable for the 2022-2023 cycle.

Allowances for doubtful accounts amounted to US\$715k in 2022, with no variation compared to 2021.



12. CASH AND CASH EQUIVALENTS

Cash and cash equivalents break down as follows:

<i>in k USD</i>	2022	2021
US Dollars	43,824	52,988
Other currencies	2,216	589
Deposit and current accounts	46,040	53,577
US Dollars	1	1
Other currencies	10	11
Cash on hand	11	12
Total cash and cash equivalents	46,051	53,589

As of 31 December 2022, this item comprised cash at bank of US\$46,051k. There are no short-term investments.

13. EQUITY

The change in equity from 2021 to 2022 is on account of loss during the year of US\$17,384k.

14. POST-EMPLOYMENT BENEFIT AND SIMILAR OBLIGATIONS

<i>in k USD</i>	Post-employment benefit obligations
Balance as of 31 December 2021	769
Operating costs	-35
Financial expense	22
Other comprehensive expense	-161
Balance as of 31 December 2022	595

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 sharp rise in discount rates (2021 : 0,95% and 2022 : 3,77%).

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 3.77% and salary increase rate of 5.55% for the pension obligation as of 31 December 2022

15. FINANCIAL LIABILITIES CURRENT AND NON CURRENT

<i>in k USD</i>	2022	2021
Current financial liabilities	232	253
Non-current financial liabilities	2,294	2,511
Total lease liabilities	2,525	2,763

The financial liabilities balance as shown above is comprised of lease liabilities under IFRS 16. Of the total payable of US\$2,525k, the amount due in the next 12 months is US\$232k, amount due between 1 and 5 years is US\$785k and the amount due in more than 5 years is US\$1,509k.

16. TRADE PAYABLES

<i>in USD</i>	2022	2021
Trade payables	3,939	4,235
Trade payables	3,939	4,235

Trade Payables include dues for regular operating expenses incurred by the Association. This amount primarily pertains to expenses for 2022 that were paid after the cut-off date of 31 December 2022.

17. OTHER PAYABLES & ACCRUED EXPENSES

<i>in k USD</i>	2022	2021
Payable to directors	108	138
Other payables	7,203	6,108
Accrued expenses	1,179	1,077
Tax payables	0	0
Other payables & accrued expenses	8,489	7,323

Other payables as of 31 December 2022 are 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 2022 events, and Bid guarantees received from hosts of our future World Athletic Series events. All of these expenses will be settled during 2023.

Accrued expenses as of 31 December 2022 include amounts due for unpaid vacation for staff and related social contributions. No major variance compared to 2021.



18. DEFERRED INCOME

<i>in k USD</i>	2022	2021
Current deferred income	2,370	4,655
Non-current deferred income	250	1,935
Deferred income	2,620	6,590

Current deferred income amounts include US\$1,705k from television rights and sponsorships contracts, and US\$670k related to future World Athletics events which are scheduled to be held in 2023.

Non-current deferred income consists of US\$250k received as advance payments against events that will be held in future years.



OTHER DISCLOSURES

19. FINANCIAL RISK MANAGEMENT

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

20. COMMITMENTS GIVEN AND CONTINGENT LIABILITIES AND OFF-BALANCE SHEET EVENTS

Consequent to a loan agreement signed with Diamond League AG (“DLAG”) in October 2021, World Athletics 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 will be fully reimbursed to World Athletics by the end of June 2025. The first instalment of this loan was paid during March 2023. Other than this, there are no commitments, contingent liabilities and off-balance sheet events that management is aware of and need to be disclosed separately.

21. 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.

22. 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>	2022	2021
Executive Board, Council Members, President, and Chief Executive Officer	1,061	1,127
<i>Allowances</i>	994	1,031
<i>Other benefits (housing)</i>	19	42
<i>Other long-term benefits (retirement)</i>	48	54

Amounts paid to World Athletics Productions Ltd. during 2022 were US\$2,525k 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. Of this amount, World Athletics received a reimbursement of US\$117k during 2022.

Amounts paid to Diamond League during 2022 were US\$2,659k primarily to cover costs in relation to Diamond League meets that were held during the year. As of 31 December 2022 amount due to Diamond League was \$0.

In 2022, World Athletics has recorded an amount of US\$158k 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.



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WORLD ATHLETICS
2022
REMUNERATION POLICY

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WORLD ATHLETICS 2022 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 Executive Board members)	Per diem of USD 300 per day, plus allowance of USD 6,000 per annum 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">• USD 12,000 per annum (if lives in the same city as Area headquarters)• USD 18,000 per annum (if does not live in the same city as Area headquarters)
Senior Vice-President	USD 1,000 per EB meeting chaired (if the President is absent)
Commissions (members other than Council Members)	Per diem of USD 50 per day Travel, meals and accommodation covered
Working Groups and Panels (members other than Council Members)	Per diem of USD 50 per day Travel, meals and accommodation covered



World Athletics position	Remuneration and expenses
Athletics Integrity Unit (AIU) Board members (independent members and supplementary fee for Council Member)	USD 15,000 per annum
AIU Board Chair	USD 25,000 per annum
Vetting Panel members	USD 25,000 per annum
Vetting Panel Chair	USD 50,000 per annum
Disciplinary Tribunal members	Fixed rate for each case, plus associated expenses
Disciplinary Tribunal Chair	USD 33,000 annual retainer



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2021
NON-FINANCIAL
AUDIT REPORT-
GOVERNANCE
& ETHICAL
COMPLIANCE





ERNST & YOUNG AUDIT CONSEIL ET ASSOCIÉS
Le Mercator
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Tel: +377.92.16.54.00
Fax: +377.92.16.55.20
ey.com

World Athletics Non-financial audit- Governance and Ethical Compliance Summary of procedures and results

Background:

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).

The full text from the Constitution is included below for reference:

“79.2 The annual financial statements in Article 79.1(a) shall be audited annually by an auditor appointed by Congress under Article 27.1(m). The auditor shall be a practicing chartered accountant who is independent of WA.

79.3 There shall be two (2) other Auditors (in addition to the auditor appointed under Article 79.2) responsible for auditing the following as specified in the Rules and Regulations:

- a. compliance by World Athletics with its Governance and Ethical Compliance obligations as set out in the Constitution, the Rules and Regulations; and,
- b. compliance by World Athletics with its anti-doping and integrity program including the Athletics Integrity Unit as set out in the Constitution, the Rules and Regulations.”

Ernst & Young Audit Conseil & Associés in Monaco (EY) has been appointed by World Athletics as its Auditors to perform certain audit procedures to assist World Athletics in addressing the requirements set out above.

The audit of the annual financial statements for the year ended 31 December 2021 as described in Article 79.2 has been completed and reported on separately.

The subject of this 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) above, referred to as the Non-Financial Audit on Governance and Ethical Compliance.

The Non-Financial Audit of the anti-doping and integrity programmes under Article 79.3(b) is undertaken by another company, QSA.



Scope of work:

In November 2021, EY was appointed by the World Athletics Congress as the Auditors for the Non-Financial Audits testing compliance by World Athletics with its Governance and Ethical Compliance obligations as set out in the World Athletics Constitution and Rules and Regulations for the years ending 31 December 2021, 2022, 2023 and 2024 (together “the Non-Financial Audits”). The subject of this report is the period from 1 January 2021 to 31 December 2021.

World Athletics requested that EY perform “Agreed upon audit procedures” and provide a report on its findings. The specific procedures to be performed were determined by World Athletics and the report on their findings is factual in nature.

The 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, Rules and Regulations. The procedures performed compare the relevant provisions of the Constitution, Rules and Regulations 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, Rules and Regulations requirements.

The contents of this report are subject to the terms and conditions of our appointment as set out in our engagement letter. This report is made solely to World Athletics in accordance with our engagement letter. Our work has been undertaken so that we might state to World Athletics those matters we are required to state to them in this report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than World Athletics for this report or for the opinions we have formed. It should not be provided to any third party without our prior written consent. We acknowledge that this report will be shared with World Athletics Members.



Testing approach:

1. EY reviewed all of the documents setting out the rules on the governance of World Athletics and those relating to ethical compliance in order to form a basis for our testing. The documents included the following:

Governance:
 - G1: Constitution
 - G2: Governance Rules
Ethical Compliance:
 - E1: Vetting Rules
 - E2: Conflicts, Disclosures and Gift Rules.
 - E3: Candidacy Rules

2. EY met with a number of key stakeholders to understand actions that had been taken to meet the obligations and to agree the scope and approach to our testing. EY received the full cooperation and support from World Athletics and other stakeholders. The individuals EY met with included the following:
 - Helen Delany – Director International Relations & Development Department
 - Anne-Marie Garrigan – Governance Senior Manager
 - Jee Isram – Member Federations Relations Senior Manager – Head of Protocol
 - Niels Lindholm – Ethical Compliance Officer
 - Vineesh Kochhar – Chief Operating Officer

3. EY then agreed the scope of testing included in this report with Vineesh Kochhar on behalf of the Chief Executive Officer. EY then reviewed available evidence (for example, meeting minutes, emails, forms and other records) on a sample basis to consider compliance with the Constitution, Rules and Regulations as set out in this report.



G1: CONSTITUTION

Summary: The Constitution provides the legal basis on which the World Athletics exists and functions.

Persons responsible: Helen Delany, Anne-Marie Garrigan (all of the constitution except grant attributions), Jee Isram (grant attribution)

Summary findings:

- The majority of the Articles tested complies with the Constitution
- Certain articles require more precision or are still to be implemented as some of these are amendments to the 2019 Constitution:
 - o Article 63: the CEO was appointed prior to this article but we recommend World Athletics to comply with these requirements for the next approval of the terms and conditions of the Chief Executive's employment.

Note: Our FY21 procedures were based on 2019 Constitution. The 53rd World Athletics Congress approved amendments to the World Athletics Constitution that took effect on 1 December 2021. After a review of the approved amendments applied, we conclude the new version of the Constitution has no impact on FY21 procedures.



G2: GOVERNANCE RULES

Summary of rules: The Governance Rules set out the procedures for the bodies in the governance structure including Council, Executive Board, the Commissions and Working Groups, Nominations Panel as well as other matters such as the audits and transparency standards.

Note: The part related to the Transparency Standards took effect from 1 January 2021

Persons responsible: Helen Delany, Anne-Marie Garrigan

Summary findings:

- The majority of the rules tested complied with the Governance Rules
- Certain rules were required to be implemented as of 1 January 2021:
 - o Rule 8: We recommend World Athletics to comply with the following Rule:
 - 8.2.15: share the documentation related to Working Groups, as of 1 January 2023



Ethical Compliance Obligations

E1: VETTING RULES

Summary of Vetting Rules: The Vetting Rules seek to ensure that in line with Part IX of World Athletics Constitution, a person seeking election or applying to be a World Athletics Official or to remain in office as a World Athletics Official must be determined to be “Eligible” (as defined in the Constitution) to hold that office. The Vetting Rules also seek to establish a process for determining that each World Athletics Official is and remains Eligible. Background checks to fulfil the requirements for an Integrity Check may be carried out with the assistance of Control Risks, an external specialist consultancy.

The scope of the application of these rules is as set out in Rule 4 of Vetting Rules and includes Applicants for appointment or election as World Athletics Officials, and Existing World Athletics Officials.

Persons responsible: Niels Lindholm

Summary findings:

The Rules tested complied with the Vetting Rules



E2: CONFLICTS, DISCLOSURES AND GIFT RULES

Summary of rules: The Conflicts, Disclosures and Gift Rules seek to ensure compliance with Article 4.9 of World Athletics Constitution, to safeguard the authenticity and integrity of Athletics and to take all possible measures to eliminate corrupt conduct which might place the authenticity or integrity of Athletics at risk. All World Athletics Officials and World Athletics staff must perform their duties in the best interests of WA, free from any other interest that might conflict with their loyalty to World Athletics or give rise to a perception of undue influence on decisions affecting WA.

Persons responsible: Niels Lindholm

Summary of findings:

- The rules tested complied with the Conflicts, Disclosures and Gift Rules
- Rule 7: Recommendation of formalization for gifts kept: When a gift is kept by the ECO (only he has the authority to keep them in the locker), only an email by himself is sent to confirm the gift will be kept in the locker.
In 2020, we observed our recommendation was considered as a document is now filed when a gift is received. The created form includes the date of the storage, the description of the gift and the signature of the ECO and the person having received the gift.
However, we did not observe any inventory.

We recommend World Athletics:

- o Each year to prepare an inventory of the gifts in the locker; the stock count should be performed by a person different from the ECO.
- o When registering the gift in a dedicated software, a unique serial number should be allocated. Thanks to this procedure, the stock count procedure would be more valuable.
- o When each gift is sold, a record should be made of the sale and the ECO should retain this record and proof of payment. Hence, we can ensure the gifts have not been taken for personal use. As no cases of gifts sold in 2021, we were not in position to assess if our recommendation was considered.



E3: CANDIDACY RULES

Summary of rules: The Candidacy Rules describe the rights and obligations of candidates for election to positions within World Athletics and the role and responsibilities of the Election Oversight Panel.

Persons responsible: Niels Lindholm

Summary findings:

- The rules tested complied with the Candidacy Rules
- Rules 9: Recommendation to add in appendix of the Candidacy Rules the differences between minor and major allegations. The Candidacy Rules only mentions the rule which applies in case of major allegation. A differentiation of process is made between the minor and the major allegations. The document which mentions the application criteria and the process should be mentioned in the Candidacy Rules and inserted as an appendix.



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2021 NON-FINANCIAL
AUDIT REPORT-
ANTI-DOPING
& INTEGRITY
PROGRAMMES

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Certification, Inspection, Tech Services & Training
Audit Report



Report ID #
200522-AIU-PBR

ATHLETICS INTEGRITY UNIT

1st Floor 6 Quai Antoine 1er - MC 98007

*Compliance by World Athletics with its
antidoping and integrity programmes including
the Athletics Integrity Unit, as set out in the
Constitution, Rules and Regulations*

Audit Date:

- 16/17/18/19/20 May 2022

Audit Team:

- Eng. Paolo Barone, Lead Auditor
- Eng. Paola Silvestre, Auditor

Audit Location:

- The audit was conducted remotely

Circulation:

- Brett Clothier – Head of Athletics Integrity Unit
- Thomas Capdevielle – Deputy Head of Athletics Integrity Unit

QSA S.r.l.
Via San Pietro della Porta 23 - 16123 Genova (GE) Italy



Certification, Inspection, Tech Services & Training
Audit Report



1. Audit Objectives

Compliance by World Athletics with its anti-doping and integrity programmes including the Athletics Integrity Unit, as set out in the Constitution, Rules and Regulations.

2. Audit Scope

For the period starting from 1 January 2021 to 31 December 2021 management by the Athletics Integrity Unit of the integrity programme on behalf of World Athletics: 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.

3. Audit Criteria

- A1 – WA Constitution (1) in force from 01.11.2019
- A1 – WA Constitution (2) in force from 01.12.2021
- D1.1 – WA Integrity Code of Conduct in force from 01.11.2019
- D2.1 – WA Athletics Integrity Unit Rules in force from 23.11.2019 and amended on 30.03.2020
- D3.1 – WA Anti-Doping Rules (ARD) in force from 01.01.2021
- D3.1 – ADR Appendix 2 Athletics Anti-Doping Protocols
- D.4.1 – WA Athletics Integrity Unit Reporting, investigation and prosecution rules - non-doping in force from 01.11.2019
- D4.2 – WA Manipulation of Sports Competitions Rules in force from 01.11.2019
- D5.1 – WA Disciplinary Tribunal Rules in force from 01.11.2019
- D5.2 – WA Disputes and Disciplinary Proceedings Rules in force from 01.11.2019

The following table represents documents in force during 2021:

Document	2021											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
A1 - WA Constitution												
D1.1 - WA Integrity Code of Conduct												
D2.1 – WA Athletics Integrity Unit Rules												
D3.1 - WA Anti-Doping Rules												
D3.1 – ADR Appendix 2 Athletics Anti-Doping Protocols												
D.4.1 - WA Athletics Integrity Unit Reporting, investigation and prosecution rules												
D4.2 – WA Manipulation of Sports Competitions Rules												
D5.1 – WA Disciplinary Tribunal Rules												
D5.2 - Disputes and Disciplinary Proceedings Rules												

4. Limitation

The Sample Collection process, part of Planning Effective Testing, includes notifying the athlete, chaperoning, collecting and delivering the biological sample to the laboratory.



Certification, Inspection, Tech Services & Training
Audit Report



These activities were not directly observed during the audit. The opinion on the conformity of this process was based on the review of the records collected during the In-Competition and Out-of-Competition process.

5. Audit Methods

The audit was conducted remotely, through interviews, document reviews, and completing checklists.

Since the records related to the Anti-Doping programme are too numerous and given that it is not practicable to examine all information available during an audit, a sampling approach was used. Judgement-based sampling was preferred over statistical sampling due to the kind of processes being audited.

The audit was conducted using two different checklists: a detailed one for the Governance area, in which evidence of compliance have been collected for each requirement; a second more general checklist for operational processes related to anti-doping activities and to combat against ethical misconduct within athletics.

The second approach was chosen because of the large number of requirements to be examined, the redundancy of the requirements between the various documents and the objective impossibility of assessing some requirements.

The audit was conducted and managed in accordance with the applicable parts of the standard ISO 19011 Guidelines for Auditing Management Systems.

Software used for the interviews and filesharing:

- Microsoft Teams
- Microsoft Sharepoint / Onedrive



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Audit Report



6. *Audit Schedule and Contacted Personnel*

DATE	PERSONNEL	PROCESSES
16 May 2022	<ul style="list-style-type: none"> ▪ Thomas Capdevielle, Deputy Head of Athletics Integrity Unit (Head of Testing & Compliance) 	Governance Doping Risks Analysis, TDP, RTP
17 May 2022	<ul style="list-style-type: none"> ▪ Peter Nicholson, Head of Investigations & Intelligence ▪ Kyle Barber, Intelligence Officer 	Intelligence and Investigation
18 May 2022	<ul style="list-style-type: none"> ▪ Thomas Capdevielle, Deputy Head of Athletics Integrity Unit (Head of Testing & Compliance) ▪ Stefano Longo, IC Testing Coordinator 	In Competition
	<ul style="list-style-type: none"> ▪ Aditya Humar, Head of Education and Communication 	Education and Communication
	<ul style="list-style-type: none"> ▪ Raphael Roux, OOC Testing Programme Manager ▪ Alejandro Lozano-Buron, OOC Testing Coordinator 	Out of Competition
19 May 2022	<ul style="list-style-type: none"> ▪ Thomas Capdevielle, Deputy Head of Athletics Integrity Unit (Head of Testing & Compliance) 	Biological Passport
	<ul style="list-style-type: none"> ▪ Laura Gallo, Case Management Coordinator 	Result Management Doping cases
	<ul style="list-style-type: none"> ▪ Alexandra Morgan, Compliance Coordinator 	TUE Management
	<ul style="list-style-type: none"> ▪ Thomas Capdevielle, Deputy Head of Athletics Integrity Unit (Head of Testing & Compliance) 	Sample's collection, Analysis of samples
20 May 2022	<ul style="list-style-type: none"> ▪ Raphael Roux, OOC Testing Manager ▪ Thomas Capdevielle, Deputy Head of Athletics Integrity Unit (Head of Testing & Compliance) 	Contracts with Service Providers
	<ul style="list-style-type: none"> ▪ Tony Jackson, Deputy Head of Case Management 	Result Management Non-Doping cases
	<i>Completing the checklist and final report</i>	

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Certification, Inspection, Tech Services & Training
Audit Report



The audit covered all the processes and topics included in the audit plan. The schedule was updated during the audit, based on the daily availability of the personnel and the audit progress.

7. Audit Results Classification

Nonconformity: Any deviation from the requirements and/or the absence or total breakdown of a system to meet a requirement.

Observation: An observation is not a non-conformance, but something that could lead to a non-conformance, if allowed to continue uncorrected; or an existing condition without adequate supporting evidence to verify that it constitutes a non-conformance.

Opportunity for improvement: The process complies with the requirements, but it can be improved in terms of efficiency.

8. Audit Results

8.1. Organisation and Governance

8.1.1. Evidence

Evidence and note are reported in checklist #1 - Organisation and Governance

8.1.2. Findings

O&G 1	Opportunity of improvement:	Assess the opportunity to introduce a Bring-Your-Own-Device (BYOD) policy to protect personal data processed via devices not under AIU's direct control.
	Requirements:	Systems and Security - 10.13 The Integrity Unit Board shall ensure the Integrity Unit has sufficient systems and procedures in place to ensure the security of all information held by the Integrity Unit and that such information is kept confidential from World Athletics in all material respects. Such systems and procedures should meet current best practice business accreditation standards and must be strictly compliant with applicable privacy laws. The Integrity Unit Board shall ensure such systems and procedures in place are documented.
	Reference:	D2.1 – WA Athletics Integrity Unit Rules 10.13



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O&G 2	Opportunity of improvement:	Athletics Integrity Unit has implemented a risk management process. Assess the opportunity to improve the risk management procedure by introducing: <ul style="list-style-type: none"> • Risk owners, • Treatment responsibilities and due date.
	Requirements:	The Integrity Unit Board shall be responsible for governing the Integrity Unit and ensuring its Role is fulfilled. The Integrity Unit Board shall have the powers and responsibilities to: <ul style="list-style-type: none"> ▪ identify and manage risks of the Integrity Unit.
	Reference:	WA D2.1 Athletics Integrity Unit Rules 5.1.5

O&G 3	Observation:	Athletics Integrity Unit produces and uses considerable documented information (rules, procedures, contracts, records, etc.). It would be advisable to introduce a procedure that defines how documents are created, updated, approved, protected and distributed.
	Requirements:	There isn't a specific requirement in the audit criteria, but a document control system would support the evaluation of requirements as an example: <i>"approve and amend policies and procedures for the operation of the Integrity Unit, in particular to ensure that it operates independently from World Athletics (provided that such policies and procedures are not inconsistent with the Constitution, and any Rules and Regulations)"</i> .
	Reference:	WA D2.1 Athletics Integrity Unit Rules 5.1.18

O&G 4	Opportunity of improvement:	Assess the opportunity to develop a policy for managing access granted to service providers. The policy could regulate: <ul style="list-style-type: none"> ▪ Account creation, ▪ Review of access rights, ▪ Disabling and removal of access rights.
	Requirements:	Systems and Security - 10.13 The Integrity Unit Board shall ensure the Integrity Unit has sufficient systems and procedures in place to ensure the security of all information held by the Integrity Unit and that such information is kept confidential from World Athletics in all material respects. Such systems and procedures should meet current best practice business accreditation standards and must be strictly compliant with applicable privacy laws. The Integrity Unit Board shall ensure such systems and procedures in place are documented.
	Reference:	D2.1 – WA Athletics Integrity Unit Rules 10.13

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Audit Report



8.2. *Anti-Doping and threats to the integrity of sport*

8.2.1. *Evidence*

Evidence and notes are reported in the checklist #2- Anti-Doping and threats to the integrity of sport

8.2.2. *Findings*

Planning effective testing

No specific findings and comments raised

Sample Collection

No specific findings and comments raised

Intelligence and Investigation

No specific findings and comments raised

TUE Management

No specific findings and comments raised

Result Management

No specific findings and comments raised

Education and Communication

No specific findings and comments raised

Threats to the integrity of sport

No specific findings and comments raised

9. *Audit Conclusion*

The audit highlighted the capacity of the Athletics Integrity Unit to identify applicable requirements coming from the World Athletics and WADA, and consequently, develop and adapt its processes to satisfy these requirements.

The AIU and WA 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.

The TUE Management process, managed for the first year by AIU internal personnel, is effective and under control.

The audit team appreciated the effort and the results of the work of the education and communication process, which is really developed with care and attention.

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Certification, Inspection, Tech Services & Training
Audit Report



Some findings arose during the audit, but these did not compromise a general opinion of compliance with the World Athletics requirements.

Note that some anomalies may still be present due to the random sampling methodology applied to collect evidence of the processes.

10. Non-Disclosure Statement

Audit team members are bound to secrecy about all of the information, technologies and documentation, acquired during the audit process, and they may not disclose or transfer such information without formal authorisation from the organisation being audited.

All personal information collected during the audit will be processed in the QSA premises in accordance with the internal procedures and the requirements of the EU Regulation 2016/679 (GDPR) for personal information.

This audit report and its annexes do not include athlete names, these have been anonymised for information security reasons, the match table is kept in QSA. References to AIU personnel are written clearly.

Eng. Paolo Barone
QMS 2015 Lead Auditor
IRCA Certification #1186504



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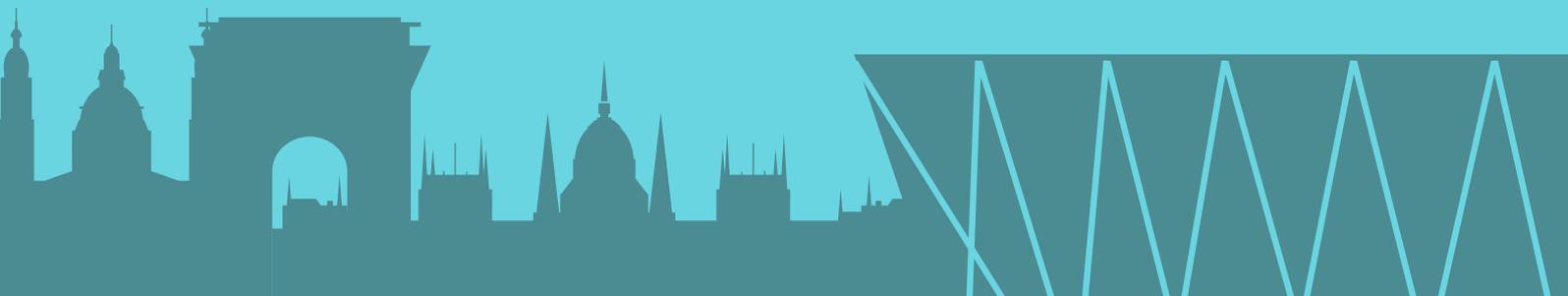
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2022
NON-FINANCIAL
AUDIT REPORT-
GOVERNANCE
& ETHICAL
COMPLIANCE





World Athletics Non-Financial Audit - Governance and Ethical Compliance Summary of procedures and results

Background:

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- b. compliance by World Athletics with its anti-doping and integrity program including the Athletics Integrity Unit as set out in the Constitution, the Rules and Regulations.”

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The audit of the annual financial statements for the year ended 31 December 2022 as described in Article 79.2 has been completed and reported on separately.

The subject of this 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) above, referred to as the Non-Financial Audit on Governance and Ethical Compliance.

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Scope of work:

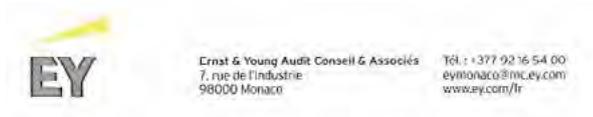
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World Athletics requested that EY perform "Agreed upon audit procedures" and provide a report on its findings. The specific procedures to be performed were determined by World Athletics and the report on their findings is factual in nature.

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The reason for performing "Agreed upon audit procedures" as opposed to a traditional "Audit" has been due to the bespoke nature of the Constitution, Rules and Regulations requirements.

The contents of this report are subject to the terms and conditions of our appointment as set out in our engagement letter. This report is made solely to World Athletics in accordance with our engagement letter. Our work has been undertaken so that we might state to World Athletics those matters we are required to state to them in this report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than World Athletics for this report or for the opinions we have formed. It should not be provided to any third party without our prior written consent. We acknowledge that this report will be shared with World Athletics Members.



Testing approach:

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2. EY met with a number of key stakeholders to understand actions that had been taken to meet the obligations and to agree the scope and approach to our testing. EY received the full cooperation and support from World Athletics and other stakeholders. The individuals EY met with included the following:
 - Anne-Marie Garrigan – Governance Senior Manager
 - Patricia de Freitas Rocha – Member Federations Coordinator
 - Niels Lindholm – Compliance & Risk Officer
 - Vineesh Kochhar – Chief Operating Officer

3. EY then agreed the scope of testing included in this report with Vineesh Kochhar on behalf of the Chief Executive Officer. EY then reviewed available evidence (for example, meeting minutes, emails, forms and other records) on a sample basis to consider compliance with the Constitution, Rules and Regulations as set out in this report.



G1: CONSTITUTION

Summary: The Constitution provides the legal basis on which World Athletics exists and functions.

Persons responsible: Helen Delany, Anne-Marie Garrigan (all of the constitution except grant attributions), Patricia De Freitas Rocha (grant attribution)

Summary findings:

- All the articles tested comply with the Constitution
- The following article was an amendment to the 2019 Constitution and should be kept in mind for the future:
 - o Article 63: the CEO was appointed prior to this article but we recommend World Athletics to comply with these requirements for the next approval of the terms and conditions of the Chief Executive's employment.

Note: Our FY22 procedures were based on 2019 Constitution. The 53rd World Athletics Congress approved amendments to the World Athletics Constitution that took effect on 1 December 2021. After a review of the approved amendments applied, the new version of the Constitution has no impact on FY22 procedures.

G2: GOVERNANCE RULES

Summary of rules: The Governance Rules set out the procedures for the bodies in the governance structure including Council, Executive Board, the Commissions and Working Groups, Nominations Panel as well as other matters such as the audits and transparency standards.

Persons responsible: Helen Delany, Anne-Marie Garrigan

Summary findings:

- All rules tested complied with the Governance Rules except:
 - o Rule 8.2.15: share the documentation related to Working Groups, as of 1 January 2023
 - Following our 2020 and 2021 recommendations, and due to the non-explicit nature of this rule, World Athletics has removed this rule in the updated version of the Governance Rules effective from 25 July 2022.

Note: Our FY22 procedures were based on 2019 Governance Rules. The Council approved amendments to the World Athletics Governance Rules that took effect on 25 July 2022. After a review of the approved amendments applied, the new version of the Governance Rules has no impact on FY22 procedures



Ethical Compliance Obligations

E1: VETTING RULES

Summary of Vetting Rules: The Vetting Rules seek to ensure that in line with Part IX of World Athletics Constitution, a person seeking election or applying to be a World Athletics Official or to remain in office as a World Athletics Official must be determined to be “Eligible” (as defined in the Constitution) to hold that office. The Vetting Rules also seek to establish a process for determining that each World Athletics Official is and remains Eligible. Background checks to fulfil the requirements for an Integrity Check may be carried out with the assistance of Control Risks, an external specialist consultancy.

The scope of the application of these rules is as set out in Rule 4 of Vetting Rules and includes Applicants for appointment or election as World Athletics Officials, and Existing World Athletics Officials.

Persons responsible: Niels Lindholm

Summary findings:

The Rules tested complied with the Vetting Rules

Note: Our FY22 procedures were based on 2019 Vetting Rules. The Council approved amendments to the World Athletics Vetting Rules that took effect on 15 August 2022. After a review of the approved amendments applied, the new version of the Vetting Rules has no impact on FY22 procedures

E2: CONFLICTS, DISCLOSURES AND GIFT RULES

Summary of rules: The Conflicts, Disclosures and Gift Rules seek to ensure compliance with Article 4.9 of World Athletics Constitution, to safeguard the authenticity and integrity of Athletics and to take all possible measures to eliminate corrupt conduct which might place the authenticity or integrity of Athletics at risk. All World Athletics Officials and World Athletics staff must perform their duties in the best interests of World Athletics, free from any other interest that might conflict with their loyalty to World Athletics or give rise to a perception of undue influence on decisions affecting World Athletics.

Persons responsible: Niels Lindholm

Summary of findings:

- The rules tested complied with the Conflicts, Disclosures and Gift Rules
- Rule 7:
 - o Recommendation of formalization for gifts kept: When a gift is kept by the Compliance & Risk Officer (only he has the authority to keep them in the locker), only an email by himself is sent to confirm the gift will be kept in the locker.
 - o In 2020, we observed our recommendation was considered as a document is now filed when a gift is received. The created form includes the date of the storage, the description of the gift and the signature of the Compliance & Risk Officer and the person having received the gift.
 - o In 2022, the gift register has been inventoried with the presence of a Representative of the Finance Department and the Compliance & Risk Officer.



We recommend World Athletics:

- To prepare a written internal procedure regarding the Inventory of the gifts in the locker.
- When registering the gift in the online project manager tracker, a unique serial number should be allocated. Thanks to this procedure, the stock count procedure would be more valuable.
- When a gift is sold, a record should be made and kept by the Compliance & Risk Officer. Hence, we could ensure the gifts have not been taken for personal use. As there were no cases of gifts sold in 2022, we were not in position to assess if our recommendation was considered.

E3: CANDIDACY RULES

Summary of rules: The Candidacy Rules describe the rights and obligations of candidates for election to positions within World Athletics and the role and responsibilities of the Election Oversight Panel.

Persons responsible: Niels Lindholm

Summary findings:

- The rules tested complied with the Candidacy Rules
- Rule 9: Recommendation to add in appendix of the Candidacy Rules the differences between minor and major allegations. The Candidacy Rules only mentions the rule which applies in case of major allegation. A differentiation of process is made between the minor and the major allegations. The document which mentions the application criteria and the process should be mentioned in the Candidacy Rules and inserted as an appendix.
- In 2022, following our recommendations, a clarification has been made in the Amendments of the Candidacy Rules (Approved by Council on 30 November 2021 and effective from 10 December 2021). The Rule 10.2 details the criteria for finding that a breach is minor or technical.



A

B

C

D

E

F

2022 NON-FINANCIAL
AUDIT REPORT-
ANTI-DOPING &
INTEGRITY
PROGRAMMES





Athletics Integrity Unit

Non-Financial Audit

COMPLIANCE BY WORLD ATHLETICS WITH ITS ANTIDOPING AND INTEGRITY PROGRAMMES INCLUDING THE ATHLETICS INTEGRITY UNIT, AS SET OUT IN THE CONSTITUTION, RULES AND REGULATIONS

REPORT ID: 230504-AIU-PBR

AUDIT DATE: 4, 5, 8, 15 MAY 2023

REPORT DATE: 16 MAY 2023

OSA CERTIFICATION,
AUDIT AND INSPECTION,
TECHNICAL SERVICES



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AUDIT REPORT ID: 230304-AIU-PBR

ORGANIZATION **World Athletics**
REQUESTING AUDIT: 6-8, Quai Antoine 1er, BP 359, MC 98007 Monaco Cedex

AUDITEE: **Athletics Integrity Unit**
1st Floor 6 Quai Antoine 1er - MC 98007 Monaco Cedex

SCOPE: *Management by the Athletics Integrity Unit of the integrity programme on behalf of World Athletics: anti-doping, manipulation of competition results, harassment, bribery and corruption, betting, age manipulation, irregularities in transfers of allegiance and other breaches of the Integrity Code of Conduct*

AUDIT TEAM:

- Paolo Barone, Lead Auditor
- Paola Silvestre, Auditor

AUDIT DATE: 4, 5, 8, 15 May 2023

REPORT DATE: Report Date: 16 May 2023

AUDIT SITE: 1st Floor 6 Quai Antoine 1er - MC 98007

CIRCULATION:

- Brett Clothier – Head of Athletics Integrity Unit
- Thomas Capdevielle – Deputy Head of Athletics Integrity Unit



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1. *Audit Objectives*

Compliance by World Athletics with its integrity programmes including the Athletics Integrity Unit, as set out in the Constitution, Rules and Regulations.

2. *Audit Scope*

For the period starting from 1 January 2022 to 31 December 2022 management by the Athletics Integrity Unit of the integrity programme on behalf of World Athletics: anti-doping, manipulation of competition results, harassment, bribery and corruption, betting, age manipulation, irregularities in transfers of allegiance and other breaches of the Integrity Code of Conduct.

3. *Audit Criteria*

- A1 – The Constitution in force from 1st December 2021
- A2 – Rules of Congress in force from 13th July 2022
- D1.1 – Integrity Code of Conduct in force from 1st November 2019
- D2.1 - Athletics Integrity Unit Rules in force from 23rd November 2019 and amended on 30th March 2020
- D3.1 - WA Anti-Doping Rules in force from 2021
- D3.1 – ADR Appendices Athletics Anti-Doping Protocols
- D4.1 - WA Athletics Integrity Unit Reporting, investigation and prosecution rules - non-doping in force from 1st November 2019
- D4.2 – WA Manipulation of Sports Competitions Rules in force from 1st November 2019
- D5.1 – WA Disciplinary Tribunal Rules in force from 1st November 2019
- D5.2 – WA Disputes and Disciplinary Proceedings Rules in force from 1st November 2019

4. *Limitation*

Some activities were not directly observed during the audit. The opinion on the conformity of these activities and applicable processes was based on the review of the documented information collected. Activities not directly observed:

- The Sample Collection process, part of Planning Effective Testing, includes notifying the athlete, chaperoning, collecting and delivering the biological sample to the laboratory.

5. *Audit Methods*

The audit was conducted remotely, through interviews, document reviews, and completing checklists. No technological issues were encountered, and the Lead Auditor considers the use of remote auditing to be effective.

Since the records related to the integrity programmes are too numerous and given that it is not practicable to examine all information available during an audit, a sampling approach was used. Judgement-based sampling was preferred over statistical sampling due to the kind of processes being audited.



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The audit was conducted using two different checklists: a detailed one for the governance area, in which evidence of compliance have been collected for each requirement; a second more general checklist for operational processes related to anti-doping activities and to combat against ethical misconduct within athletics.

The second approach was chosen because of the large number of requirements to be examined, the redundancy of the requirements between the various documents and the objective impossibility of assessing some requirements.

The audit was conducted and managed in accordance with the applicable parts of the standard ISO 19011 Guidelines for Auditing Management Systems.

Software used for the interviews and filesharing:

- Microsoft Teams,
- Microsoft Sharepoint.

6. Audit Schedule and Contacted Personnel

DATE	PERSONNEL	PROCESSES
4 May 2023	▪ Thomas Capdevielle, Deputy Head of Athletics Integrity Unit	Opening meeting Governance, findings follow up
5 May 2023	▪ Aditya Humar, Head of Education ▪ Laura Gallo, Case Manager	Education Result Management Doping Cases
8 May 2023	▪ Raphael Roux, OOC Testing Programme Manager ▪ Kyle Barber, Deputy Head of Investigations & Intelligence	Planning and Testing (Doping Risks Analysis, TDP, RTP, In/out Comp.) Intelligence and Investigation
15 May 2023	▪ Neha Duby, Senior Case Manager ▪ Alexandra Noris, Compliance & Anti-doping Coordinator ▪ Anna Kondakova, Results & Science Manager	Result Management Non-Doping Cases TUE Management Biological Passport Management
16 May 2023	▪ Thomas Capdevielle, Deputy Head of Athletics Integrity Unit ▪ Completing the checklist and final report	NFs Categorization Program, Rule 15

The audit covered all the processes and topics included in the audit plan. The schedule was updated during the audit, based on the daily availability of the personnel and the audit progress.



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7. *Audit Conclusion*

The key audit objectives were achieved, and the audit plan was followed without major changes. The organization's staff has been collaborative and made documentation and other evidence available in response to the auditor's requests.

The assessment is positive. During the audit, some anomalies were identified, but they do not compromise the overall compliance opinion of WA integrity programmes against the Constitution, Rules, and Regulations.

Positive aspects arising from the audit:

- The organization is experiencing continuous growth and is well-organized. The staff is competent and aware of the organization objectives and the risks associated with the processes they are involved in.
- The team composed of individuals from around the world contributes to having a multicultural perspective.
- The organization has implemented a software platform for managing out-of-competition testing. The platform is collaboratively utilized by personnel involved in planning, intelligence, and ABP.

Main areas for improvement:

- The organization recognizes the need for and has implemented measures for information security. It would be desirable to introduce tools for information security management to better safeguard the information assets and protect the organization.

8. *Audit Results Classification*

Nonconformity: Any deviation from the requirements and/or the absence or total breakdown of a system to meet a requirement.

Observation: An observation is not a non-conformance, but something that could lead to a non-conformance, if allowed to continue uncorrected; or an existing condition without adequate supporting evidence to verify that it constitutes a non-conformance.

Opportunity for improvement: The process complies with the requirements, but it can be improved in terms of efficiency.



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9. Audit Results

9.1. Organization and Governance

9.1.1. Evidence

Evidence and note are reported in checklist #1 - Organization and Governance

9.1.2. Findings

- | | | |
|------------------|------------------------------|--|
| O&G 1 | Opportunity for improvement: | AIU performs an annual verification of personnel and their assigned objectives. It is recommended to include non-employee personnel (with consultancy contracts) in the verification as well. |
| | Requirements: | There is no specific requirement in the audit criteria. However, the opportunity for improvement is made with the aim to harmonize the approaches. |
| | Reference: | AIU Annual Plan 2022 Deliverable: People and Culture – C6 Establish as an employer of choice with a motivated, agile, team-oriented and diverse workforce. |
| O&G 2 | Opportunity for improvement: | AIU has implemented and maintains specific controls aimed at ensuring the security of information. It is advisable to consider the opportunity, in collaboration with WA's IT department, to retain documented information related to the selection of controls consistently with identified risk levels. |
| | Requirements: | Systems and Security - 10.13 The Integrity Unit Board shall ensure the Integrity Unit has sufficient systems and procedures in place to ensure the security of all information held by the Integrity Unit and that such information is kept confidential from World Athletics in all material respects. Such systems and procedures should meet current best practice business accreditation standards and must be strictly compliant with applicable privacy laws. The Integrity Unit Board shall ensure such systems and procedures in place are documented. |
| | Reference: | D 2.1 – WA Athletics Integrity Unit Rules 10.13 |
| O&G 3 | Opportunity for improvement: | During the audit, the risk analysis for the first quarter of 2023 was examined. In contrast to the more general analysis conducted in 2022, this analysis is more detailed and includes indications on risk owners, risk treatment measures, and timelines. It is recommended to continue this approach for future updates to the risk analysis and for monitoring the defined actions. |
| | Requirements: | The Integrity Unit Board shall be responsible for governing the Integrity Unit and ensuring its Role is fulfilled. The Integrity Unit Board shall have the powers and responsibilities to: <ul style="list-style-type: none"> ▪ identify and manage risks of the Integrity Unit. |
| | Reference: | WA D2.1 Athletics Integrity Unit Rules 5.1.5 |



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9.2. Anti-Doping and threats to the integrity of sport

9.2.1. Evidence

Evidence and notes are reported in the checklist #2- Anti-Doping and threats to the integrity of sport

9.2.2. Findings

Planning effective testing

No specific findings and comments raised

Sample Collection

No specific findings and comments raised

Intelligence and Investigation

- I&I** Observation: I&I uses both the form available on the AIU website, where information security measures are applied, and the form published on the WA website, where equivalent security controls are not active, as sources for collecting reports. It would be advisable to activate security controls on both forms or direct the reporting exclusively through the secure channel.
<https://www.athleticsintegrity.org/make-a-report>
<https://worldathletics.org/about-iaaf/contact-us>
- Requirements: Systems and Security - 10.13 The Integrity Unit Board shall ensure the Integrity Unit has sufficient systems and procedures in place to ensure the security of all information held by the Integrity Unit and that such information is kept confidential from World Athletics in all material respects. Such systems and procedures should meet current best practice business accreditation standards and must be strictly compliant with applicable privacy laws. The Integrity Unit Board shall ensure such systems and procedures in place are documented.
- Reference: D 2.1 – WA Athletics Integrity Unit Rules 10.13



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TUE Management

No specific findings and comments raised

Result Management

No specific findings and comments raised

Education and Communication

No specific findings and comments raised

Threats to the integrity of sport

No specific findings and comments raised

National Federations Framework

No specific findings and comments raised



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10. Disclaimer

The audit is based on the verification of a sample of available information. Consequently, there is an element of uncertainty reflected in the audit findings. An absence of anomalies does not mean that they do not exist in audited and/or other areas.

11. Non-Disclosure and Confidentiality Statement

Audit team members are bound to secrecy about all of the information, technologies, and documentation, acquired during the audit process, and they may not disclose or transfer such information without formal authorization from the organization being audited.

All personal information collected during the audit will be processed in accordance with the internal procedures and the requirements of the EU Regulation 2016/679 (GDPR) for personal information.

This audit report and its annexes do not include names and other personal information, these have been anonymized for information security reasons, the match table is kept in QSA. References to AIU personnel are written clearly.

Eng. Paolo Barone
IRCA #1186504





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