

AGENDA & PAPERS
EUROPEAN TRIATHLON UNION
ANNUAL GENERAL ASSEMBLY
TARTU, ESTONIA
THURSDAY 27 AUGUST 2020

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TARTU GENERAL AGENDA

WEDNESDAY 26 AUGUST		
All day	ETU Executive Board members arrivals	Tartu
All day	NF delegates arrival	Tartu
THURSDAY 27 AUGUST		
9:00-12:00	ETU Executive Board members arrivals	Tartu
9:00-12:00	NF delegates arrival	Tartu
12:30-13:30	ETU Annual General Assembly lunch Registration ETU Annual General Assembly	Estonian National Museum
13:30-16:00	ETU Annual General Assembly	Estonian National Museum
19:00	Downtown Run Start 5km	Tartu
FRIDAY 28 AUGUST		
9:00	Junior Women Triathlon European Championships	Otepää
11:00	Junior Men Triathlon European Championships	Otepää
13:00	Elite Women Triathlon European Championships	Otepää
16:00	Elite Men Triathlon European Championships	Otepää
SATURDAY 29 AUGUST		
7:30-9:30	AG Transition Check-in	Otepää
10:00	First Start AG European Championships	Otepää
17:00	Open Race Start	Otepää
SUNDAY 30 AUGUST		
10:00	Junior Mixed Relay Start	Otepää
13:00	Elite Triathlon Mixed relay European Championships	Otepää
16:00	Kids Triathlon Start	Otepää

ETU ANNUAL GENERAL ASSEMBLY AGENDA

Time	Item	Description
12:30-13:30		Registration and lunch
13:30-15:30		ETU Annual General Assembly
		Welcome and opening remarks by the ETU President
	<ul style="list-style-type: none"> a Admission and/or resignation of National Federations b Confirmation of the register of voters and appointment of tellers and scrutineers c Confirmation of the minutes of the preceding Annual General Assembly and Extraordinary General Assembly d President's Report e Secretary General's Report f Executive Board members' Report g Committee and Commission Reports <ul style="list-style-type: none"> i. Development Committee ii. Technical Committee iii. Race Commission iv. Marketing Commission h Proposals of resolutions to the Annual General Assembly i Elections j Any other business (of which previous notice has been given to the Secretary General) 	
15:00-15:30		Coffee

PAPERS

1. Minutes of the preceding Annual General Assembly – Weert, 30 May 2019

Part I: 13:30-15:00

Welcome and opening remarks

The President of ETU, Renato Bertrandi, opened the Annual General Assembly, welcomed the delegates and guests in Weert. A special welcome was extended to Marisol Casado the President of the ITU, Tessa Geelen, alderman for sport at the city of Weert and Wim Van Oijen, President of the Dutch Triathlon Federation.

All of them were given the opportunity to address the audience.

a. Admission and/or resignations of National Federations

Kathleen Smet reported that there are 43 National Federations affiliated to ETU at this stage. There were no new admissions and no resignations over the course of the year.

b. Confirmation of the register of voters and appointment of tellers and scrutineers

Kathleen Smet reported that there were 27 National Federations present, of which all were entitled to vote. They were:

Austria	Belgium	Great Britain	Cyprus
Denmark	Estonia	Germany	Greece
France	Hungary	Ireland	Israel
Italy	Latvia	Luxembourg	Malta
the Netherlands	Norway	Poland	Portugal
Romania	Russia	Serbia	Spain
Sweden	Turkey	Ukraine	

Kathleen went on to say that this number of countries was sufficient to constitute a quorum. It was unanimously agreed that Andy Salmon (GBR) and Ria Damgren (SWE) would act as tellers and Cyprian Dalli (MLT) and Adina Dusa (ROU) would act as scrutineers.

c. Confirmation of the minutes of the preceding Annual General Assembly

The minutes of the last meeting of the Annual General Assembly held in Glasgow, Great Britain were taken as read, approved and signed by the Chairman as a true record.

d. President's report

This report covers the ETU activities since our last General Assembly held in Glasgow on August the 8th 2018. Almost 10 months have passed and in the mean time we had a great opportunity to meet in Dublin at our Presidents' Conference.

The Executive Board activities will be presented in a separate report. I would like to once more underline the great Team Spirit and commitment of all the Board Members, that working on a volunteer basis, are supporting all the activities that we are engaged in.

ETU must have great ambitions; as we recall it many times, we have the best National Federations, athletes, Race Organizers and Officials. Then our role is to drive innovation in our sport, always coordinating and in agreement with ITU. Our "Strategic Plan" has, by purpose, the same Vision and the same "Strategic Aims" as the ITU one, but all the support activities are adapted to our ETU's reality. In Dublin, I gave an update on the evolution of the activities we are working on in order to achieve our 4 key Strategic Aims. Now I can present to you the evolution till today.

2018 has been a fantastic season for our Races. 13 elite ETU Cups in 9 Countries and 13 Junior ETU Cups in 12 Countries. For the first time we organised our European Multisport Festival with an impressive participation of Age Groupers, around 2300. Another outstanding figure is the half a million € Prize Money that we offered to our Athletes. The 2019 season took off really well. The European Winter Triathlon European Championships in Romania had an encouraging amount of Athletes and at the beginning of March the Triathlon Season kicked off with the spectacular indoor Triathlon in Levin. This indoor formula looks really promising, fast and furious. Could be the ITU answer to the Super League format that has created attention within our Stakeholders. Our development program is progressing well and, in 2018, for the second year in a row we increase our budget by 60,000 € a total amount of 200,000€. We are also very proud that, in addition, we decided to support Paratriathlon Activities, always using our own funds, from 2019 on.

I really want to thank the whole Development Committee for the great activities and their voluntary support .

To follow up all these activities with such a lean Administration structure, is really challenging. In the last years, our Administration costs are less than 10% of our turnover. Up to now this is working well, not only due to the great commitment of our Executive Board Members, but also because of the unselfish support of all our leading National Federations: thank you! This situation cannot last forever in the near future we must concentrate on creating a better structure.

The European Sport Championships held in Glasgow was a great success, with TV exposure and an audience never experienced before in our Sport. At the end of this presentation there are some slides that I have selected from the formal document which was forwarded to us only few days ago.

There were no questions or remarks and as the President' report was accepted.

e. Secretary General's report

Kathleen Smet's Report reflected her activities as ETU Secretary General since the last ETU Annual General Assembly held in Rome, Italy.

The Secretary General Report was received in advance, so Kathleen will not reflect on anything mentioned in the report.

Kathleen made an analyses of the National Federations annual reports received by the end of March. Regarding the use of social media: all 43 ETU NFs have a website, 40 use Facebook, 23 Instagram, 17 twitter and 4 have a you tube channel. 25% have term limits in their constitution. 37 NFs have paid staff, amount ranged between 1 and 82 staff members. 22 NFs use between 1 and 63 voluntary employees. NFs have between 0 and 1554 clubs affiliated, between 0 and

40.570 male and between 0 and 18.163 female athletes licenced. There are between 0 and 52.000 male and 0 and 10.000 female daily licences issued per NF. 37 NFs have sponsors or commercial partners, with a maximum of 12 partners. Regarding the Anti-doping programme, 32 NFs have a national programme, 35 a pool of athletes at their NADA, 41 organise elite testing of which 8 only in competition, 4 out of competition and 29 organise both. 28 NF organise as well AG tests 41 NFs are organising several National Championships, which means 2 NFs do not organise any national Championship. On triathlon: 41 organise sprint distance, 32 standard distance, 32 Middle distance and 19 Long distance triathlon. On duathlon 26 NFs organise a sprint distance Championship, 25 standard distance and 12 a Middle distance Duathlon. 24 NFs organise an Aquathlon Championship and 1 an Aquabike event. 23 NFs have national Championships in Cross Triathlon, 13 on Cross Duathlon. 9 NFs organise a Winter Triathlon national Championship.

Finally Kathleen asks to respect all the deadlines put forward by ETU.

There were no question on the Secretary General report.

f. Treasurer's report

Alicia Garcia's report had been sent out with all the other Annual General Assembly papers. The 2018 budget expected a loss of 50,000€ but budget situation on 31 December showed a plus of 17,228.36€. This was due to 17,779.230€ more income as expected and 49,449.13€ less expenses than budgeted. There was more income in event fees, development due to currency difference from USD to Euro's, bank interest and non-existent liabilities. On ITU Development there was less income than expected due to currency difference from USD to Euro's. Less expenses than expected were made regarding the Annual General Assembly, Gala and Presidents Conference, Executive Board, Office Costs, development and other expenses. The Bad debt was higher than predicted as the expenses made on committees. The reserve of ETU is now 282,016.81€. The Board decided already in the past that an amount of 175.000€ would be a good reserve so we need to continue to invest money.

Before formally approve the 2018 budget please listen to the ETU Audit Committee report.

g. Audit Committee report

The Audit Committee report, made by Hendrik Fehr, Patrick Schmid and Michael Ziv had been circulated previously as part of the Annual General Assembly papers and was taken as read. Finally, the Audit Committee recommends the Annual General Assembly to approve the accounts from 2018.

After this report, Renato asked to vote for approval of the Treasurer Report presented earlier. Both the audit report and the treasurer's report were unanimously approved.

h. Budget 2019

The budget has already been presented at the Presidents' Conference and has been explained again in the Annual General Assembly papers. It shows an income of 461,500€ and expenses of 516,000€, so a loss of 54,500€ meaning we are investing a part of our reserves. The income is less then the result of 2018 as other fees were 175,000€ from Baku and Glasgow income while in 2019 we only have in the budget 80,000€ from Glasgow income. On sponsors and event fee we predict more income than in 2018 as we have besides Nirvana also On shoes as sponsor and we have more races on our calendar in 2019 than in 2018. On expenses we foresee more expenses on the AGA, Presidents' Conference and Gala, Executive Board travel, Committees and office

costs, this due to salaries, office equipment, phone costs, communication, shipment and other small costs. Also on development we foresee more expenses as we have new paratriathlon support programme. As there are more events planned the LOC support, Technical Official travel and the purchase of medals, gifts and finish tapes. We foresee also more expenses on TV & media and on marketing and branding.

Remarks on the 2019 budget is that from now on that all the treasurer documents will be stored in the cloud, more regular meetings will be planned between the development secretary and accountant and legal advice agreements will be organised.

The 2019 budget has been approved.

i. Executive Board members' Report

The report, made by Eugène Kraus had been circulated previously as part of the Annual General Assembly papers and was taken as read.

Part II: 15:30-17:00

j. Committees and Commission Reports

i. Development Committee (DC)

The report had been circulated with the Congress papers.

There were no further questions or remarks.

Development Committee chair Aldo Lucarini (ITA), Secretary Werner Taveirne (BEL) and Development coordinator Zeljko Bijuk (CRO) presented the Committee members and advisory members and presented an update on the projects, NF and General projects, and on the budget. They went more in detail regarding the procedure timing of the committee were in the first quarter of the year the committee is waiting the results of the ITU survey. In September the Committee invites the NFs to submit their national development proposals. Early November the ETU Board define the ETU Development budget and the Committee meets face-to-face to select the common ETU and NF development projects. In December the ETU Board approves the development projects and budget, split under ETU and ITU budget, and the Committee secretary communicate to the NFs the approval of the projects and budget. In January the Development contract between ITU and ETU is signed, including only the ITU budgeted projects. In the occasion of the Presidents' Conference, usually in February, face-to-face meetings take place between the committee members and NF Presidents. September 15 is the deadline to change NFs projects and December 15 is the ultimate date for submission of invoices.

There were no questions or remarks.

ii. Technical Committee (TC)

This report had been circulated with the Annual General Assembly papers.

Technical Committee chair Jorge Garcia (ESP) explained that a working group is in place to assign the TD and aTD, together with ITU Technical Committee. In 2018 there were 31 ETU events on which in total 35 Technical Officials (TD) and 24 assistant Technical Officials (aTD) were assigned to. He explained as well more in details the work pattern of the committee. 1 ETU Technical Committee member is also a member of the ITU Technical Committee. The ETU Technical committee meets once per month on skype were

they follow up the events progress and the event reports. Specific liaison of one Technical Committee member to each Technical Delegate assigned to an event, to assist effective planning.

A big number of European technical officials have been assigned with main positions as Technical Delegates and Head Referees for WTS Events, World Cups and World Championships, in Europe and outside Europe.

Finally Jorge showed the list of European assigned Technical Delegates for the 2020 Tokyo Olympics.

There were no questions or remarks.

iii. Race Commission

This report had been circulated with the Annual General Assembly papers and was taken as read.

Chair of the Race Commission Herwig Grabner showed the figures of the 2018 season, the 2019 calendar and explained the changes in the ETU ranking for the 2019 season. At Junior level regarding the individual ranking also the Youth European Championships will give points. All athletes can have points if they are within the 5%, men, or 8% women cut of time. A maximum of 4 races will count. On the Junior NF ranking there will be also points for the mixed relay, both at the Junior as the Youth Championships level as also at mixed relays European Cups, with a maximum of 3 events.

There were no questions or remarks.

iv. Marketing Commission

This report had been circulated with the Annual General Assembly papers and was taken as read.

Chair of the Marketing Commission Chris Kitchen updated the audience on the actions since the Dublin 2019 Presidents' Conference. ETU was able to attract a new sponsor, On Running, who will sponsor both product and cash to help support our development programme. On running can be added to our existing sponsors: Nirvana, our travel partner, Dare2Tri and Scicon, both Junior support and Austral who is our kit supplier. On Media we are aiming to have more live streaming through Europe.com/Live. Therefore LOCs and NFs have to provide us the links. The Media Commission is doing some initial work on a small series of Junior Cups to be covered by both the ETU and the LOC. Also ETU just finalised a MOU with EBU. It is a 3 year deal to distribute major triathlon Championships however this implements several broadcast requirements. On branding the good news is that a vast majority of ETI events now complying with ETU branding guidelines.

We are also keen to provide a standardised template for event websites. The plan for 2020 is to provide a cost effective Event Website design and build service. It is anticipated that the costs will be very competitive based on volumes. By grouping together not only do we think this can be provided more cost effectively but it will provide a consistent approach to event websites.

Finally ETU will also change their name to triathlon Europe and accordingly also the logo will change

There was one question from Johan Druwé (BEL) regarding the change of the name as when this will be effective ETU should change as well the articles of Association using the

new name. But according to Chris this is not necessary as our legal name will still be European Triathlon Union and the trade name will be Triathlon European.

The ETU Board would also like to update all delegates regarding the outcome of the round tables organised at the Dublin Presidents' Conference. There were 3 round tables: Regarding licences facts are that licences are a big part in the NFs budget and that NFs use them to control the sport. Next steps for ETU regarding this is to create a working group regarding how ETU can help NF with Licencing. This group needs to try to have a database with the situation in each country, at least to know regarding the insurance what we can expect from each NF.

Events, the lifeblood of our sport. Main action point for ETU is to work with ITU on guidelines or guiding document how to approach commercial organisations. Other possible actions might be as there was an agreement that we need to put more emphasis on our strengths and added value, it might be an idea to send out an inquiry to all the federations to gather best examples. For example, in some countries (like France) the NF collects the daily license itself. This saves Ironman time and energy and gives the NF more control over the day license and better cash flow. Might be that there are more examples.

Raising the profile. ETU has 4 actions points. Point one is to set up an ETU NF resources area with marketing plan templates, event countdown templates for marketing events, share research on consumers profile, statistics and marketing plans for Ireland, Great Britain, Norway, Germany and other countries. Point 2 concerns the website were we should look into the potential to provide templates and an event website creation option, all NFs have to have a website and providing a template will help event organisers and build the ETU Brand. Point 3 is to have a look into event streaming options and partnering with LOCs to deliver live streaming. Point 4 and final point is to provide a formal mechanism for NFs to send "good news" stories to publish on the ETU Website Social Media Platforms.

k. Proposals of resolution to the Annual General Assembly

No resolutions have been received.

I. Elections

1. Audit Committee

The Audit Committee consists of 3 members, who are elected biannually. They need to have experience in accountancy and may not be from the same country as one of the table officers. 4 nominees were received however 2 were after the deadline. The Board questioned to the delegates if the late nominees could be accepted or not. After discussions with Ola Silvdahl (SWE) and Johan Druwé (BEL) the following procedure has been agreed: the 2 nominees that were received on time are elected by acclamation for the official 2 years term, the nominees that came late were accepted and elections will take place for those 2 nominees and they will be elected for 1 year only. Following these procedures Hendrik Fehr (LUX) and Patrick Schmid (SUI) were elected for 2 years and Michael Ziv (ISR), who won the elections with 19 votes, for one year.

2. Development Committee

As Development Committee member Lenka Kovarova resigned there was 1 open position for the Development Committee until the next elections in 2021. ETU received 2 nominations: Ljudmilla Medan (SRB) and Odysseas Patsalides (CYP). The elections were won by Ljudmilla with 15 votes.

m. Dates and venues of European Championships 2019-2020

The ETU Executive Board announced their decision on the assignment of the following events: 2020 Triathlon European Championships to Tartu (EST), the 2020 Triathlon Youth European Championships to Alanya (TUR), the 2020 Middle Distance Triathlon, Aquabike and Aquathlon European Championships to Walchsee (AUT) and the 2021 Triathlon Youth European Championships to Zagreb (CRO) and the Long Distance Triathlon European Championships to Almere (NED). Earlier, at the Glasgow Assembly, the 2020 Sprint Triathlon European Championships was assigned to Malmö (SWE). No bid has been received for the 2020 Winter Triathlon European Championships, the 2020 Duathlon European Championships, the 2020 U23 Triathlon European Championships and the 2020 Triathlon Mixed Relay Club European Championships. The bid process will therefore be prolonged till September 1st. The opportunity has been given to the organisations of the next European Championships to present their event to the Assembly.

n. Date and Venue of the 2020 ETU Annual General Assembly

Renato announced next year's AGA will be in Tartu (EST) at the occasion of the European Championships. The date will be announced in due time.

o. Any Other Business

There was no other business.

Minutes were prepared by Kathleen Smet (ETU Secretary General) and edited by Renato Bertrandi (ETU President) and Chris Kitchen (ETU Vice-President)

2. Minutes of the Extraordinary General Assembly – virtual, 29 June 2020

a. Introduction and explanations of the webinar meeting and procedures

ETU Vice-President Chris Kitchen opened the EGA with an explanation of the webinar meeting and the procedures.

The panelist, ETU Board and ITU guests, have no right to vote. There is 1 voting delegates per National Federations and all other delegates can follow the Assembly by online streaming. First there will be a roll call and after that the "room" will be closed so nobody can enter anymore.

The meeting will be recorded and the recordings will be shared to all National Federations so those that were unable to attend can listen to the meeting. Kathleen will also prepare minutes that will be shared as well.

The agenda is very brief, just for statutory purposes, with the approving the accounts and the 2020 budget. At the end of the meeting Herwig Grabner (HG) will give us an update on our event calendar.

You have a Q&A bottom on the bottom of your screen and also a bottom to raise your hand, which you can use whenever you have questions during the presentation. Your question will be answered as soon as that part of the presentation is finished. Please limit your questions to the presentations. At the end of this Assembly, when we reach the item any other business, there is a possibility to ask other questions if there are any. We will not use the raise hand option of the zoom webinar until the end of the meeting or unless the voting procedure will not work as a backup.

The delegates on this call are the voting delegates only. When it is time to vote a poll will be shown on your screen and you will have 3 options: yes, no, abstain. We will have test poll to try out the voting procedures. You will not be able to vote twice and the results will be available after 30 to 60 seconds.

Before starting the meeting officially vice-President Chris Kitchen (CK) made the roll call. 36 National Federations attended, meaning we have a quorum. The NFs attending, in alphabetic order are: Armenia, Austria, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, France, Finland, Georgia, Germany, Great Britain, Greece, Hungary, Iceland, Ireland, Israel, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, the Netherlands, North Macedonia, Norway, Poland, Portugal, Russia, Serbia, Spain, Sweden, Switzerland, Turkey.

Johan questioned if the results of the votes are published that there is not only the percentage but also the number of votes. Chris answered that he will also mention the number votes but the quorum was set at the beginning of the meeting and in case someone would leave or does not vote for some reason they will not be counted so the amount might vary from the initial 36.

b. Welcome and opening remarks

Renato Bertrandi, ETU President speaking:

Dear Presidents, thank you for attending our first digital Extraordinary General Assembly.

Let's keep our fingers crossed and hope that everything will run smoothly.

I would like to welcome, besides the Board members the following panelist present to the call: Hendrik Fehr from the Audit Committee, Stefano Mondello, the ETU Accountant and Antonio Arimany from ITU. A warm welcome as well to all delegates and a big thank you to the Irish Federation that is supporting us on this occasion.

We are here to present you the 2019 results and the 2020 Budget for approval, this is the only topic for this meeting.

As communicated a few days ago, we will stage our European Championships in Tartu at the end of August and on that occasion we will have the Annual General Assembly. We are discussing this and it might be a "hybrid" version meaning that you might participate in person and also vote without being physically present. This is something we will work on and let you know in the near future if we are able to give you this opportunity.

The Tartu event has been discussed for several weeks and at the end it is confirmed. Thanks to all the parties that have been involved in this process, the NFs, the coaches, the AG representatives, the athletes that have all provided their best information, on this date, which gave the Estonian Federation the elements to take the final decision in this period of uncertainty.

Let's stay together and turn the problems created by the pandemic into an opportunity and present in Tartu the best European Triathletes, we count on you.

Alicia will present the 2019 accounts for approval. The numbers are good and due to our strategy to keep our fixed costs low, we started 2020 in a good financial position.

The 2020 budget is not good, and is changing unfortunately almost on a monthly basis. We will end up with an important loss that in any case is safely covered by the reserves accumulated in these years.

A consistent part of the losses is due to the Prize Money for the European Ranking: the elite, U23 and Junior National Ranking that we want to offer to our Athletes in this difficult year.

If, on the income side, we should somehow in the near future, help the LOCs/NFs that are organising the events with a reduction of the Fees, we might reduce the ETU Pool Prize Money accordingly as our goal is not to exceed the number that you will see in Alicia's figures.

Thank you again for attending and I will be ready to answer any question at the end of the presentation.

c. 2019 Treasurer report

Alicia Garcia, ETU Treasurer speaking:

In the documents sent with the call to the Annual General Assembly you have all the information regarding the accounts 2019 and in this report you can find the facts and decisions behind the figures.

All documents show the situation as of 31st of December 2019. In the Notes to the Balance sheet file the words in red in the right are the actual situation, with most of the pending figures cashed and paid.

The budget presented and approved in Weert showed an investment from our ETU reserves of - 54.500 € and the result to present to all of you is +20.043,49 €.

The explanation for this difference is:

Income in the budget 461.500 € and final result of 488.397,97 €, so 26.897,97 € difference.

Reasons for the difference are more income on the following items: event Fees 210.000 € in the budget and 223.900 € in the final result, due to more races. In other income 0 € was budgeted and 358,33 € as final result was noted, due to interest of our savings account. On sponsors 15.000 € was shown in Budget and 20.000 € in the final result, due to negotiation with Nirvana. On ITU Development 135.000 € was budgeted and 141.838,74 € was the final result due to changes for the currency exchange rate. As you know the development agreement with ITU is 160.000\$. Non-Existent Liabilities, 800 € non included in Budget are prize money not requested by athletes for the season 2017 and before.

Equal in budget were affiliation fees 21.500 € in budget and 21.500 € in final result and Glasgow 80.000 € in budget and 80.000 € in final result.

Expenses in the Budget are 516.000 € and in Final Result 468.353,58 €, so 47.646,42 € difference.

Reasons for the difference are less expenses in Annual Assembly +PC/Gala 20.000 € in Budget and 16.305,95 € in Final Result, less expenses due to the differences with the amount of money in budget expected for travels and more expenses covered by the NF's. Office Costs 72.000 € in the Budget and 63.436,21 € in Final Result. Less expenses in office equipment, mobile phone,

communication, and other costs. Committees and Commissions 7.500 € in Budget and 4.903,04 € in Final Result. We always include budget for meetings but in this case, we spent less than budgeted due to less activity. Events 198.500 € in Budget and 180.414,98 € in Final Result. We spent less money than budgeted for the 2022 ESC participation, here it was included the travels for the meetings, but finally, there was less travels than expected. Also, in marketing we spent not the money budgeted as we are in the process to change the logo and we decided not to invest money in branding so we saved all the money allocated for this purpose. Development 202.400 € in Budget and 183.512,42 € in Final Result due to less expenses in projects due to projects not finalized and 1 NF in development not attending the 2019 Presidents conference, so no grant disbursed for this NF.

There were more expenses in Executive Board 12.000 € in Budget and 14.421,52€ in Final Result, due to travel costs. Also more expenses were made on Other expenses 3.600 € in Budget and 5.359,46 € in Final Result, due to carry over liabilities relating to athlete prize money that was paid double 4 years ago, of which we recovered already a part, and a car hire deposit in a development camp.

With the profit of more or less 20.000€ our reserves at 31 December 2019 are 302.060,30€. The purpose has been to continue on the same path that we have followed in recent years, applying the procedures that we implemented in former years, to keep our finances under control.

Following auditor's recommendations, a new account is opened in Luxembourg, in a different bank, Raiffeisen bank, as only 100.000 € are guaranteed in each bank.

d. 2019 Audit Committee report

Audit Committee Report ETU Annual Accounts 1st of January until 31st of December 2019, presented by Hendrik Fuhr (LUX).

Preliminary remarks: Due to the confinement it was impossible to check the accounts and underlying documents in situ at the treasure in Rome. However, the Accountant Officer Stefano Mondello provided the Audit Committee (AC) the complete list of documents via e-Mail. The auditors Michael Ziv and Hendrik Fehr had a preliminary check and raised a number of questions to the Accountant and the Treasurer Alicia Garcia. On 21st of April a video conference from 10:00 to 11:00 a.m. was organised for the final checks and questions. On the same day the AC received the slightly revised version of the accounts taking into consideration the observations brought forward by the AC.

This report of the AC and the accounts will be submitted for approval to the General Assembly of ETU 2020. The AC had free access to documents, data and information requested from the ETU office via internet and appreciated the availability and exceptional support under these special circumstances provided in a constructive manner by the Treasurer Alicia García and the Accountant Officer Stefano Mondello.

Accounts 2019:

1. The Financial Statement shows a profit 20.043,49 € (compared to 17.228,36 € in 2018).
2. The whilst the total assets in 2019 were 503.622,33 € 12% lower than in 2018 (576.243,444 €), the total liabilities of 201.562,03 € decreased of 31 % compared to the precedent year 2018 (294.226,63 €).
3. The 2 bank accounts in Luxembourg are split in one for the "savings" with nearly the same amount as last year summing up to 260.895,93 € whilst the account for the running financial actions contained 163.552,34 € (41% less than at the end of 2018).

4. Mainly due to lower Creditors Prize Money and Deferred Income from Glasgow Grant the total liabilities decreased end of 2019 to 201.562,03 € (2018: 294.226,63 €).

Further Remarks:

5. The AC noticed that the planned budget for 2019 was estimated very prudently compared with the realised expenditures remaining often under the planned budgets.

6. The AC noticed that the recommended utilisation of adequate IT tools was applied and improved remarkably the efficiency and paperless management of the ETUs accounts.

7. The recommendation in the 2018 audit report to create new bank accounts with limited maximum amounts of 100.000€ in order to have guaranteed by the state of the funds in case of a financial crisis has not yet been realised. According to the treasurer it was intended to create new bank accounts with the start of the new budgetary year 2020.

Recommendation:

8. Due to the higher risk as consequence of the pandemic situation the AC strongly recommends to create these additional bank accounts.

The Audit Committee concluded that the 2019 accounts audited show a fair and true view of ETU's financial situation and recommends the Congress to approve the 2019 accounts.

e. Questions and voting on the 2019 Accounts

If you have asked a question via the Q&A feature we will now provide an opportunity to ask the question. As there are none, let us vote. 35 NFs voted and the 2019 budget has been approved with 35 votes in favour.

There were 2 comments: Bill James (GBR) congratulated ETU for the achieved budget and Johan Druwé (BEL) asked to repeat the amount of voting members as at the start of the meeting it seemed like 34 NFs were present and now there are 35 NFs that voted. Chris replied by saying that since the beginning Russia and Malta joined the call however Russia had already left the call again.

f. 2020 budget

A draft budget was presented in Minsk where we budgeted a loss of 82,800€. We present a same strategy as in 2019 regarding structure and office cost and development. We have foreseen investments in events; AG participation with a promotion tool kit to attract more AG athletes and for juniors streaming of 4 junior European Cups. Furthermore there are 2 (new) projects ETU is planning to invest in; the innovation award and the ITU mentoring programme.

When the Corona virus hit Europe the ETU Board decision was to adapt the budget to the unexpected situation keeping as low as possible the impact for the athletes, organisation, LOCs and NFs .

The Impact of Corona on our income is as followed. No impact on the affiliation fees and Glasgow income as both are fixed incomes. Also on ITU development we do not foresee any difference. On sponsors our income will be none instead of 20,000€. We are still in negotiation to have logistic support without the financial support. The income on Event fees will drop from 200,000€ to 100,000€ . In the amount are the fees of the events that already took place and 50% of the fees of all other events planned as the ETU Board decided to give a discount of the event fee of 50% to help the LOCs with the impact on their organisation of the Corona virus. Following this our income will be 124,00€ lower than the 342,500€ predicted.

The impact of Corona regarding our expenses. ETU has tried to reduce as much as possible all activities in order to save money however expenses are planned to be the same in development,

as we act to have all the money in and to spent it on our various development projects. And also on other expenses, which are the bank charges. Almost 3,000€ less expenses than expected have been made on the PC and Gala with the help of the Belarusian Federation. On Executive Board almost all meeting have been and will be virtual, meaning 8,000€ can be saved. Committees and commissions expenses will be less as well due to less travel. On office costs the expenses will be reduces with 10,000€ as the office situation will change after September as we will stop the office including small costs on internet connection and heath expenses and will only keep the storage facility. No office equipment will be bought and less expenses on shipping of branding material to be send as there are less races. On events 137,191€ sill be spent instead of 214,500€. There will be no streaming of 4 junior races, no branding material to be bought as ITU is in process to change the logo as might we. However we will keep in place the pool prize money, in total 75,000€, if there will be enough races and enough fees and we will also keep the same services to LOCs. Total expenses will be 446,004.92€ in the original proposed budget and will meaning we will have a loss of 103,295.08€. Please note that the actual level of reserves, per 31 December 2019 is 302.060,30€ and with the predicted loss in 2020 the level of reserves will be reduced to 198,555.38€ by 31 December 2020.

g. Questions and voting on the 2020 budget

2 questions were received online:

Questions one, what will happen if we approve budget with loss of 103.000€. We will use our reserves that are over 300.000€, meaning by the end of December 2020 our reserves will go down to 198.555,38€.

Question 2 was concerning development. Respecting different situations in all countries due to Covid-19 and considering ETU development budget for 2020: how flexible will it be regarding reallocation of funds and final dates for reallocation requests to ETU Development Board? The basic rule is:

If over time it turns out that an approved project cannot fully or partially be realized, a NF is entitled to submit an amendment/ replacement of that project to the ETU Development Committee but not to the ETU Executive Board. A new or amended project will not be accepted after September 15, 2020. Any change to these projects or new projects should be subject to the approval of the ETU Development Committee before the realization can be started and any expenditure made.

Given the specific situation, the ETU Development Committee decided to apply the due date of September 15 with flexibility. No expenditures can be made however without prior approval of the new or changed project by the ETU Development Committee. In order to keep the budget under control the ultimate date for submitting expenditures to the 2020 approved projects needs to be respected, which is December 15, 2020.

Question from John Vella (MLT). What will happen next year. Answer Renato: Situation is changing all the time. The goal to keep our reserves up to 200,000€. since February we invested in value added activities of which one is prize money. As we would like to stay alive we need also to stay active and therefore races are needed. By the beginning of next year our reserve will be 200,000€ which is enough with a turnover of 400,000€, so about 50% of the yearly turnover. Our fixed costs will be kept as low as possible. In 2021 we will have still a 80,000€ instalment of Glasgow 2018 and we will also be part of the 2022 European Championships and will benefit from this participation in a financial way and this will already be shown in 2021.

There are no further questions so we moved to the voting. 34 NFs voted in favour to approve the 2020 budget.

Herewith is the official part of the meeting closed and we can move to the next item, other business.

h. Other business

ETU Board member and race commission chair Herwig Grabner presented an update on the event calendar for 2020. This is a great opportunity to update you on the ETU event calendar of which the first race is planned for mid-August.

The last 10 weeks we had over 60 calls with the LOCs, NFs and our stakeholders. A big thank you to all TOs, NFs and LOCs involved. Thank you to the NFs AG coordinators and high performance coaches as well for their time at our scheduled calls with them. The calendar was shown on the screen. There are 3 events confirmed for August: the Riga Triathlon Junior European Cup where the distance will be a supersprint, the Olsztyn Sprint Triathlon European Cup and Junior European Cup and the Tartu Triathlon European Championships for elite, juniors and AG athletes. As you see all 3 events are in the Baltic region which might help your team travelling around. In September the following races are planned: junior European Cup races in Banyoles, which is a new event on the calendar, Tiszaujvaros and Belgrade, the Cross triathlon and Cross Duathlon European Championships in Târgu Mures and the Constanta Sprint Triathlon European Cup. Unfortunately the Bled Middle Distance Triathlon, Aquabike and Aquathlon Championships has been cancelled. Please keep this cancellation confidential till after the ETU press release tomorrow. Later in the season we have the indoor triathlon European Championships in Liévin, the Alanya Youth Triathlon European Championships and the Quarteira Triathlon European Cup and Junior Cup. With this calendar we will have a junior cup ranking and a NF ranking for NFs. There will also be a European Cup ranking for our elite and U23 athletes. Pool prize money will be organised as well for the different categories. May I remind you that on each event we will have 8 to 10 weeks prior to the event to reconfirm the race. We recommend not to book any travel before this deadline.

All bid documents regarding the 2021 events, European Cups and European Championships, have been sent to the NFs. Deadline to submit bids is 1 September. If you have any questions, please contact the ETU office.

Are there any questions related to the event calendar?

Are there Club Triathlon European Championships? KS replied that the Triathlon Mixed Relay Club European Championships will again take place in Alhandra, Portugal on 10 October. All NFs will receive later this week all information regarding the registration to the event and the entry deadlines.

Question Mads Freund (DEN): will all the events follow the new ITU COVID-19 guidelines. RB answered that all events will respect the ITU recommendations amended with the restrictions within the countries the event will take place. All assigned TOs have been receiving education online regarding these guidelines. Another question from Mads is regarding Ironman as they will organise a race in Denmark that was moved from June to September. Does other NFs had the

same request from Ironman. RB said that Ironman was included in the working group with ITU on the recommendations but as mentioned before every LOC has to follow first the rule of their own country. RB is confident they will follow the same rules as ITU as will Challenge. Mads suggest to keep in touch regarding IM races. Finland, Luxembourg and France confirmed they have Ironman races as well in September or October.

Question Hendrik Fehr (LUX): is there a 'patronage' for the race and AGA meeting in Tartu. Hendrik suggest to RB to write a letter to the Estonian President if she would like to accept a 'patronage' for the event.

i. Closing word

RB: In normal circumstances we will have all together a coffee now, which I now have alone in my kitchen.

Thank you to Chris and Triathlon Ireland for the support.

We reached our goal for this meeting to have the 2019 and 2020 budget approved.

Our 2020 budget is not well but we have to invest on the value added activities.

Thank you to all NFs that have been in support to have the races in place. It is very important, as a young sport, not to disappear for 1 year.

The Annual General Assembly will take place in Tartu on Thursday on 27 August.

Thank you all for attending this meeting and see you all in Tartu. Please stay safe and healthy.

Minutes were prepared by Kathleen Smet (ETU Secretary General) and edited by Renato Bertrandi (ETU President), Chris Kitchen (ETU Vice-President) and Alicia Garcia (ETU treasurer)

3. President's report

Dear Presidents, dear friends,



This report covers the activities from our last Congress in Weert in 2019 up to now. Once again I want to thank the Dutch NFs for the great effort they have provided in the organisation of our 2019 European Champs and General Assembly.

We had then the opportunity to meet at our Presidents Conference in Minsk on the 14th of February this year, just before the Pandemic took over and started affecting our way of living, the Sport in general and Triathlon.

It was the last occasion we were able to shake hands, to chat and to hug each other: seems ages ago!



We had a great 2019 season. With 10 ETU Cups, 14 Junior ETU Cups, the ETU Multisport Festival in Romania, the Olympic Distance European Champs in The Netherlands, the Sprint European Champs in Russia, the U23 Triathlon European Championships in Spain, the Youth Festival in Austria, the Winter European Champs in Romania, the Clubs European Champs in Portugal and the Long Distance Triathlon in collaboration with Challenge in The Netherlands and the Duathlon Middle Distance Championships in collaboration with IPA in Denmark.

I wanted to list all these Events as we have to applaud the efforts and the commitment of all the Locs/NFs behind these Events.



We have not to forget that Lausanne hosted the Grand Final.

We must be proud that the Event was not only well organised, but our European Athletes, in all categories dominated the races. On that occasion we had the possibility to celebrate the event as always in a relax and informal way as we are used to.

The excellent sport results are the right reward for all the great efforts that all our NFs are doing to develop our Sport and increase the performance levels of our Athletes: such results are not achieved by chance !

On the Financial side we finished the year with good results, and due to our policy to keep our fixed costs low, we have managed to further increase our reserves. It was the time to start investing part of our reserves.

The Budget presented in Minsk included all the investments planned for 2020. It outlined resources to support the production of some selected events in this season with the goal to

increase the exposure of triathlon and start the positive cycle to attract Sponsors and new resources to our Sport.

Then unfortunately the unexpected happened; Covid 19

Since the beginning of March we have started regular Board meetings every Monday. We called it our Crisis Group.

This was created for several reasons: to update data on the development of the situation in all the different European Countries, that was continuously evolving, from the start on the pandemic, on a daily basis, to understand what was going to be our Race Calendar, to provide answer to the NFs, to reformulate our Development activities....



It was challenging, with more than 50 zoom meetings since March. I want to thank all the Board Members for their flexibility and availability shown in these difficult months.

We have created 3 main working groups: Races, Media and Development.
You will have a full report of what has been done.

Thanks to your collaboration we have also organised Zoom meetings involving, at different levels, your NFs:

- May the 13th meeting with the Presidents of our NFs. 40 NFs attending
- May the 29th meeting with the AGs Responsables (most active NFs in AGs). 16NFs attending
- June the 4th meeting with the High Performance Directors. 32NFs attendin

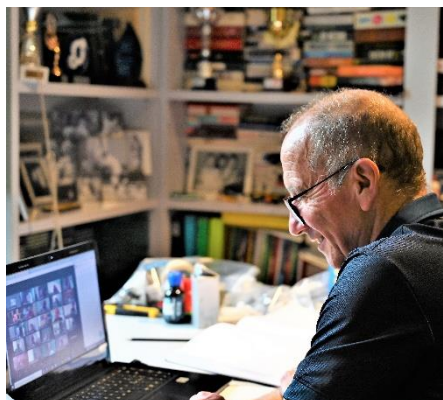
In addition we have been in weekly contact with the Youth/Juniors Coaches Group.

Our vision was to do our utmost to provide our Athletes with a Race Calendar for the second part of the year.

Before taking the final decision, we wanted to listen to our NFs and double check the real interest from your side to stage the events and the possibility of organizing the races.

The outcome was positive. We now have a realistic 2020 Race Calendar and if the situation in Europe keeps evolving like it has over the last few weeks, we are really confident that our Athletes will have finally the opportunity to put into practise all the hard work in training, have the possibility to meet their friends again in Competitions, to earn some PM and to be fully prepared for the Olympic Qualification Races that will start next season

We are also trying to maintain the PM that ETU deliver every year to our Athletes.



We are more and more getting expert in the use of Virtual meetings.

On June the 29th we have successfully held the EGA to approve the 2019 Accounts and the 2020 bgt.

Last but not least we need to mention that in 2019 we have suffered the loss of Peter.

To everybody is was not only the President of the Romanian NF, an excellent TD, a race organiser... he was much more, a great friend to all of us.



Renato Bertrandi, ETU President

4. Secretary General`s report

I am pleased to submit my report which catalogues and summarises my activities since the last ETU Annual General Assembly in Weert on 30 May 2019.

On a daily base I managed the ETU office from Beringen, Belgium. Managing the office means having regular contact with the ETU President Renato Bertrandi and the entire ETU Executive Board, the National Federations, the Local Organisers, the ETU media Officer Paul Groves, the ETU accountant Stefano Mondello, the chairs of the ETU Committees and commissions, the ITU Sport and Development department,...

A lot of my time is going to the ETU events; preparing and following up the bids for the various ETU sanctioned races, assigning Technical Officials with the assistance of the ITU Sport Department and the ETU Technical Committee, preparing the event contracts, ordering the finish tape, stickers, decals and swim caps, preparing the invoices, sending the branding material

including the medals, finish tape, swim caps, decals and stickers to our event organizers, collecting the athlete prize money claim forms and the Technical Official expense claim forms,... . Furthermore I follow up our event statistics and with these results I prepare, on a yearly base, an event report to help adjust the strategic aims of ETU regarding their strategy on events. Weekly I am taking part at a development skype meeting with the ITU Development senior manager Zita Csovelyak, the ETU Development Coordinator Zeljko Bijuk, the ETU Development Committee Chair Aldo Lucarini and the ETU Development Committee Secretary Werner Taveirne. On a monthly base I join the Development Committee meeting. We discuss all development issues going from TO courses, coaches courses, development camps, the ETU development team, the National Federations development programs,...

Preparations of the 11th ETU Presidents' Conference and 5th ETU Gala in Minsk has been a great success thanks to the Belarusian Secretary General and Board member Maria Charkouskaya-Tarasevich.

Between May 2019 and July 2020 ETU had 3 face to face Board meetings, one in Weert, the day before the AGA, one in Alanya and another one in Minsk before the Presidents' Conference. From June till January 3 skype meetings took place. I prepared in cooperation with Renato the agenda and made the minutes of each of the meetings.

Due to the Covid-19 pandemic the ETU Board met by zoom from March 9th till today on a weekly base, 20 calls in total. Herwig, Renato and myself, together with the ETU Board representative, the assigned Technical Officials, the NFs and the LOCs had frequently calls to understand the situation in the countries and to investigate if the event could take place or not. In total 40 calls. Also 2 calls with the NFs with most AG athletes within our Championships were organised on 29 May and 15 June and also one call with the NFs High Performance managers on 4 June with 30 NFs present. Thank you to all Board members, NFs, LOCs and TOs involved.

Due to the postponement of the Tartu Triathlon European Championships from July to August the ETU Board organised an Extraordinary General Assembly on 29 June, virtual with as only point at the agenda the approval of the 2019 and 2020 budget. A huge thank you to the ETU President Renato Bertrandi, treasurer Alicia Gacia, ETU accountant Stefano Mondello, the ETU Audit Committee and last but not least ETU vice-president Chris Kitchen and his team at Triathlon Ireland.

Finally I would like to thank the entire ETU team and chairs and members of the standing committees and commissions for their assistance especially in these difficult and uncertain times.

Kathleen Smet, ETU Secretary General

5. Treasurer update

The Treasurer report can be read at the minutes of the Extraordinary General Assembly. Please find below the latest update.

Dear NF's Presidents and NF's delegates:

I am so sorry I cannot be in Tartu.

I have bronchiectasis in my right lung for 10 years and because of the coronavirus pandemic the doctor recommends avoiding exposing me to airports and flights for the time being.

But I want to present to all of you the actual situation as due to the pandemic situation is changing day by day.

I attach the last update according to the approved budget.

As all of you knows, everybody is facing economic impact due to the covid19 situation, and LOCs and National Federations are also including.

For this reason, we received a lot of requests asking reduction in the fees for the races, and the Executive Board took the following decision to support the races:

- To reduce the fees at 50% for the upcoming events in 2020.

As you can remember, ETU Executive Board also decided to refund the 50% of the bid fees for the cancelled events in NF's category 4-5 and the 100% of the bid fees for the NF's in category 2-3. Only as reminder, ETU fees are divided in bid fee and event fee, and we use to keep the bid fee even if the event is cancelled, but we decided to go with this exception in 2020 due to the circumstances.

In this moment we still not know how many races we will be able to deliver, so I think is better not to send a forecast, as can change immediately; but I want to share with you that due to pandemic, there are some development activities which will not take place, so we expect to have also reduction in the expenses. As explained, money from ITU grant will not be received in ETU if the event will not take place, but the money coming from ETU budget will remain in our accounts, so we expect to spent less money than in the budget.

Attached you can find the excel file with the situation at 21 July 2020.

A new update will be presented in Paris during the ETU Confederation meeting, I will be able to travel to there, as I can travel by car, so I will be happy to meet all of you there.

In case you have some questions regarding 2020 economic situation, please, send an email to me (alicia.garcia@etu.triathlon.org) or to Kathleen (etu_hq@etu.triathlon.org) and I will prepare the answers to be presented in Tartu during the Assembly.

Attached: actual account situation at 21 July 2020 with budget 2020

6. Executive Board report

This report covers the period from the 2019 Assembly in Weert (May, 31) to the 2020 Assembly in Tartu (Aug, 27) and describes ETU Executive Committee's work and achievements both during a "normal" times and during the pandemic.

Strategic Plan 2018 – 2021

In 2019 ETU board has continued to drive the organisation forward across the spectrum of its responsibilities as follow and according the ETU Strategic Plan 2018 – 2021.

Initiatives and regulations in 2019

U23 ranking system has been created and implemented

Doping-control at the Junior European Cups became mandatory

A special grant for the innovation ideas for Sport of Triathlon has been launched

New European Championships containers (starts from 2021) has been created and presented

Test year with event's online streaming/broadcasting

In 2020 ETU board, as everybody on the Earth, faced a new extraordinary reality and made significant efforts to support athletes, coaches, NFs, LOCs. Has been launched or organised:

- 1) Weekly EB zoom meetings starting from March, 6 to track on the situation and to take a decisions related
- 2) Online cycling competition
- 3) A new 2020 Autumn calendar
- 4) A special 2020 ranking system
- 5) Extraordinary General Assembly

ETU Annual General Assembly 2019

The ETU Annual General Assembly took place in Weert courtesy of the Netherlands Federation. 30 National Federations were present.

ETU Extraordinary General Assembly 2020

The first ETU Extraordinary General Assembly was held due to a pandemic reason. EGA was held in the online format on May, 13. 38 National Federations were present.

Board Meetings

Face to face meetings took place in Weert before the Annual General Assembly and in Alanya before the European Cup. Skype Calls were held up by request during the year. Starting from the beginning of the March – weekly anti-crisis calls. Board members have always been in contact with each other through calls and messages.

Various working groups are preparing our EB meetings or our online calls like: Race commission, Marketing & Media commission etc.

Development Committee & Technical Committee

We are particularly grateful of the good work of our Development Committee, which accompanies many projects with funding's to support Federations from the categories 2 and 3, talented athletes and developing training camps.

In the current year a similar amount of money will be paid out. For 2020 ETU assures that all the projects which will be realized later this season will get subsidies as previously agreed.

This applies also to our Technical Committee, which supervise all European Championships and all European Cup events by sending Technical Delegates and assistant TDs.

Sponsors

The sport shoe producer ON, ETU sponsor in 2018-2019 has paused with sponsoring due to the pandemic. The same for Nirvana. Contract with Austral is with us till the end of 2020.

Presidents' Conference

In Minsk, Belarus, our annual Presidents' Conference was held with as highlight the festive ETU Gala in the evening. We are convinced that the Presidents' Conference in this form is a great platform to share information with all stakeholders.

Budget

A budget for the new financial year is submitted at this Annual General Assembly and revised during the EGA (March, 13).

Innovation Award

In order to promote innovative ideas in our Triathlon sport, an award was created with some financial support for the winners.

Paratriathlon support

The ETU has reserved the coming years €2.400 per year to support 3 athletes from 3 different countries with €400 per event each, with the aim to raise the number of countries that race internationally and to insure the future of triathlon within the Paralympic Games.

High Performance

2019 has been a good year for the ETU and the European triathletes in general. European athletes carried on holding their strong positions on the World podiums.

We had two successful **European Championships in Weert and Kazan**. Alistar Brownlee, GBR, two times Olympic gold medal winner and Beth Potter, GBR were worthy winners in Weert. Julie Derron, SUI and Gordon Benson were winners in Kazan.

In the **ITU World Triathlon Series**, Vincent Luis, FRA has changed the 2018 leader's order and won ahead of Mario Mola, ESP. In the final WTS ranking 9 Europeans were classified in the top-10.

Jessica Learmonth, GBR has finished in a 2d women's WTS place behind Katie Zaferes, UAS. In the final ranking there were 7 women's from Europe in the top-10.

On the **World Championships in Lausanne** 10 from 12 gold medals were for our European Paratriathletes. Roberto Sanchez, ESP and Emilie Morier, FRA won the U23 division, Ricardo Batista, POR and Beatrice Mallozzi were winners at Junior level.

European Elite Triathlon Cup Ranking winners were Vincent Luis, FRA and Georgia Taylor-Brown, GBR.

The very first **U23 Ranking winners** were Ben Dijkstra, GBR and Lisa Tertsch, GER.

The **NF Junior ranking** was won by Hungary and the best **developing National Federation** at the junior ranking was Slovenia.

Congratulations to all!

The Executive Board of the European Triathlon Union comprises the following members:

President and Chair:	Renato Bertrandi
Vice President:	Denis Jaeger
Vice President:	Chris Kitchen
Secretary General:	Kathleen Smet

Treasure: Alicia Garcia
Executive Board Members: Martin Breedijk
Mariya Cherkovskaya-Taresevich
Herwig Grabner
Eugène Kraus
Galina Shipovalova

The ETU is a non-profit organisation ("asbl") registered in Luxembourg
Registre de Commerce et des Sociétés - F3189

Prepared by Galina Shipovalova, ETU EB member

7. Committees' and Commissions' Reports

a) Development Committee Report

- **Committee Meetings since Weert Annual General Assembly**
 - Skype meetings monthly
 - Committee live meetings
 - Weert (at the occasion of European Championships) in August 2019
 - Paris (annual meeting of the ETU Dev. Cttee) in November 2019
 - Minsk (at the occasion of Presidents Conference) in February 2020
- **NF's Face to Face Meeting**
 - At the occasion of Presidents Conference, Minsk in February 2020
- **Main Topics discussed**
 - Budgets
 - ITU new system of NF Classification
 - Coaches and TO's Courses
 - Development Camps
 - ITU-ETU Contract
 - ETU Development Team
 - NF's Projects 2020 and grants
- **Annual cycle of ETU Development projects selection**
 - **1st Quarter:** ITU NF classification exercise.
 - **September:** Invitation to NF to submit national development proposals.
 - **Early November:**
 - ETU EB Define ETU development budget
 - ETU Development committee: select common ETU and NF development projects
 - **December:**
 - ETU EB Approval of development projects
 - Communication to NF of approved projects and budget.
 - Split projects under ETU budget and under ITU budget

- **January:** ITU/ETU contract on development projects financed by ITU budget.
- **February/March:** Presidents' meeting: Face to Face meetings with presidents NF
- **September 15:** ultimate date for project changes.
- **December 15:** ultimate date for submission of invoices.

- **Budget 2019 € 200 000**

- **2018 € 200 250**
- **2018 expenditures 189.483**
- **Split:**
- ITU grant 160 000\$= 1,14= 140 000€
- ETU development carry-overxxk /xxk reserves/xxk profit 2018 60000€
- total 200 000

- **2019 Projects**

	ITU Budget	ETU Budget
• National Projects	34150€	42350€
• Common ETU Projects	105700€	16900€
• Contingency	150€	750€
• Total	140000€	60000€

- **Common Projects**

Key Projects and Achievements

TO's seminars:

- Malta ITU TO's & Event Organisers Community seminar on 7th & 8th June for 25 TO's from Malta
- Tartu, Estonia ITU level 1 TO's seminar on 11th & 12th July for 17 TO's from 5 NF's
- Kazan, Russia ITU level 1 TO's seminar on 23rd & 24th July for 22 TO's from 2 NF's
- Istanbul, Turkey ITU level 1 TO's seminar on 31st July & 1st August for 25 TO's from 2 NF's
- Zilina, Slovakia ITU Level 1 TO's seminar on 15th & 16th August for 21 TO's from 2 NF's
- Belgrade, Serbia Level 1 TO's seminar connected with EJC on 18th & 19th September for 17 TO's from 4 NF's
- Lisbon, Portugal Level 1 TO's seminar on 3rd & 4th October for hosting NF
- Loughborough Level 2 TO's seminar from 25th till 27th October for 16 TO's from 7 NF's

Proposals for improvement

ITU survey's analytical results are the basis to distribute the support
 The examination of the results of the ITU survey facilitates the identification of the points of weakness and strength in each NF. This allows a more effective evaluation of the projects, as we can easily understand whether they are based or not on the real needs of the federation. So, before any final decision on the projects, we can address the federations to consider if the projects they have presented go in the right direction. This way of working increases the efficiency of our action.

-
- Budapest Level 2 TO's seminar from 1st till 3rd November for 14 TO's from 9 NF's
-

Development camps:

In 2019 we had two athletes & coaches development camps organised in Paphos (CYP) and Belgrade (SRB) for junior athletes and their respective coaches and one camp for Youth athletes and their coaches in Radovljica (SLO).

First development camp in Paphos, Cyprus was organised from March 23rd till March 30th and we had 9 NF's attending the camp with total of 30 athletes & coaches. The camp was led again by experienced ITU facilitators Milos Petelin (Slovenia) and Zeljko Bijuk (Croatia). In the camp as assistant coach we used also local coach who was an excellent liaison with the local triathlon squad and facilities. Again we used successful formula of camp schedule engaging NF's coaches into the coaching process planning & delivering daily tasks in order to develop their coaching skills.

Second development camp in Radovljica, Slovenia was organised from June 9th till June 1^{5th} before the ETU Youth Triathlon Festival in Kitzbuhel, Austria. This camp was led by Vicent Beltran (Spain) & Milos Petelin (Slovenia) again using testing to create homogeny groups and mentor coaches together with lead head coaches and we had 27 athletes & coaches from 8 developing NF's attending the camp.

Third development camp was organised for junior athletes and their coaches prior to the EJC in Belgrade, Serbia from 15st till 22th September with Zeljko Bijuk (Croatia) as a lead head coach and Aleksandar Dmitrovic local coach who was assisting with the coaching local community. The camp gathered 27 athletes and 7 coaches from 10 NFs.

ETU Development team attended the 3 following sprint distance races from ETU calendar:

Activation of the role of the Committee's members and intensify contacts with NFs:

Given the fact that many NFs ask for having closer contacts with the committee (as the yearly ftf meeting

seems to be not enough) and considering that the members of the Committee themselves feel the need for a structure where they can more actively contribute in the developing process of the NFs, we are working on the idea to intensify structurally the contacts between the NFs and the committee.

On voluntary basis we are thinking to appoint within the Committee: A) geographic contact persons B) specialist contact person. The first figure will follow more in depth a group of NFs on the basis of geo/cultural affinity, the second will utilize his personal skills (coaching, youth, TOs, administration) in tutoring NFs and cooperate to solve specific problems.

- Dnipro (UKR, 9 June) with head coach Roman Korol from Ukraine and 9 athletes
- Kecskemet (HUN, 18 August) with head coach Vicent Beltram from Spain and 8 athletes
- Alanya (TUR, 5 October) with head coach Zeljko Bijuk and 5 athletes

Coaching courses

- ITU Level 1 coaching course Chisinau, Moldova (IOC solidarity) for 18 coaches from Moldova NF
- 4 ○ ITU Level 1 coaching course Valmiera, Latvia 24th till 28th July for 18 coaches from 8 NF's
- ITU Level 2 coaching course Pula, Croatia 9th till 13th October for 16 coaches from 8 NF's

Thanks to:

- Zeljko Bijuk, our development Coordinator who always gives us valuable advice,
- Kathleen Smet, the ETU General Secretary and Zita CSOVELYAK, Senior Manager ITU Development for their support
- Maryia Charkouskaya-Tarasevich, former member of our committee and now Board Member liaison

A special thanks to Werner Taveirne, our Committee Secretary, for his strong and hugely effective administrative commitment.

Name of the Committee and my own behalf, I want to dedicate a special memory to our dear friend Peter Klosz, passed away a few days after our annual ftf meeting in Paris. Peter, you will stay in our hearts forever.

Last but not least I want to express, on the Committee's behalf, our gratitude to ETU President and his board for their confidence, support and friendship.

Committee Members: Aldo Lucarini (ITA)-chair
Werner Taveirne (BEL)-secretary
Armine Antonyan (ARM)
Pierre Bigot (FRA)
Ljudmila Medan (SRB)
Mitja Mori (SLO)

ETU consultant: Zeljko Bijuk, development coordinator for Europe

ETU Board member liaison: Maria Charkouskaya-Tarasevich

Report prepared by Aldo Lucarini

b) Technical Committee Report

Key Projects and Achievements

- 1 Monthly meetings among the members and with the ETU EB Representative

- 2 SFTO opportunities with accommodation and meals covered for all the ETU Events. This is first time ever, and first Confederation to apply this

- 3 Big coordination ITU/ETU for the TD and aTD assignments

- 4 Assignment of the TD's for Munich 2022

Targets for 2020/21

Work strongly with LOC and TD's for the upcoming events in the COVID-19 context

Continue working with the same pattern as previous years, with regular calls

Committee members:

- Jorge Garcia (ESP) – Chair
- Maisie Bancewicz (GBR) – Secretary
- Alpar Nagy (HUN)
- Line Amlund Hagen (NOR)
- Duncan Hough (GBR)
- Julien van der Plancke (FRA)
- Fritz Schwartz (AUT)

Report prepared by Jorge Garcia

c) Race Commission Report

Key Projects and Achievements

Improve the quality of the Age Group championships (victory ceremonies, nation parade,...)

Include doping controls for all Junior European Cup events

Merging the Age Group European Championship for Sprint and Standard Distance from 2021 on

Targets for 2020/21

Start with the new event system for multisport-disciplines

AFTER COVID-19

Daily modification of the competition calendar based on the current Europe-wide situation in cooperation with the LOC's

Quality analysis by the ETU Board representative after each ETU event

Including Mixed Team relay events in Junior European Cups

Current ranking on Monday after the events for all European Rankings

Youth virtual event in cooperation with all NF's

Commission Members

Herwig Grabner (AUT)-Chair
 Denis Jaeger (FRA)-ETU EB liaison
 Kathleen Smet (BEL)-ETU Secretary General, Executive support
 Eugene Kraus (LUX)-ETU EB liaison to the Technical Committee
 Adrie Berk (NED)
 Andrey Gudalov (RUS)
 Pernille Dorstad (NOR)
 Tibor Lehmann (HUN)
 Matthias Zöll (GER)

Report prepared by Herwig Grabner

Attached: ETU events report 2019

d) Marketing Commission Report

Key Projects and Achievements

1 We have developed a solid team on the commission who have all contributed. Meetings are held usually via Zoom on an as and when basis

2 Developed the Event Logos for 2020 and supplied to all event organisers in both print and vector files.
 The ETU brand at events has been developing with virtually all LOCs complying with the event logo and branding guidelines

Targets for 2020/21

We will continue to develop the Commission and its activities and look for new areas we can bring in innovation and expertise to further raise the profile of the ETU

Late 2020 will provide us with a new branding opportunity now that WT has finalised its new brand. ETU will be developing our own brand logo to hopefully fit in with the family feel and confirm the change of operating name from ETU to Triathlon Europe.
 We will build on the work already taken place on unifying the event logos and we hope to develop our

Commissioned xxx to develop a National Federation Events Toolkit.
The toolkit provides editable resources so individual NFs can personalise the electronic images and is designed to make it easy for NFs to “sell” the ETU Major Events to their age group community.

3 The Toolkit has been prepared for both the European Sprint and Standard Distance Championships for 2020 Malmö and Tartu. The Pandemic has however put these plans on hold with the cancellation of Malmö and postponement of Tartu to late August.

Race Media Production - a lot of work was undertaken to try and get live streaming of 4 Premium Junior Cups. The plan was to have good quality live streaming from the events with remote editing to minimise the cost of delivery. Plans were well in place to provide this service to our member NFs but the Covid 19 Lockdown across Europe

4 meant that many events were cancelled or postponed and as such the Streaming Programme was put on hold for 2020. The financial implications for ETU as a result of the lockdowns also had an influence on this decision. The cost saving was a significant factor in the solid bottom line of the ETU finances.

2020 will also sadly see the departure of Paul and Ceci as our media team. I would like to thank them both for all the work they have done tirelessly for ETU. It will be sad to see them go but we wish them both all the best for their future plans.

5 As a result of this change we interviewed for a new Media Officer and after a tough interview process which had some very high quality applicants, we have chosen to give the role to Amé Vantor. Amé is based in the

brand further with standardised event websites. The new logo will require new branding material but the rebrand will provide us with a huge opportunity to develop our brand.

We plan to fully release the National Federation Event Toolkit in 2021 once the calendar has been finalised. We want to use this to develop the number and size of age group teams from our NF. It would be an ultimate ambition to have all NFs represented in our Age Group Championships. In addition to this we want to look at what other resources we can develop for NFs to help them develop the sport. For this we will need your help to tell us what you want. This may be toolkits for social media or developing decks and promotional material to help NFs gain local sponsorship but we will need your help on this.

We also want to implement the TV Streaming plans scheduled for this year in the 2021 season. We feel the Premium Junior Cups can tell a compelling story with these athletes being our future Olympians. We believe there would be interest from a number of NF to be able to show the events on their own media channels to allow their supporters to follow their junior athletes through a season. We also are wanting to look at TV Quality production of our championship events to further promote and raise the profile of triathlon. We believe we can find new technology to allow us to keep the costs of production down whilst still providing TV quality output. We would want to work in partnership with the Championship LOCs to see how we can best achieve this high quality production

With Amé now on board we are hoping that she will develop into the role over time to provide us with some outstanding media output. In tandem with this we will be looking to develop a comprehensive media strategy document that can guide us through the next quadrennial and beyond. We will be focussed on raising the profile of ETU but also developing our Brand so that we become a very attractive proposition for sponsors. We will develop and enhance a number of rights and actively seek to

Netherlands and will be taking over from Paul and Ceci when they leave at the end of July.

Amé will be coming to Tartu (Covid willing) and it will be an opportunity for you all to meet her. She is young and enthusiastic and I am certain will add a new dimension to our Media and marketing output

Munich 2022 - I am on the Board of the Munich 2022 European Championships along with Renato and the plans for this event are developing well with now nine sports:

- Cycling
- Athletics
- Gymnastics
- Rowing
- Triathlon

6 Plus 4 new ones:

- Table Tennis
- Speed Climbing
- Canoeing, and;
- Beach Volleyball

This combination will provide for a fantastic event in 2020.

I am also on the Brand and communications Working Group which had its first meeting. This gives us an opportunity to influence the strategy and hopefully learn from other EFs and the ECM Media Team.

sell these with partnership arrangements with major sponsors.

Munich 2022 can be a massive boost for our profile and we will be looking to develop plans to work with the Munich team to maximise our media and marketing.

This will be built into our future strategy. It is very important for us to get the best athletes to the Championships as possible in order to maximise the impact we can get from this once every four year multi-sport event.

Covid 19 has had a massive effect on the ETU and all our NFs but it does also provide an great opportunity to be in the best possible position to bounce back. We know the virus is going to be around us for a long time and there will undoubtedly be more peaks but we want to take advantage of the situation by being innovative and adaptable. We are triathletes and we have an advantage over sports that have been around for a long time in that we don't carry the same baggage. We are not the same as the others and we can make ourselves to be in a fantastic position to relaunch in 2021.

I want to offer my sincere thanks to the Commission members for all their hard work and diligence over the last year. It is really appreciated.

Commission Members

Chris Kitchen - Chair
Mads Freund
Eva Werthmann
Pascal Salamin

Report prepared by: Chris Kitchen

Agenda & papers ETU Annual General Assembly, Tartu, 27 August 2020

8. Resolutions

No resolutions have been received.

9. Elections – List of nominees

Development (1 to elect)				Votes
Mr	Marc	D’Hooge	LUX	
Mr	Tamas	Liptak	HUN	
Ms	Maria	Shorets	RUS	
Audit Committee (1 to elect)				
Mr	Vladimir	Shkurin	RUS	
Mr	Ziv	Michael *	ISR	

2019 ETU EVENTS REPORT

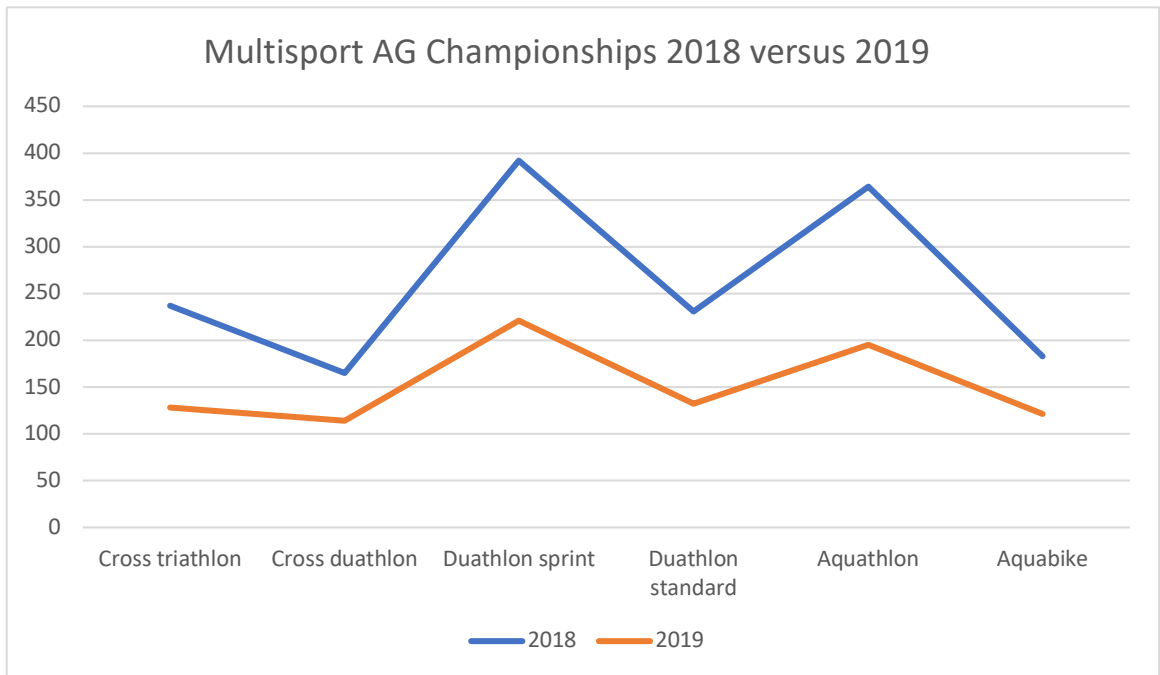
1. European Championships

A. AG participation

Below you can find the 11 events, the location, some additional information and the participation level at the events.

- a. Winter Triathlon – Cheila Gradistei (ROU)
Location of the 2018 ITU Winter Triathlon World Championships and the 2017 ETU Winter Triathlon European Cup. 53 AG men and 15 AG women participated in the event athletes. This figure is higher than in 2018 but lower than 2017 where we had 70 male and 23 female athletes in Otepaä, Estonia.
- b. Powerman Middle Distance Duathlon – Viborg (DEN)
This is the 8th time that this event is organized with the cooperation of Powerman. The first 4 years the event always took place at the same location; Horst (NED). In 2016 the event took place in Copenhagen (DEN), Sankt Wendel (GER) was the host city in 2017 and in 2018 the event took place in Vejle and again in 2019 the event took place in Denmark, this time in Viborg. 2016 saw a record of 235 AG athletes participating. In 2019 this amount was 135 (102 men and 33 women), which is quite low as only in 2013 there were less AG athletes participating in this event.
- c. Triathlon Sprint Distance – Kazan (RUS)
Last year the sprint Championships took place in Glasgow and were very successful looking at the quantity (851 athletes) as there is a big tradition of AG participation in GB. But also Düsseldorf in 2017 attracted a lot more AG participants (784) than Kazan with 423 AG athletes. One of the reasons can be the long travel for many athletes and the, for many, unknown factor to apply for visa.
- d. Triathlon Olympic Distance – Weert (NED)
The Weert AG Championships had 722 AG athletes participating, close to the record of 2017, with 797 athletes, and similar to 2016, when the AG sprint and OD race were within 2 days of each other in the same location, were 729 AG athletes competed at the OD event. Women participation never has been so high as in 2019 at the OD triathlon European Championship event with 266 women participating.
- e. Challenge Long Distance Triathlon – Almere-Amsterdam (NED)
As in 2017 this event took place in Almere-Amsterdam, a location that has a huge tradition in Long Distance Triathlon. Compared to 2017 saw less men and more women at the start line in both the Age Group as the elite category. Compared to 2018, when the event took place in Madrid, there is an increase in participation as well in the men elite and Age Group category.
- f. Multisport Championships – Târgu Mures (ROU)
This was the second edition of the Multisport Championships after the first one in Ibiza in 2018. The event took place from 28 June till 7 July with European Championships in Cross Triathlon, Cross Duathlon, Duathlon, Aquathlon, Aquabike and Middle Distance Triathlon. In 2018 in total 2063 AG athletes participated while in 2019 this figure was 1197. One reason is that there were a lot more local AG athletes in Spain (407) than in Romania (177) but that is not the only reason. Also a lot more GB AG athletes went to Spain (1192) compared to Romania (730). Maybe because Ibiza is a better known tourist area compared to Transilvania. In all events there were less participants in 2019 than in 2018, see graph 1.

Graph 1: Multisport European Championships: AG participation 2018 versus 2019

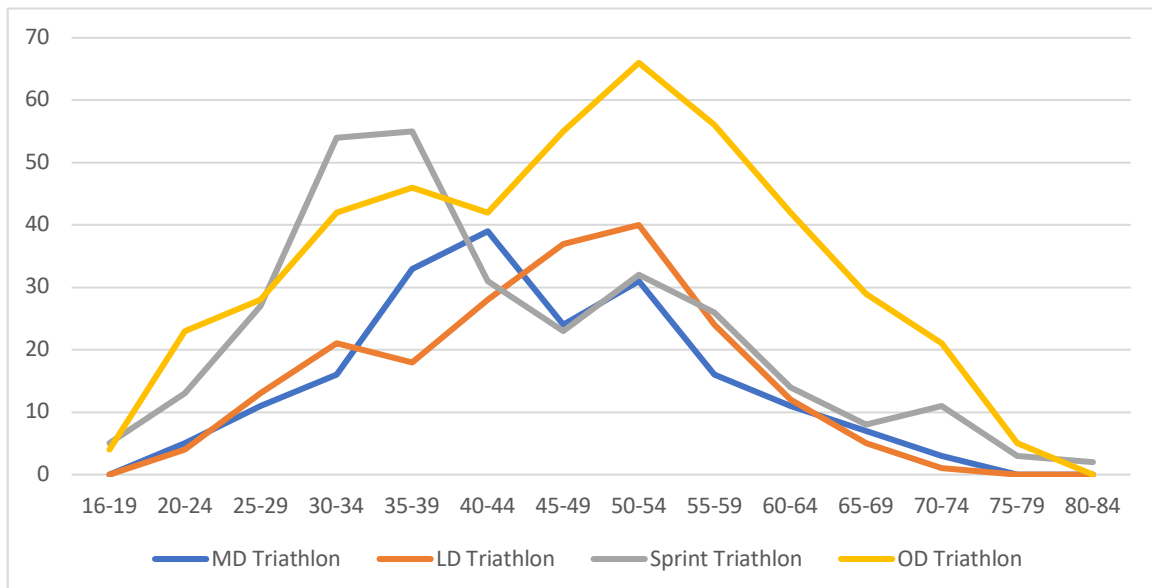


Here under you can find several graphs illustrating the participation level at the Triathlon and Multisport European Championships f in 2019 for both men and women.

MEN participation

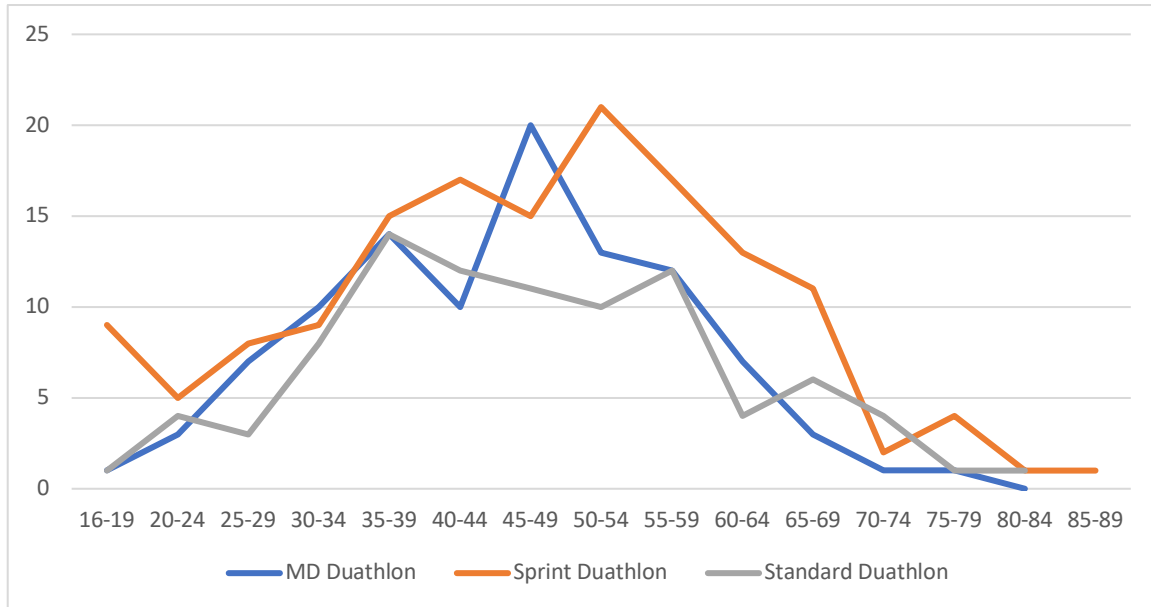
As you can see in graph 2 till 4 Triathlon and Multisport events attracts male athletes between the age of 25 and 65. The oldest athlete competing at a European Championship in 2017 was born in 1934 and was racing in Târgu Mures at the Sprint Duathlon European Championships.

Graph 2: Participation per Age Group Category in men in Triathlon in 2019



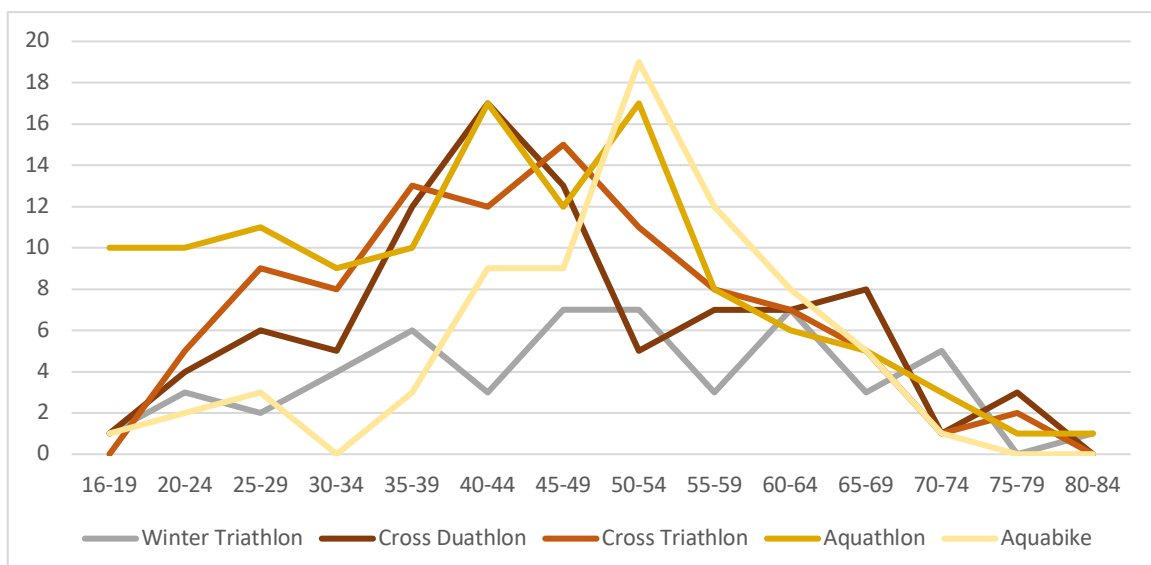
In triathlon the Olympic distance was in 2019 overall the most popular distance, while in 2018 this was the sprint distance. Only in the categories 30-34 and 35-39 sprint was the most attractive distance. Both the OD and LD triathlon were the most popular distances at the 50-54 category. The highest number of AG in one category at the MD triathlon were racing at the 40-44 category. The oldest athletes competed in the 80-84 category at the sprint Triathlon European Championships in Kazan and was born in 1937.

Graph 3: Participation per Age Group Category in men in Duathlon in 2019



In duathlon the main age group categories are 45-49 and 50-54. Sprint distance is in general the most popular distance with a peak in participation at AG 50-54. Only in the AG category 45-49 the middle distance is slightly more popular than sprint. The highest participation level at the standard distance is at category 35-39 followed by 55-59. At both categories the participation is at equal level for standard and middle distance.

Graph 4: Participation per Age Group Category in men in Multisport in 2019



Cross Triathlon is more popular than Cross Duathlon, which is only since 2015 on the calendar, at all categories with exception of 40-44, 65-69 and 75-79. In general it's athletes at age category 40-44 and 45-49 that are the most interested in cross events.

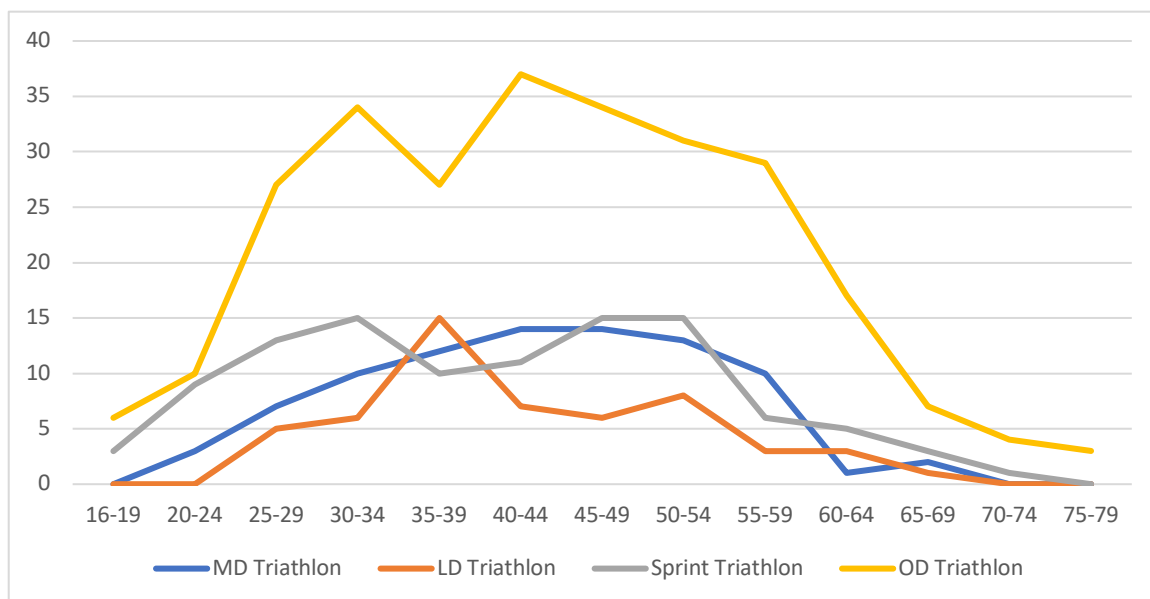
In Aquathlon most athletes are between 40 and 54 year of age. Aquabike athletes are in general a little bit older. In the 50-54 category Aquabike is more popular then Aquathlon and the cross events.

Winter Triathlon does not seem to be popular with athletes under 30. The category with most of the athletes competing are categories 45-49, 50-54 and 60-64 with 7 athletes per category. The oldest athlete participating was born in 1939.

WOMEN participation

As you can see in graph 5 till 7 in general Triathlon and Multisport events attracts female all ages between 20 and 59. From age 60 the participation dropped significantly. The oldest female participant is 7 years younger than the oldest men, is from Great Britain, was born in 1943 and raced in Weert the Olympic Distance Triathlon and in Târgu Mures the Aquathlon European Championships.

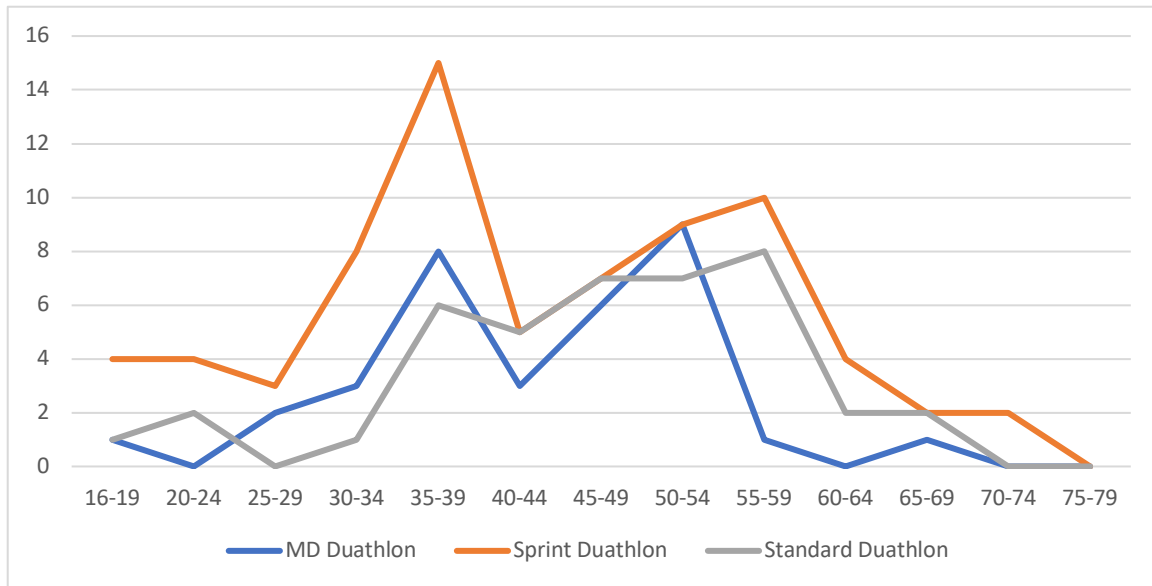
Graph 5: Participation per Age Group Category women in Triathlon in 2019



In Triathlon, women race mostly the Olympic distance and this at all categories. Peak category is 40-44, followed by 30-34 and 50-59. In sprint the main AG categories are 30-34, 45-49 and 50-54.

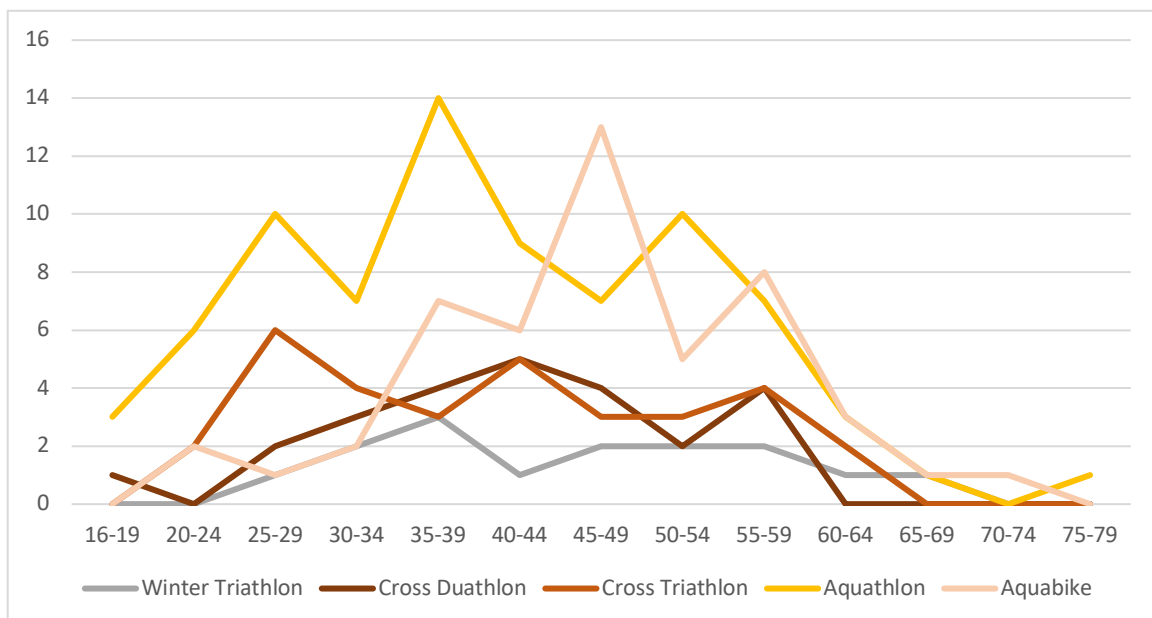
Participation is dropping significant starting 60+. Middle Distance Triathlon is popular between age of 30 and 60. Long Distance Triathlon does not attract a lot of women. However in the AG 35-39 it is, after the Olympic Distance Triathlon, the most popular distance.

Graph 6: Participation per Age Group Category women in Duathlon in 2019



In Duathlon women are in general between 35 and 59 years of age. The sprint distance is over all categories the most popular distance, with 73 athletes followed by standard distance with 73 athletes and middle distance with 41 athletes. Only in category 40-44 and 65-69 participation is equal between Sprint and Standard Distance Duathlon and in the age category 50-54 participation is equal between sprint and middle distance duathlon.

Graph 7: Participation per Age Group Category women in Multisport in 2019



Cross Triathlon and Cross Duathlon is not very popular compared with the counterparts on the road. The triathlon versus is slightly more popular than the duathlon. Main AG category in Cross Triathlon is 25-29 and in cross duathlon 40-44. From 60 on in cross duathlon and 65 in cross triathlon there are no competitors.

Aquathlon is the most popular Multisport event. Biggest AG category is 35-39 while in Aquabike this is 45-49.

Winter Triathlon does not seem to be popular in women and participation is very low compared to men. Main AG category is 35-39 with the youngest racing in 25-29 and the oldest in 65-69.

AGE GROUP Gender split

If we compare % of women participation in 2017, 2018 and 2019 (see table 1 below), we can see that in 2018 between 42% and 11% of the participants are women, depending on the sport and race format.

Table 1: % of AG women participating in Triathlon and Multisport Championships from 2017, 2018 and 2019 ranked from the highest women participation in 2017 to the lowest. In green the highest women participation over the 3 years.

Event	2017	2018	2019
Triathlon Sprint	38%	42%	28%
Duathlon Sprint	33%	40%	33%
Triathlon Olympic Distance	32%	37%	37%
Triathlon Middle Distance	31%	36%	30%
Aquathlon	28%	41%	39%
Winter Triathlon	25%	12%	22%
Duathlon Standard Distance	24%	30%	31%
Duathlon Middle Distance	21%	26%	24%
Cross Triathlon	15%	20%	25%
Cross Duathlon	13%	17%	22%
Triathlon long Distance	12%	11%	22%

ETU should aim to have at least 1/3rd of the field women. In 2019 this was only the case at the Duathlon Sprint, Triathlon OD and Aquathlon Championships. Good news is that the events that usually score very low like Cross Triathlon, Cross Duathlon and Long Distance Triathlon, had a higher level of women participating in 2019.

B. Para

Paratriathlon: both at men and women level we noted the highest participation level ever. Regarding Para athletes racing Multisport events it seems like there is no interest from the female athletes as at none of the multisport events we saw a female paratriathlete racing. At the men's category there are less (Duathlon, Aquathlon, Cross Triathlon, Cross Duathlon) or the same amount of participants (Winter Triathlon, Middle Distance Triathlon) racing as in 2018. Especially duathlon has a big decrease knowing in 2017 I Soria there were 25 para men and 5 para women competing at the European Championships.

C. Elite participation

Below you can find the 13 European Championships events, the location, some additional information and the participation level at the events.

- a. Winter Triathlon – Cheila Gradistei (ROU)
Highest participation level in the elite men since 2015 but the lowest participation level at the elite women category. U23 participation is one of the highest ever. At junior there was a better score then in 2018 were we only had 1 men and 1 female athlete while in 2019 this was 3 male and 3 female but this is still very low compared to all previous years.
- b. Powerman Middle Distance Duathlon – Viborg (DEN)
Participation level was similar to 2018 which is the lowest ever at the men division since ETU started organized Long Distance Duathlon in 2012. The event never attracts a lot of elite women. The highest figure is 17 in 2013, while in 2019 there were 10 women participating (lowest ever is 8 and in 2018 there were 9).
- c. Triathlon Olympic Distance – Weert (NED)
 - Elite: 64 elite men, from 25 Federations and 55 elite women, from 24 Federations, competed in Weert. Only Lisbon, in 2008 and Copenhagen in 2007, scored higher in women participation with 56. Also the men participation was higher then at most other events. Record was 76 in Autun (FRA) in 2006, a record that cannot be beaten as quota for the European Championships changed from 75 to 65 over the years. If we look at the quality of the field, 42% of the elite men were within the 5% cut off time while 75% of the women were within the 8% cut-off time. Since ITU/ETU started with the mixed relay in 2009 this year 18 elite teams participated, 1 more then last year in Glasgow and the highest ever. Off course this is due to the appearance of the mixed relay at the Tokyo Olympics and the need for the National Federations to score points. Negative point is that 7 teams were lapped!
 - Juniors individual and relay event: due to change of rules in 2018 only 70 athletes could participate (before it was maximum 75). 2018 saw a full field in men and a record of 65 women. This year we had 66 men, from 25 Federations and 54 women from 22 Federations. 58% of the junior men finished within the 5% cut-off time and 74% women finished within the 8% cut-off time. Regarding the mixed relay, last year in 2018 we had a record of 21 teams, while in 2019 there were 17 teams.
- d. Triathlon Sprint Distance – Kazan (RUS)
Fourth edition of the Sprint Championships for elite. Last year Tartu had a record amount of participants. In Kazan the amount of participants was a lot lower. Reason might be as well, as with the AG athletes, the long travel and visa applications. Regarding the quality of the field 59% of the men and 84% of the women were within the 5 and 8% cut-off.
- e. Triathlon Youth Championships Festival – Kitzbühel (AUT)
Fourth time that this Championship is organized.
 - Individual event: participation stays more or less the same over the 4 years with in 2019 6 more women racing than in 2018. 33 NFs have send athletes to this race, 32 had men and 31 had female participants. In the male event out of the 32, 25 NFs had at least 1 athlete from the heats racing either or both A and B final (13 NFs had athletes in A final and 21 NFs had athletes in B final). 11 NFs had all their athletes competing in the heats also racing either A or B final and 6 NFs (in 2018 this was 9) had no athletes qualifying for either A or B final. At the women category from the 28 NFs, 24 NFs had at least 1 athlete from the heats racing either or both A and B final (17 NFs with athletes in A final, 17 NFs with athletes in B final), 18 NFs had part all their athletes competing in heats racing either A or B final and 6 NFs (5 in 2018) had no athletes qualifying for either A or B final.

- mixed relay event: 26 teams of which 25 (21 in 2018) were NF teams and 1 was a mixed team. In 2018 we had 28 teams of which 21 NF teams and in 2017 we had 24 NF teams and no mixed teams.
- f. Triathlon Mixed relay Club Championships – Alhandra (POR)

This was the 5th edition of the elite Triathlon Mixed Relay Club European Championships and the 3th edition of the junior. In 2019 ETU did an effort to include as well an Age Group Club Relay event but there were no clubs interested to participate. In the elite race 16 clubs of 9 different National Federation participated, 2 less than last year. Poissy won already in 2016 and 2018 and won again this year followed by Sport Lisboa e Benfica and Metz Triathlon. At junior level 12 clubs from 7 National Federations raced against each other, 4 more than in 2017 and 2 more than in 2018. It was the home club of Alhandra that won the race, while Metz Triathlon came second and Poissy Triathlon third. We might need to review the entry process as we always receive many (late) withdrawals.
- g. Triathlon U23 – Valencia (ESP)

Organized since 2005 over the Olympic distance. This year the Officials decided to have the race over a sprint distance due to severe weather conditions. In total 104 athletes took part in the individual event (85 men and 46 women. Women participation in this event has never been higher. 78% of the women participating were within the 8% cut-off rule. In the men category 60% finished within the 5% cut-off. The mixed relay, organized since 2012, had 12 teams at the start line, which is the same as in 2016 and 2015 and is the highest ever.
- h. Challenge Long Distance Triathlon – Almere (NED)

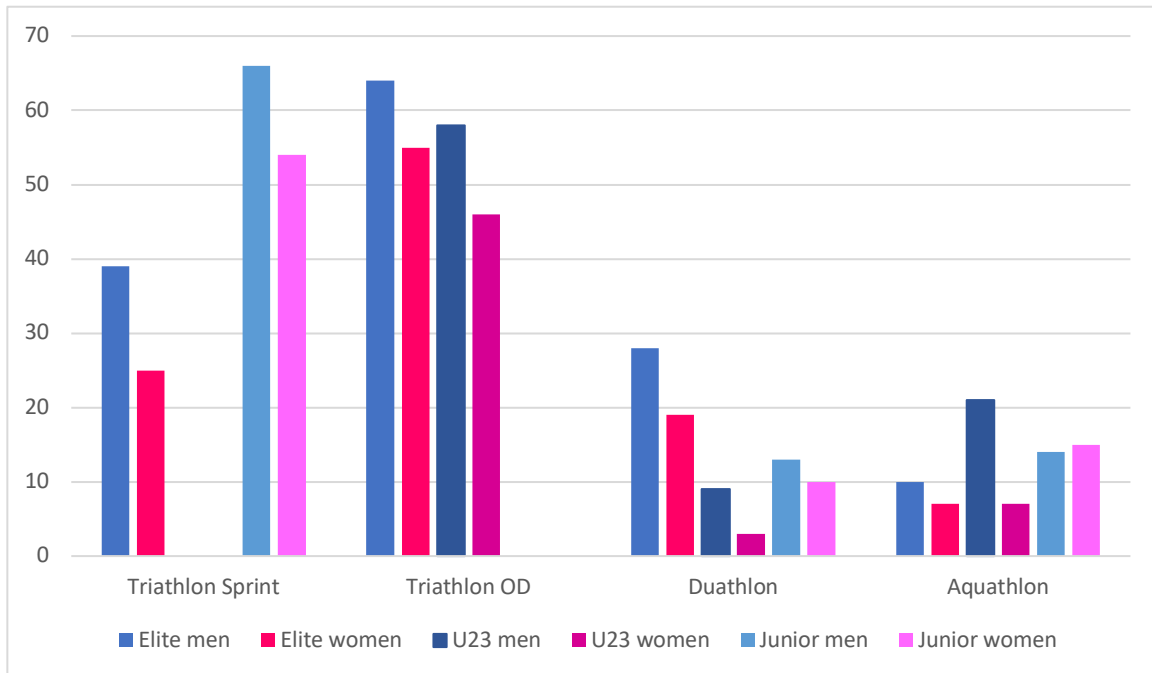
The cooperation with Challenge to organize this event started in 2012. This year we had 35 elite men and 13 elite women participating. The highest participation level was seen in 2012 in Roth for the women with 18 and in 2017 in Almere for the men with 35.
- i. Multisport Championships – Târgu Mures (ROU)
 - Cross Triathlon: decrease in elite and U23 and status quo in junior male participation, small increase in elite and small decrease in U23 women participation but huge increase at junior level.
 - Cross Duathlon: status quo in elite men and significant increase in U23 and junior men. At female increase for all categories that was the highest at junior level.
 - Aquathlon: small decrease at elite men and women level. Increase at U23 and junior level at both U23 and junior category
 - Duathlon: increase at all categories with the exception of U23 men where there was a decrease and U23 women where there was a status quo.
 - Middle Distance Triathlon: We see a decrease in participation level in both men and women compared to 2018.

Further below you can find several graphs illustrating the evolution in participation at the Triathlon and multisport European Championships for both men and women elite, U23 and junior athletes.

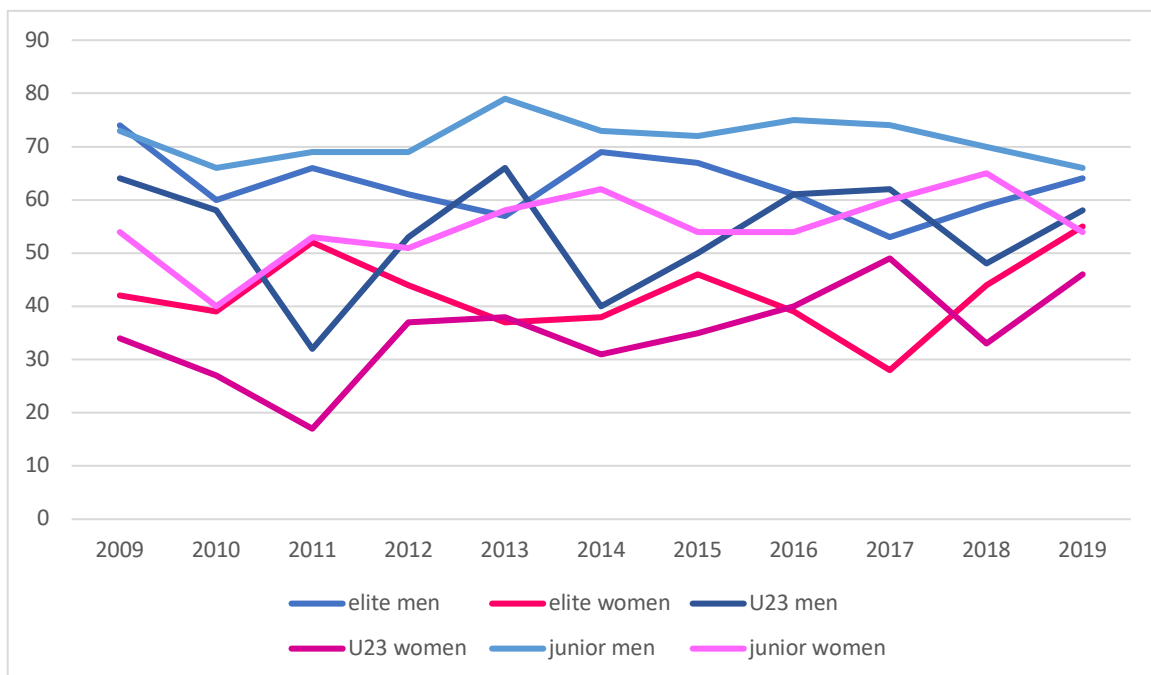
At graph 7 you can see that the participation level in Triathlon is the highest in the junior men categories with 66 participants, followed by the elite OD event with 64 participants (full field is 65). The U23 category is in Triathlon the category with the lowest amount of athletes both for men and women but was higher than the previous years. In 2019 it was the elite sprint distance race that scored the lowest in participation.

In duathlon participation level is much lower than triathlon, especially in the U23 women category. Aquathlon attracted a lot of U23 male athletes and more junior men than women.

Graph 7: Participation of elite, U23 and juniors at several European Championships in 2019



Graph 8: elite, U23 at the Olympic Distance Triathlon European Championships and junior participation (sprint distance) in men and women between 2009 and 2019



In 2019 a new set of rules has been established as from then only a maximum of 65 elite athletes can participate in European Championships and 70 juniors. All categories showed an increase in participation with the exception of the junior category that scored lower than in 2018.

Table 2: elite women participation in percentages in 2017, 2018 and 2019 in Triathlon and Multisport Championships ranked from the event that shows the highest percentage of participation in 2017

Event	2017	2018	2019
Winter Triathlon	40%	33%	18%
Triathlon Middle Distance	38%	39%	33%
Triathlon Sprint Distance	35%	43%	39%
Triathlon Olympic Distance	35%	43%	46%
Cross Duathlon	33%	29%	37%
Duathlon Middle Distance	32%	33%	37%
Aquathlon	31%	54%	41%
Duathlon	28%	36%	40%
Cross Triathlon	27%	28%	43%
Triathlon long Distance	27%	43%	37%

If we look at the % of women participating (see table 2) compared to men at elite level we see that 46% of the Triathlon OD athletes are women, 43% of the participants in Cross Triathlon and 41% in Aquathlon. In triathlon OD, Cross duathlon, Cross Triathlon, Middle distance Duathlon and duathlon the % of women racing is the highest in 3 years’ time. Only in Winter Triathlon the score stays very low and below the 33% that should be our aim. By comparing AG with elite ratio we see that the % of women racing Championships is higher at elite then AG level, with the exception of Winter Triathlon. The difference tends to be bigger when the distance is raising.

Table 3: comparison of the percentage of women participating in the different categories

Event	elite	U23	juniors
Winter Triathlon	18%	46%	50%
Triathlon	39%	44%	45%
Cross Duathlon	37%	22%	41%
Aquathlon	41%	25%	52%
Duathlon	40%	25%	43%
Cross Triathlon	43%	36%	46%

The differences in participation level between men and women are less at junior level then at elite and U23 level no matter which sport you look at. It can be investigated if drop out is higher in women than in men and if this is the case we need to know the reason why in order to keep the female athletes at our sports.

2. ETU European Cups

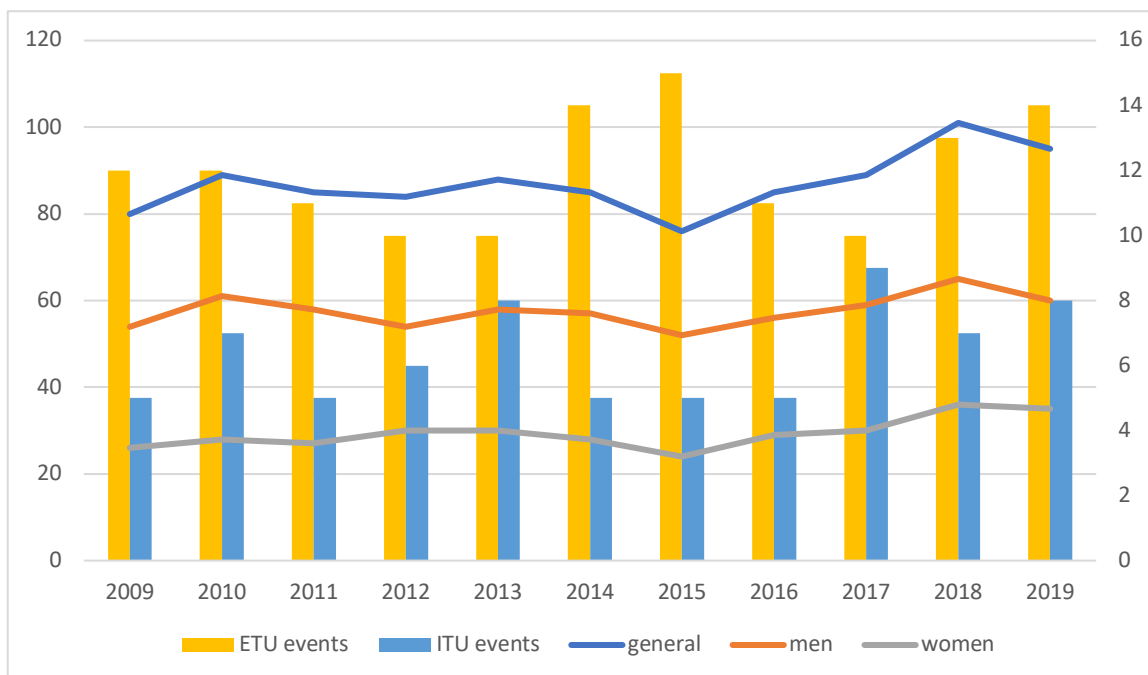
A. ELITE EUROPEAN CUPS

In 2019 14 European Cups were scheduled. Last year, in 2018 there were 13 and in 2017 10 European Cups. 2015 has the record with 15 European Cups.

4 of the 14 2019 events had a ETU sanctioned event for the first time (Sines, Liévin, Kecskemét and Huelva), one event (Constanta) returned after a few years of absence.

Like last year there were more events on sprint distance compared to Olympic distance (ratio 12:2).

Graph 9: Average participation at ETU events (in general, men and women) compared to the amount of ETU cups and ITU sanctioned event in Europe between 2009 and 2019.



From the 14 events that have taken place in 2019, 8 organised as well a European Cup in 2018. Those races were Quarteira, Melilla, Olsztyn, Dnipro, Holten, Malmö, Alanya and Funchal. 7 events combined an elite with a junior European Cup.

Taking in account all 14 events the average participation on ETU Cups was 95 while in 2018 this was 101, far most the highest ever as 2017, with 89 was the second highest. Comparing 2019 with 2018 there were less men (60 to 65) and almost equal amount of women (35 to 36) in average racing our European Cups.

The biggest field of athletes was in Malmö, with 116 athletes (70 men and 46 women), followed by Huelva (114), Holten (111) and Kecskemét and Olsztyn (110). The smallest field, with 61 elite athletes participating, was in Tartu but only 40 in each category could be accepted due to the course set up, followed by Constanta (70) and Liévin (79).

In total 36 out of 43 Federations affiliated to ETU had 1 or more elite athletes in one or more 2019 European Cup events, same as 2018. In average 18 European National Federation competed per

European Cup (22 in 2018). Olsztyn attracted the most European Federations (22), followed by Alanya and Kecskemét (21). In Sines only 13 European National Federations competed.

Like in 2018, Italy had 1 or more athletes in each of the 14 events! Spain entered in total 127 athletes over the 14 events. Other top National Federations are France (117), Germany (100) and Italy (93).

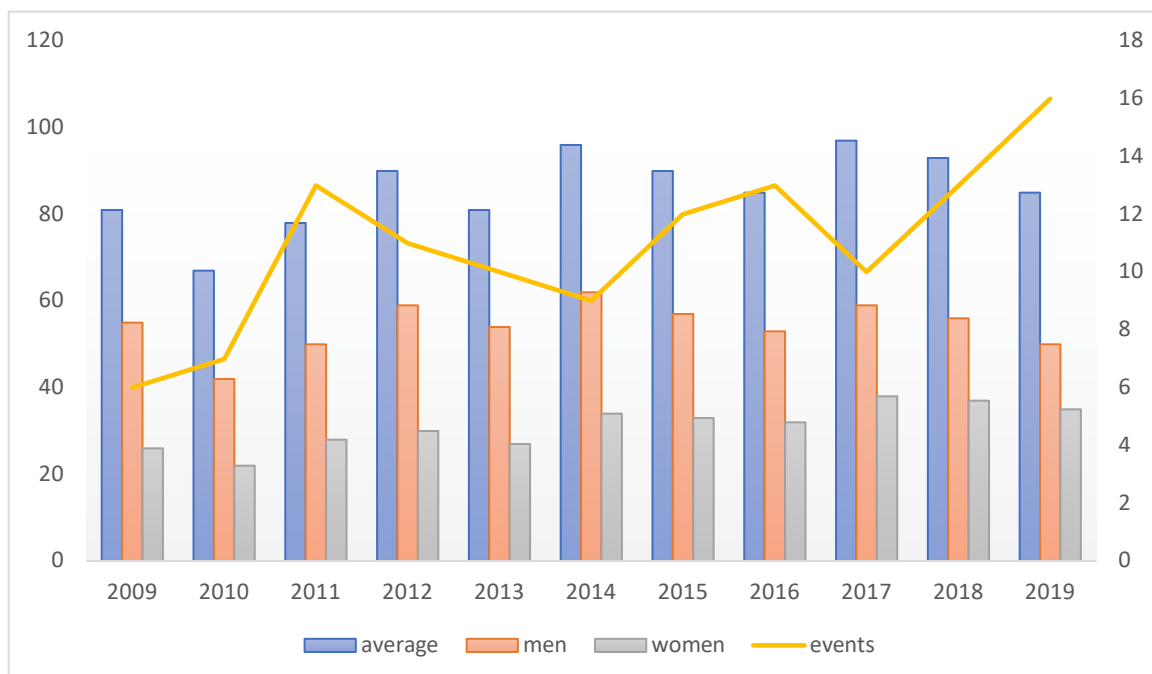
All our ETU Cup events also attracts athletes outside of Europe. 16 National Federations outside Europe raced with at least 1 athlete in at least one European Cup event. Most of the National Federation are from the Americas (8), followed by Asia and Africa (3) and Oceania (2). Most of the athletes entered came from Australia, followed by New Zealand and the USA. Kecskemét attracted most Federation outside Europe (10).

If we look at the amount of athletes earning points, meaning within the 5% (men) and 8% (women) of the first athlete finishing, depending on the event between 45% and 75% of the men are earning points, with an average of 60%. In the women those figures are between 57% and 86% with an average of 75%.

b. Junior European Cups

ETU started organizing Junior European Cups in 2006. In 2019 16 Junior European Cups were organised. This is 3 more than in 2018 and a record for ETU. Three events were new ETU sanctioned events (Liévin, Ohrid and Belgrade).

Graph 10: amount of events and average participation in general, men and women in Junior European Cups between 2009-2019



The average participation level for 2019 is 85. In 2017 this was 97 but only 10 Junior European Cups were organized.

In 2014 there was average of 59 men (with 9 European Cups) competing at the European Cups while in 2019 this was only 50, the lowest score since 2010 that showed an average of 42. Reason is that there was only 1 event that scored much lower in participation compared to the average figure in

2014 (25) while in 2019 4 events scored very low (8, 19, 21 and 23) with particular reason than the events might be unknown (as 2 out of the 4 new events scored low) or had difficult travel, did not fit into the national calendar,...

In 2017 we had an average of 38 women racing junior level (10 events) while in 2019 this was 35. The difference is not as high as with the men so having more junior influence more the average male than the average female participation. The same 4 events scored very low in participation (8,11,11 and 13).

In 2018 we saw in average more elite male (60) than junior male (60) racing European Cups and an equal amount of women (35 in both categories).

If we look at the National Federations that are participating in Junior European Cup events we see that in 2019 36 out of 43 European National Federations competed with at least 1 athlete in 1 Junior European Cup event. This is the same amount as in 2016 and 2017 and 3 more than in 2018. The average of European National Federations participating per event is 14, slightly lower than in 2017 and exactly the same as in 2018 but much lower than at elite level where an average of 18 National Federations compete. Alanya attracted the most European Federations with 21 and Dnipro and Ohrid the lowest (7). None of the European National Federations had at least one athlete in each of our 16 Junior European Cup events. Germany scored the best as they had at least 1 athlete in 12 of the 16 Junior European Cup events. Again, as in 2017 and 2019, Hungary had the highest amount of athletes participating over the 16 events with 156, followed by Spain (99), Italy (82), Czech Republic (72), Italy (85), Austria (69), Israel (66), Italy (60) and Slovenia (65).

Also the amount of Federations outside Europe is lower at junior level compared to elite level with in total 13 NF (10 in 2018) with athletes at 11 of our 16 events. 5 of those national Federations are from the American Confederation, 3 from Oceania and Asia and 2 from Africa.

Since 2019 ETU is using the 5% and 8% cut-off in order to receive points not only for the elite but also for the junior ranking. Over the 16 events there were between 19% and 66% of the male athletes within the 5% with an average of 34%, which is low. In the past the amount of athletes eligible for points depended on the level of the event: 1st to 25th for the Junior European Championships, 1st till 20th for Junior European Cup and 1st till 5th for Junior National Championships. If we just look at the averages: 50 men, 34% within the cut-off that is this around 17 men, so lower than with the rules of 2018. If we see the individual men ranking in 2019 there are 188 athletes ranked while in 2018 this was 233. In the women those figures are 182 in 2019 and 214 in 2018. One reason can be that ITU has not yet received the National Championships results of many National federations. At the women category between 36% and 80% of the women were within the 8% cut-off with an average of 54%. Looking at the averages: 35 women, 54% is 19 women, so similar to the men it's lower than with the 2018 rules.

Since 2015 ETU has a National Federation ranking in which the points of the best 2 female and male athletes are counting and were the top 3 National federations gain 5.000€, 3.000€ and 2.000€. Rankings from 2018 are: 1st Hungary, 2nd Italy, 3th Spain. Since 2018 there is a separate ranking for our developing NFs in which the top 5 can gain prize money. Ranking for 2019 was 1st Slovenia, 2nd Romania, 3th Estonia, 4th Latvia and 5th Belarus. In both cases the winners are the National Federation that had most athletes at the start at our junior European Cup events however for the ranking only the result of the best 3 men and women count. Besides for 2019 also the Team Relay results counted from the Junior European Championships, Junior European Cup and Youth European Championships.

Summary

- European Championships:

AG: ETU should work to improve general women participation to have 1/3rd of the athletes women at all events.

Elite: ETU might need to investigate why the % of women racing elite level is dropping with increasing age having junior scoring the highest % and elite the lowest.

Para: increased participation level in triathlon but almost no interest in other Multisport Championships.

- Elite European Cups: with 14 European Cups and 8 ITU European events this was one of the busiest seasons ever, but only in 2018 we had more athletes participating at our European Cups this due to a lower amount of male athletes racing.

- Junior European Cups: Record of events. Average participation was moderate with 5 better results in the past. But 4 events scored very low which influence the average. % of athletes within the 5% and 8% are much lower than at the elite level. Reason might be that the difference between 16 and 19 year old athletes is high no matter the level of the athlete. ETU should review if these cut-off time should be changed for 2020