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# 2024 annual activity report

Tom Dielen / 16 June 2025

## Introduction

This report on the 2024 annual activity was authored by Tom Dielen and published on 16 June 2025.

It is my pleasure to present this annual report on behalf of World Archery, covering the period from January to December 2024. This report provides an overview of the key activities and events that took place during this time, including finances, human resources, meetings information and other relevant details.

The aim of this report is to present facts and figures from the year – it is not a replacement for other reports, such as financial reports or the reports of the president or secretary general. It highlights key achievements, challenges and future plans.

This is the third report issued since the COVID-19 pandemic. The financial implications of the pandemic are still very real and affect many of our member associations in their membership and operations.

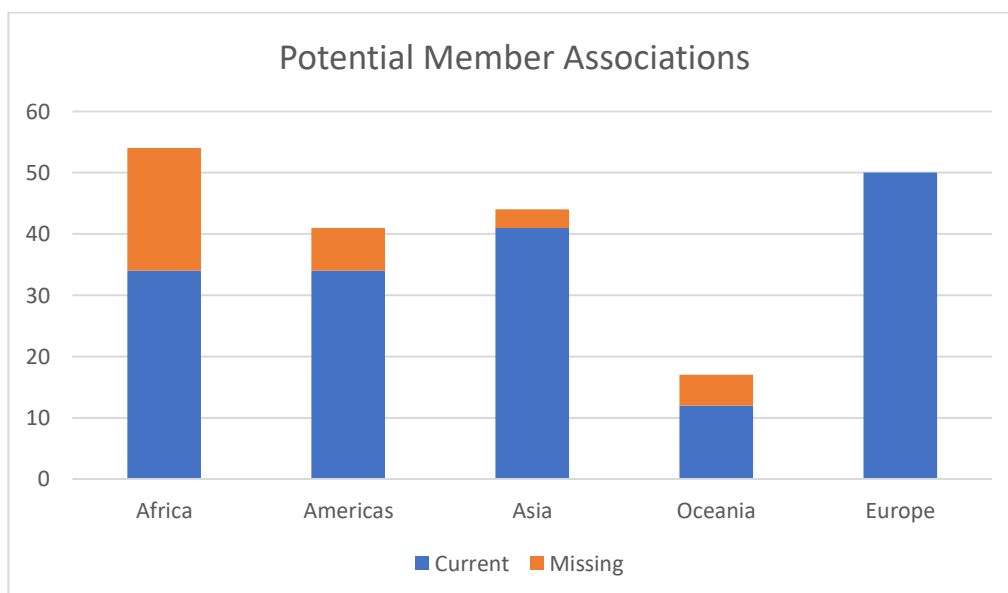
The Paris Olympic and Paralympic Games have been a game changer, reaffirming sport as a unifying social force and leaving a long-lasting legacy.

As 2024 was an Olympic and Paralympic year, the focus was on these two main events. In particular, the Paralympic Games were a milestone for para archery, especially in terms of the impact of television production.

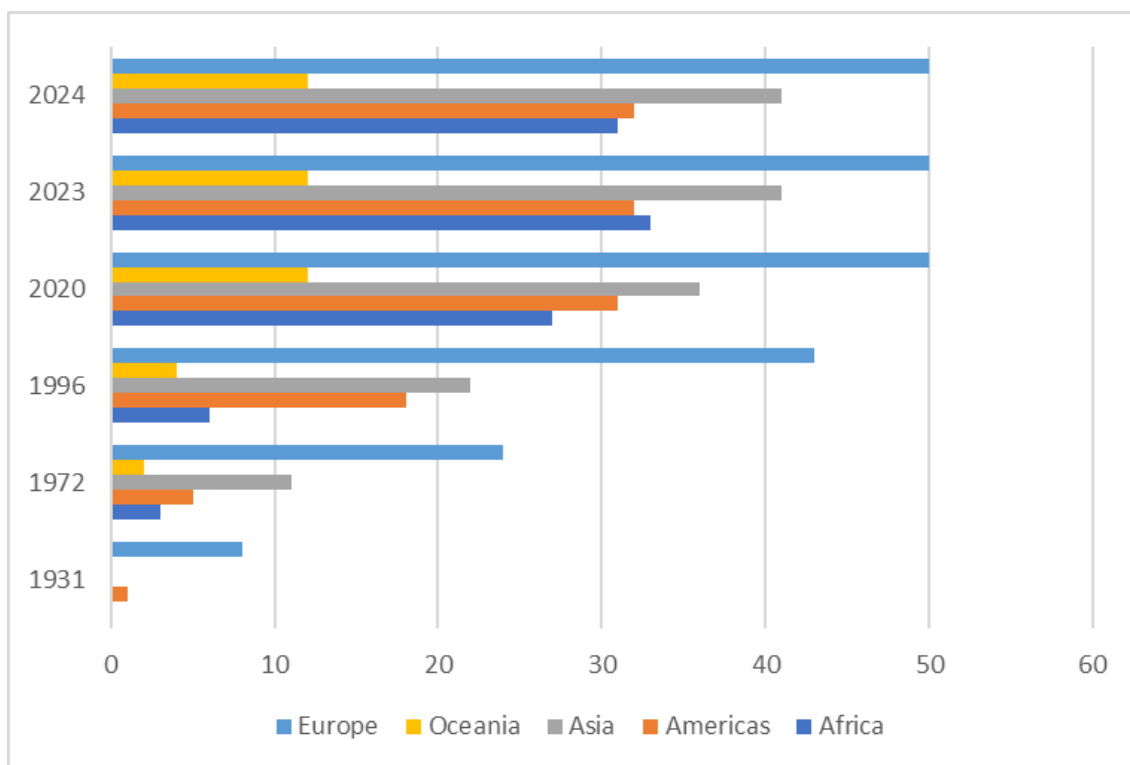
I would like to thank once again the member associations that contributed to the financing of this important project.

## 1. Development

World Archery currently has 166 member associations – two fewer than last year – following the expulsions of Ghana and Rwanda. This aligns with the federation’s strategic shift towards prioritising quality over quantity in its global membership. The total includes five national federations currently not in good standing: Albania, Djibouti, Madagascar, Montenegro and Nigeria.



A historical overview of membership evolution is available, reflecting post-congress decisions and the current status of all federations.



### 1.1 Assistance programmes

It has been two years since World Archery launched its knowledge-sharing programme and relaunched its equipment support assistance for member associations.

In 2024, seven applications were selected for support, with five implemented: a talent identification and athlete pathway project in Ireland, a beginner coaching course in Niue, a basic results management course in South Africa, a para archery coaching workshop in Senegal and a regional para archery camp for Africa, also in South Africa.

Under the equipment donation programme, initiation and intermediate kits were sent to Bolivia, Fiji, Malawi, Mauritania, Palau, Sierra Leone, Somalia, Tajikistan, Saint Vincent and the Grenadines and Zimbabwe. Elite-level kits were pre-ordered for Ireland, Bulgaria and Lebanon, with delivery expected in 2025.

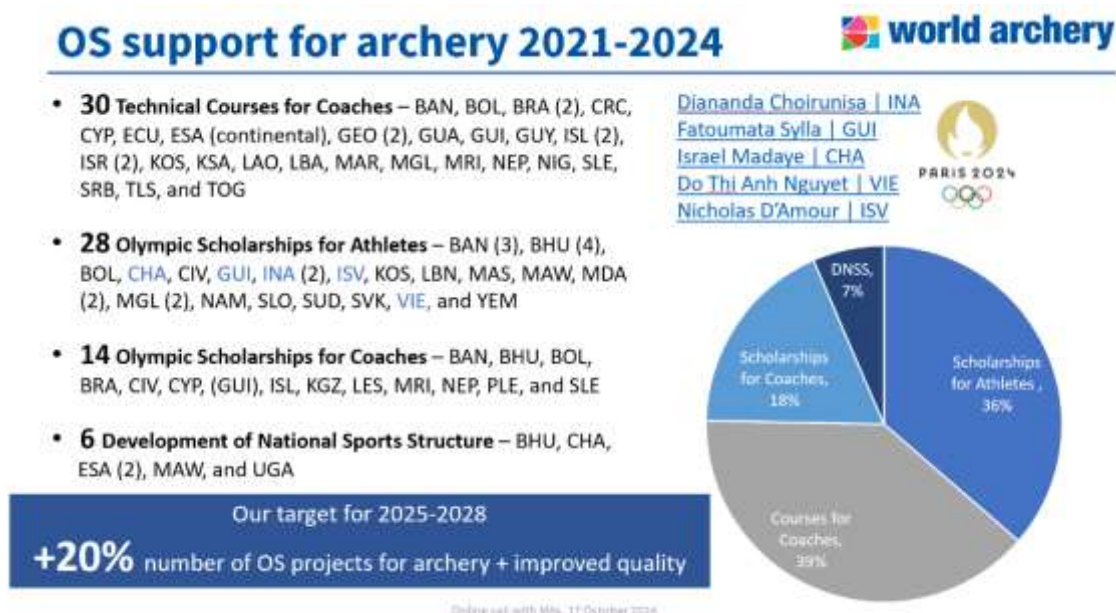
With the support of the Olympic Solidarity programme, eight technical courses for coaches were organised worldwide: Bolivia, Guyana, Brazil, Mongolia, Saudi Arabia, Israel, Timor Leste and a regional course aimed at women coaches in El Salvador. In addition, two national programmes to strengthen the country’s archery education structure were conducted in El Salvador and Chad.

With support from the Olympic Solidarity programme, eight technical coaching courses were organised in Bolivia, Guyana, Brazil, Mongolia, Saudi Arabia, Israel and Timor Leste, and a regional course for women coaches was hosted in El Salvador. Two national development programmes were also held in El Salvador and Chad to strengthen archery education structures.

Two coaches, from Mauritius and Sierra Leone, received scholarships to pursue sport science programmes. Olympic Solidarity-supported coaches and athletes achieved notable success for Paris 2024: a woman coach qualified with her athlete (Great Britain), while five of the 28 athletes with scholarships earned Olympic spots, representing Indonesia, Guinea, Chad, Vietnam and the US Virgin Islands.

Two youth continental training camps were also held in Oceania and Europe.

The World Archery Excellence Centre in Lausanne continues to play a key role in regional and global development. In the past year, it hosted a world-class conference for elite coaches, four coaching courses, and accommodated two Olympic Solidarity athletes in their training – both of whom represented their countries at the Paris 2024 Olympic Games.



## 1.2 Member associations

World Archery continues to support its active members in aligning with good governance and transparency principles.

### 1.2.1 Membership updates

During the 2023 World Archery Congress in Berlin, full membership was postponed for the following federations, that were both temporary members since 2022:

- **AFG – Afghanistan Archery Federation**
- **TLS – Timor Leste Archery Federation**

The following federations were accepted as full members:

- **CUW – Curacao Archery Federation**
- **MTN – Mauritania Archery Federation**
- **PLE – Palestine Archery Federation**

The following federations were expelled after final warning:

Definitive expulsion:

- **CAF – Central African Republic Archery Federation**
- **HAI – Haiti Archery Federation**
- **SKN – Saint Kitts and Nevis Archery Federation**

Expulsion if conditions not met by 1 February 2024:

- **GHA – Ghana Archery Federation**
- **MLI – Mali Archery Federation**
- **RWA – Rwanda Archery Federation**
- **SEN – Senegal Archery Federation**
- **KUW – Kuwait Archery Federation**

The following member associations received a warning:

- **ALB – Albania Archery Federation**
- **MNE – Montenegro Archery Federation**
- **NGR – Nigeria Archery Federation**
- **PAR – Paraguay Archery Federation**
- **SOM – Somalia Archery Federation**
- **SYR – Syria Archery Federation**
- **VAN – Vanuatu Archery Federation**

### 1.2.2 Mexico

World Archery Mexico was recognised as the new national governing body for the sport in April, following unanimous approval by the World Archery executive board.

The previous federation, Federación Mexicana de Tiro con Arco, was derecognised in December 2022. A transition process throughout 2023 led to the creation of the new entity on 16 March 2024.

## 1.3 Continental associations

Following the 2022 governance questionnaire for continental associations, World Archery continues to monitor their transparency, integrity, democracy and development through regular meetings.

### 1.3.1 World Archery Africa

Sudan's Ahmed Tarik Amiry was re-elected president of World Archery Africa during the continental association's Congress held on 16 December in Cairo, Egypt. He first assumed the role three years ago, succeeding Egypt's Aladin Gabr, who had served since 2010.

Ahmed Koura remains secretary general.

Five positions were up for election in 2024, with delegates from 14 of the association's 27 active members in attendance. World Archery was represented at the Congress by secretary general Tom Dielen and chief operating officer Constance Terrier.

### 1.3.2 World Archery Oceania

World Archery Oceania held its 2024 Congress online on 4 May. Arne Jensen (TGA) was elected as the new President. He started immediately to review the activities and is in constant dialogue with World Archery.

## 2. World Archery Excellence Centre and FIDTA

### 2.1 Staff updates

Four employees of the World Archery Excellence Centre in Lausanne, Switzerland, departed at the start of the year: Florent Bosmorin (commercial manager), Kim Weber, Junoh Lee and Abdoulah NDiaye.

**Sonia Catherine** began her role as accountant in early January, while **Egzona Shumolli** joined as receptionist in April.

**Bernardo Oliveira** started as a coach at the Centre at the end of September. He is also responsible for youth development, coach education and online coaching programmes.

At the beginning of the year, Tom Dielen served as acting director of the Centre. In October, Constance Terrier assumed this role and remained in position through the end of the year. They were assisted by FIDTA board member Jacques Cherpillod and head coach Marc Dellenbach.

Synergies between the Centre and the World Archery office continued to increase, particularly in areas such as information technology, marketing and communications.

### 2.2 Activities

*A non-exhaustive overview of programmes and events held at the Excellence Centre in 2024.*

#### 2.2.1 Competitions hosted

In 2024, the Swiss Open Lausanne was the opening stage of the Indoor Archery World Series for the second consecutive time. The open-entry mass-participation 18-metre circuit season started in the Olympic Capital with the Swiss Open Lausanne held from 1 to 3 November.

This was the fifth major event the Excellence Centre has run, after the Lausanne Classic (to celebrate its opening) in 2016, the World Masters Games in 2018, a stage of the Hyundai Archery World Cup in the post-pandemic 2021 season and the Lausanne Excellence Challenge in 2023. The 2024 event registered more than 300 athletes from more than 30 countries.

#### 2.2.2 Coach education

- 4–8 November: Level 2 Coaching course
- 30 November–1 December: Coaching conference
- 2–6 December: Level 3 Coaching course

#### 2.2.3 National team training

- 20 athletes from 11 countries

- 2 athletes with Olympic Solidarity scholarships

### 2.2.4 Community programmes

- **Discover Archery:** 415 participants across 24 groups
- **Start Archery:** 71 participants across 8 groups
- **Improve Archery:** 27 participants across 5 groups

### 2.2.5 Youth engagement

The Centre offered a wide range of youth-focused activities in 2024. More than 1679 students from 10 schools (both public and private) took part in introductory archery sessions.

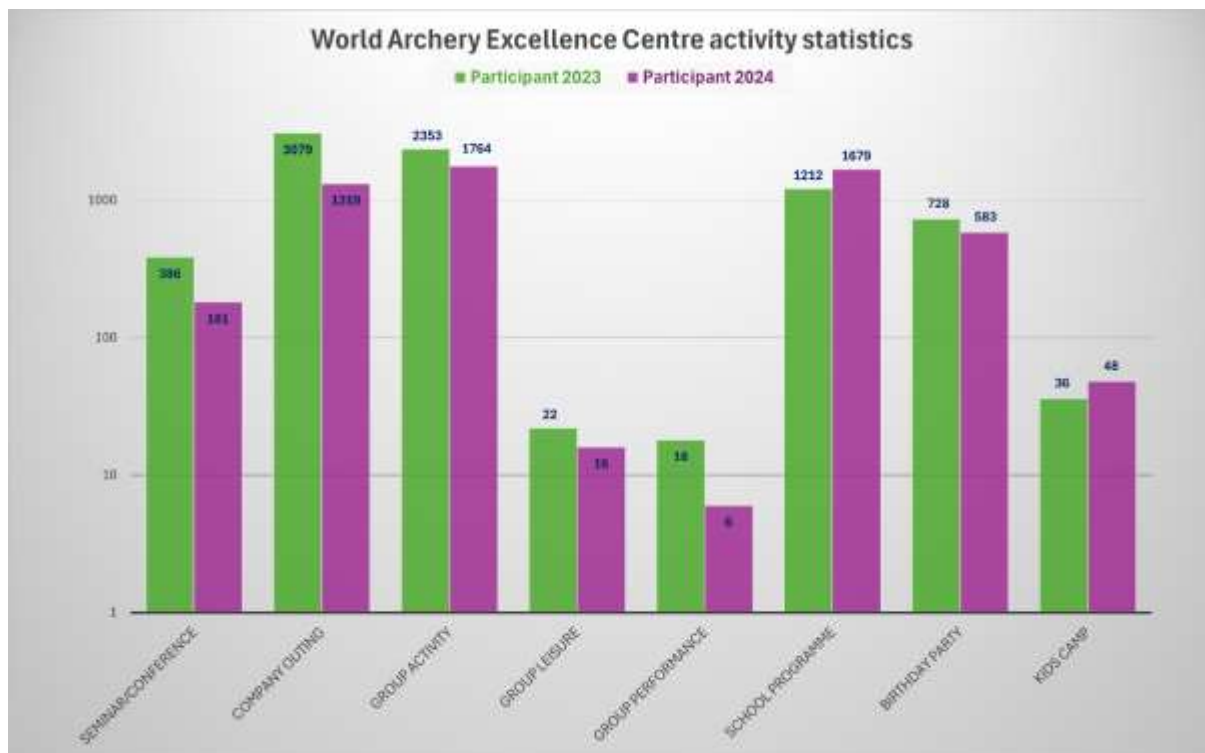
It also hosted its traditional kids camps during school holidays in spring (17–21 April) and summer (3–7 July and 14–18 August), welcoming a total of 48 participants.

Sixteen birthday parties with archery initiation were booked during the year, introducing 583 children to the sport.

### 2.2.6 Corporate and member activities

The Centre hosted events commissioned by commercial groups and organisations – including companies, foundations, federations and clubs – totalling 3323 participants. Group sizes ranged from two to 60, and most included an introductory archery session.

In addition, 98 training sessions for members were held (twice weekly), with average attendance ranging from eight to 20 archers.



## 2.2.7 Finances

The year 2024 marked the first full financial impact of the renegotiated mortgage, which is now paid on a semestrial basis. Building maintenance remained a significant cost factor, influenced by decisions made during the construction and initial operational phases. Staff changes during the year also contributed to increased expenses, resulting in a higher financial contribution from World Archery.

## 3. Events

### 3.1 International calendar

Competition	Location	Dates
<i>2024 Indoor Archery World Series</i>		
Nimes Archery Tournament	Nimes, France	19–21 January
Indoor Archery World Series Youth Finals	Nimes, France	20–21 January
The Vegas Shoot	Las Vegas, USA	2–4 February
Indoor World Series Finals	Las Vegas, USA	3 February
<i>Outdoor season</i>		
Hyundai Archery World Cup stage 1	Shanghai, China	23–28 April
Hyundai Archery World Cup stage 2	Yecheon, Korea	21–26 May
Hyundai Archery World Cup stage 3	Antalya, Türkiye	18–23 June
Olympic Games	Paris, France	25 July–4 August
Paralympic Games	Paris, France	28 August–5 September
World Archery Field Championships	Lac La Biche, Canada	30 September–6 October
World Archery 3D Championships	Mokrice, Slovenia	16–22 September
Hyundai Archery World Cup Final	Tlaxcala, Mexico	19–20 October
<i>2025 Indoor Archery World Series</i>		
Swiss Open Lausanne	Lausanne, Switzerland	1–3 November
GT Open	Strassen, Luxembourg	15–17 November
Taipei Archery Open	Taoyuan City, Chinese Taipei	6–8 December

### 3.2 Event operations

This year's main goal was to build on recent improvements to event operations, ensuring that athletes were well positioned to secure the final qualification places for the Paris 2024 Olympic Games.

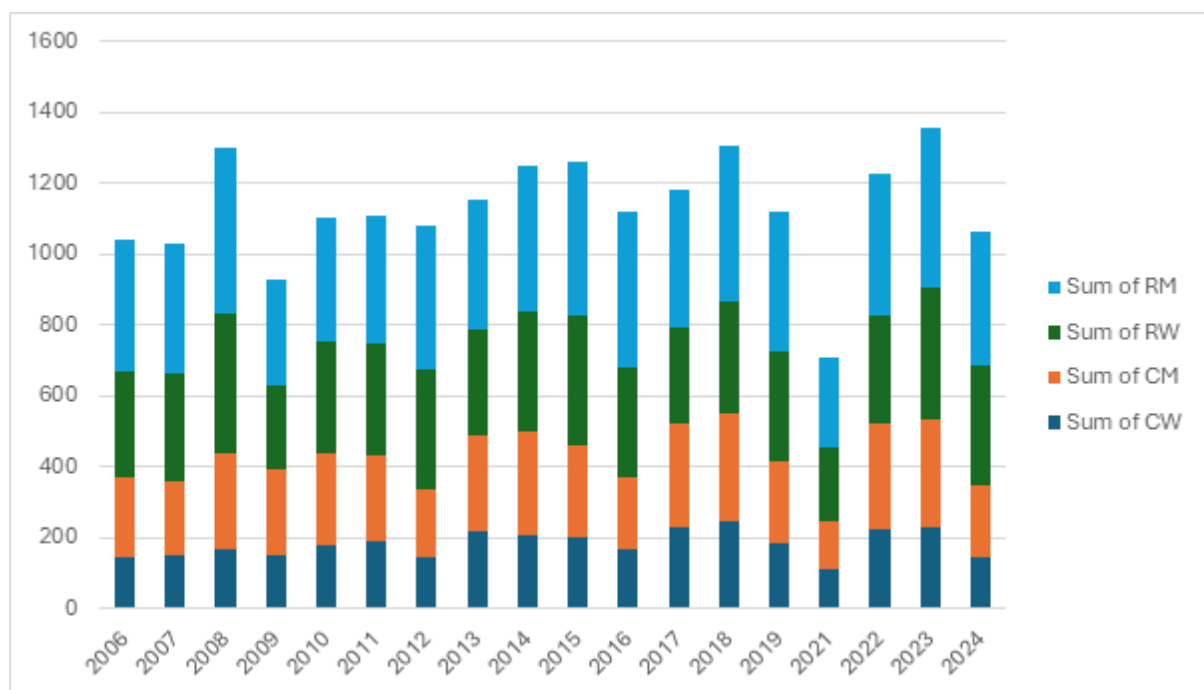
Minor adjustments were made to world ranking requirements based on feedback from the 2023 season.

The highlight of the year was, without a doubt, the Paris 2024 Olympic and Paralympic Games. Both events were a major success in many areas, particularly in terms of organisation and visibility. The Paralympic Games saw unprecedented spectator attendance for archery, marking a historic milestone for the discipline.

A renewed focus was also placed on sustainability in event delivery. In cooperation with the World Academy of Sport, a working group was established to develop a new technical delegate certification. The certification, set to launch in 2025, is designed to ensure consistent standards across all World Archery-sanctioned events and promote sustainability by empowering local talent to take on supervisory roles.

### 3.3 Major outdoor events

The 2024 season saw high levels of participation across events. While the overall number of competitors was slightly lower due to one fewer World Cup stage, average participation per event remained strong.



The World Archery Field Championships in Lac La Biche, Canada, showcased the discipline in a city deeply passionate about archery. Despite some technical challenges – including power outages that affected television production – the event was warmly received and well executed.

At the World Archery 3D Championships in Mokrice, Slovenia, the event served as a valuable opportunity for technical delegate training. Sofie Johansson (Sweden) shadowed current 3D technical delegate Michel Daumas (France), gaining hands-on experience ahead of future assignments.

### 3.4 Participation overview

Event	Athletes (Women %)	Officials	Countries
<b>Hyundai Archery World Cup stage 1</b>	332 (42.77%)	122	46
<b>Hyundai Archery World Cup stage 2</b>	352 (46.02%)	131	49
<b>Hyundai Archery World Cup stage 3</b>	381 (46.98%)	155	61
<b>World Archery 3D Championships</b>	305 (40.00%)	44	31
<b>World Archery Field Championships</b>	230 (40.00%)	47	27

## 4. Sponsorship and marketing

### 4.1 Main sponsors

#### 4.1.1 Hyundai

Throughout our events, Hyundai’s consistent branding presence and our shared commitment to delivering professionally executed competitions have contributed to a 30% increase in Hyundai’s sponsoring value compared to 2023.

A key factor in this success was the implementation of a branding guideline to assist all organising committees of World Cup events with the precise positioning of sponsor assets. This ensured uniformity and maximised sponsor visibility across all competitions, further strengthening Hyundai’s presence.

A close and collaborative relationship with Hyundai’s marketing team has also been essential throughout the year. After each event, we engage in thorough discussions to identify areas for improvement and ensure continuous enhancement of our partnership and event experience.

The year 2024 was particularly significant for Hyundai, given the prominence of the Olympic Games. While the Games are not included in our sponsorship agreement, Hyundai’s support extends beyond World Archery to the Korean Archery Association, reflecting a deep commitment to the sport at both global and national levels.

The chief executive officer of Hyundai, who also serves as the President of World Archery Asia, was present at the Olympics to witness Korea’s historic sweep of all archery gold medals. His strong support for World Archery, coupled with close relationship with World Archery’s president and secretary general, continues to be a pillar of this long-standing partnership.

#### 4.1.2 Erreà

Erreà continues to solidify its position as a leading sportswear brand within the global archery community. Through sustained partnerships with major national federations and active engagement with new prospects, the brand is steadily expanding its footprint in the sport.

Since 2022, Erreà has more than doubled its sponsorship value, reflecting strategic visibility and premium placement at World Cup events. This growth signifies not only increased investment, but also a deepening commitment to the sport.

The brand's presence spans both indoor and outdoor competitions, with ongoing discussions aimed at further development and innovation. Erreà's consistent involvement and forward-looking approach underline its role as a key partner in the evolution of archery on the world stage.

#### 4.1.3 Turkish Airlines

Thanks to successful negotiations led by both the president and secretary general, with support from the marketing team, Turkish Airlines renewed its sponsorship agreement for 2024, reaffirming its commitment to World Archery. This renewal has proven mutually beneficial, with Turkish Airlines enjoying strong brand visibility across our premier events.

Their presence at World Archery competitions aligns seamlessly with their global brand image, offering exposure to a diverse international audience. The positive reception and consistent visibility have reinforced the value of this partnership and support a strong case for its continuation.

Looking ahead, the collaboration with Turkish Airlines continues to represent a strategic alliance – one that elevates the prestige of our events while delivering tangible benefits to one of the world's most recognised airlines.

#### 4.1.4 SporToto

SporToto remains a long-standing and valued partner of World Archery, consistently supporting the sport's growth and international visibility. Their continued commitment, even amid the significant devaluation of the Turkish Lira against major currencies, speaks volumes about the strength and depth of our partnership.

This enduring collaboration has been maintained thanks to the dedicated efforts of our president, backed by our secretary general, whose leadership and strategic engagement have ensured that SporToto remains a key ally in our mission.

Despite economic challenges, SporToto has upheld its sponsorship, reinforcing its role as a champion of sport and community development. Their support not only strengthens our presence in Türkiye but also contributes to the global promotion of archery.

Looking forward, we view SporToto not just as a sponsor, but as a strategic partner – one that shares our values of excellence, resilience and global impact.

### 4.2 Industry and commercial partnerships

**Snglrty**, which began partnering with World Archery in 2023, continued as a sponsor through 2024. During this time, World Archery provided the brand with valuable exposure and integration across

global events, helping Snglrty connect with new audiences and elevate its visibility within the international sports community.

At the end of 2024, both parties mutually agreed not to extend the partnership. This decision was made in good faith and with appreciation for the collaboration that met its objectives. We thank Snglrty for their engagement and wish them continued success.

In 2024, **NOVAERY** joined World Archery's industrial sponsorship programme as a blue-level associate. As a German manufacturer specialised in high-performance archery equipment, the brand brought technical expertise and innovation to the sport through this collaboration.

In return, NOVAERY received visibility across World Archery's platforms and events, reinforcing the federation's commitment to engaging with forward-thinking industry stakeholders. This collaboration reflects our efforts to support the development of archery through meaningful connections with equipment manufacturers.

Turkish retailer and manufacturer **NAVEK** also joined the industrial sponsorship programme in 2024 as a diamond-level partner. With a strong domestic presence and known for the ASES archery brand, NAVEK supported the World Archery Excellence Centre in Lausanne, providing equipment for coaching, training camps and resident athletes.

This partnership reflects a shared commitment to the development of archery both in Türkiye and beyond.

World Archery also reinforced its long-standing collaboration with **WIAWIS**, a leading manufacturer of archery equipment. An enhanced agreement reflects a shared ambitions to support elite performance and innovation in the sport.

This improved partnership includes increased visibility and deeper integration across World Archery events and platforms, further solidifying WIAWIS's role as a key industry partner. The continued collaboration highlights the mutual trust and strategic alignment built over many years.

Finally in 2024, World Archery welcomed **JET6**, a Korean archery brand, into the industrial sponsorship programme. Known for its precision-engineered components and growing reputation on the competitive archery scene, JET6 exemplifies the federation's commitment to engaging with emerging manufacturers and supporting innovation across global markets.

### 4.3 Summary and outlook

2024 marked a year of consolidation and strategic progress for World Archery's marketing and commercial activities. With the continued support of long-standing sponsors and the addition of new partners, we enhanced visibility, broadened our sponsorship base and reinforced the federation's position as a global platform for engagement.

Despite economic pressures in key regions, our partnerships remained strong – thanks to the leadership of our president, the operational guidance of our secretary general and the dedication of our entire team and stakeholders.

As we prepare for 2025, we enter a pivotal period. Many of our current agreements are up for renewal, making the coming year critical for securing continued support and exploring new opportunities.

This transition presents both challenges and the chance to refresh and strengthen our commercial landscape. Notably, we are advancing discussions with a potential new timekeeping partner to succeed Snglrty, reaffirming our focus on innovation and excellence in event delivery.

With a proactive mindset and a solid foundation, World Archery is well-positioned to navigate this next phase and continue delivering meaningful value to its partners and the global archery community.

## 5. Communications

According to the latest social media report by Red Torch, World Archery and its member associations reached a combined total of 3.6 million followers across major social media platforms in 2024 – a 15% increase compared to the previous year.

Facebook remained the largest platform by audience size, while Instagram led in both engagement and growth. This trend reflects the increasing importance of short-form content, demonstrated by a 188% increase in World Archery’s use of Facebook Reels. YouTube also recorded a 23% year-on-year growth in audience size, driven by the growing popularity of Shorts and comprehensive coverage of major events.

The report noted a 25% year-on-year increase in engagement, with a total of 17.6 million interactions. This growth was fuelled by dynamic content, including match highlights, behind-the-scenes footage and athlete-focused storytelling.

Globally, World Archery ranked 11th among Olympic international federations in the 2025 SportOnSocial International Federations report. The federation also achieved strong platform-specific results, placing sixth on Facebook, 11th on Instagram and 14th on TikTok – underlining its expanding digital presence and influence.

### 5.1 Topline numbers (World Archery)

	 Total fans	 Follower growth	 Growth rate	 Posts	 Video views	 Engagements	 Engs. per post
2024	2.5m	418.5k	19.7%	3.2k	51.8m	12.7m	4.0k
2023	2.1m	230.9k	12.2%	4.1k	32.6m	10.3m	2.5k
Change	+20%	+81%	+61%	-23%	+58%	+24%	+61%

### 5.2 Topline numbers (national federations)

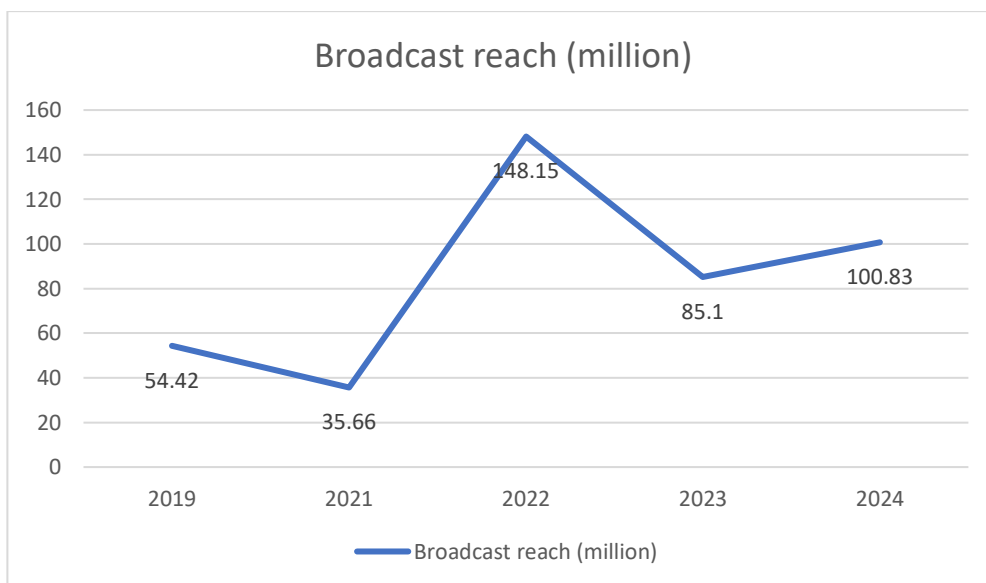
	 Total fans	 Follower growth	 Growth rate	 Posts	 Video views	 Engagements	 Engs. per post
2024	1.3m	125.7k	11.1%	28.2k	4.7m	4.9m	172.7
2023	1.1m	136.2k	13.5%	26.1k	2.5m	3.7m	139.9
Change	+10%	-8%	-18%	+8%	+90%	+33%	+23%

### 5.3 Continental association breakdown)



## 6. Television and broadcast

The Hyundai World Archery World Cup 2024 was broadcast on 49 channels across 17 TV markets. More than 1257 hours of broadcasting time generated a reach of 91 million viewers and a PR value of EUR 46.23 million, accounting for 58% of the total PR value.



Events were also streamed on 13 different OTT channels, generating 495 hours of broadcasting time, a reach of over 9.6 million viewers and a PR value of EUR 5.04 million, representing 6% of the total PR value.

World Archery’s OTT platform, [archery+](#), streamed live content of the Hyundai Archery World Cup, Paris 2024 Olympic qualifiers and other major international events, attracting 10,500 registered global users.

In its second year since launch, archery+ has yet to significantly impact on overall World Cup WebTV viewership. However, it continues to play a valuable role in expanding access, especially in regions not covered by World Archery's traditional broadcast rights agreements.

In 2024, World Archery announced a [new broadcast technical partnership with SMT](#), a global leader in sports production and technology. The collaboration is designed to enhance the quality and efficiency of live TV coverage across World Archery events, introducing advanced production workflows and innovative broadcast solutions. This partnership is expected to improve the viewing experience and support World Archery's goal of reaching broader audiences worldwide.

During the Paralympic Games, World Archery was able to enhance and extend its television production thanks to the contribution of several key partners. Support from USA Archery and the United States Olympic and Paralympic Committee, as well as Great Britain, France, Türkiye and Italy, enabled the global broadcast of all para archery competitions. The result was the best-ever coverage of para archery at a Paralympics.

World Archery maintained annual broadcasting agreements in 2024 with the following partners:

- **AZAM** (Sub-Saharan Africa)
- **BeIN** (MENA)
- **CCTV** (China)
- **Claro Sports** (Latin America)
- **Eleven** (Chinese Taipei)
- **Eurosport** (Europe)
- **Fox** (Australia)
- **POLSAT** (Poland)
- **Rai** (Italy)
- **SETIndia** (Indian subcontinent)
- **SpoTV** (Korea and Southeast Asia)
- **TRT** (Türkiye)

## 7. Finances

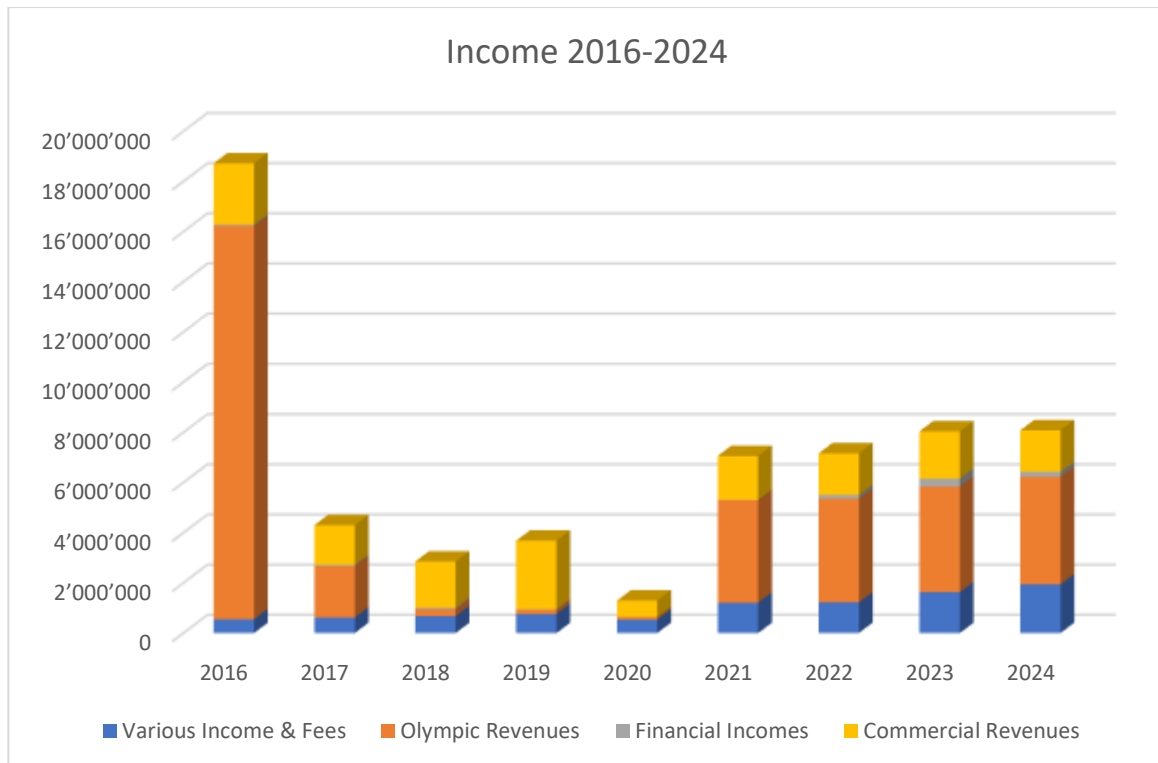
All figures in this report are presented in Swiss francs (CHF), which is World Archery's reference currency in accordance with the requirements of Swiss association law.

### 7.1 Income

Following a decision at the 2021 World Archery Congress, Olympic revenues are now distributed evenly across the four-year cycle. This approach provides a more balanced financial overview and enables better alignment between income and expenditure.

At the beginning of the year, unrestricted funds stood at CHF 2,750,210, an increase from CHF 1,004,794 the previous year. This increase is primarily due to an excess of income over expenses amounting to CHF 24,515.

The executive board implemented measures to reduce the 2024 operating budget by 5% and remains confident in the federation's ability to continue as a going concern.



The shift to spreading Olympic revenues evenly across the cycle eliminates the peaks previously observed every four years and allows for clearer year-on-year financial comparisons. Commercial revenues remained relatively stable, despite the global economic downturn.

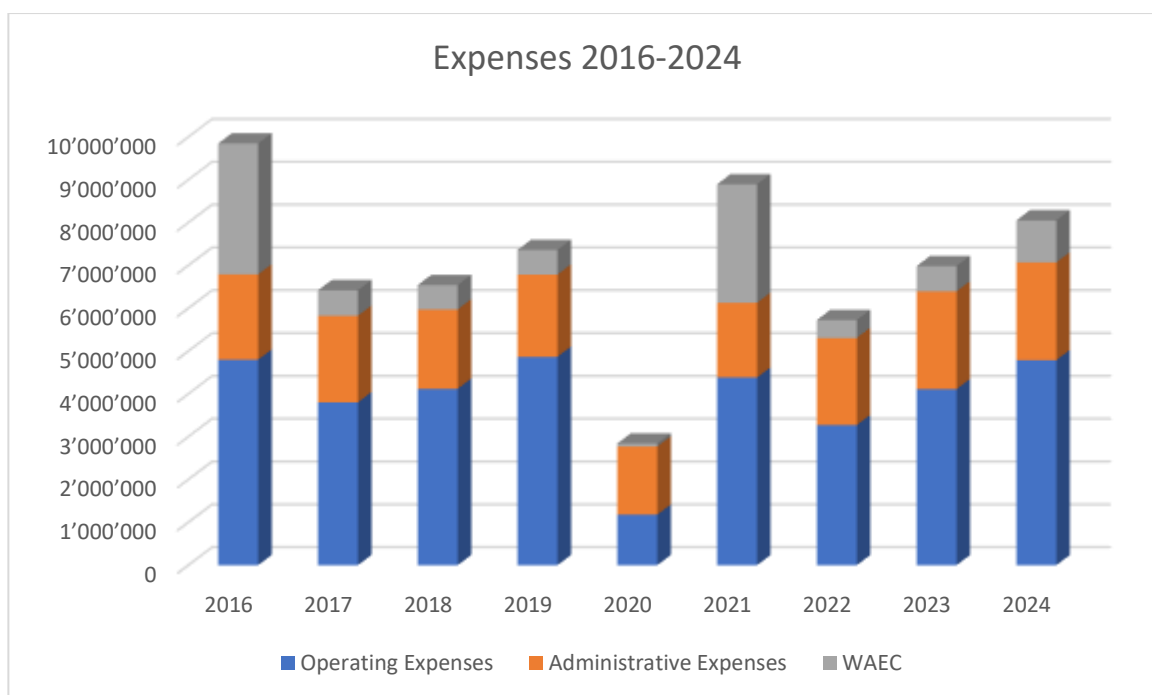
As in previous years, exchange rates were monitored daily. Most income is received in US dollars (USD). In recent years, the USD/CHF exchange rate has ranged between 0.85 and 0.91, and between 0.85 and 0.94 during 2023 and 2024.

## 7.2 Expenses

In 2024, operating expenses increased by approximately 16% compared to the previous year. This rise was largely driven by activities linked to the Olympic and Paralympic Games, World Championships, Olympic Solidarity programmes, World Cups and event services.

Controlling expenditure and generating additional revenue remain critical priorities – particularly in the current global economic climate. While inflation remains low in Switzerland (which is beneficial), it still affects certain revenue streams, such as SporToto. The continued strength of the Swiss franc has also impacted income received in USD.

A key strategic objective is to enhance the financial sustainability of major events by increasing revenue generation.



The World Archery Excellence Centre continues to represent a significant cost. As outlined in the relevant section, the federation’s contribution was higher in 2024 due mainly to the restructuring of the mortgage.

Despite these challenges, the financial result for 2024 was positive, thanks in part to favourable currency operations and investment performance toward the end of the year.

[Complete financial reports](#) are available online for further details.

## 8. Good governance

### 8.1 ASOIF evaluation

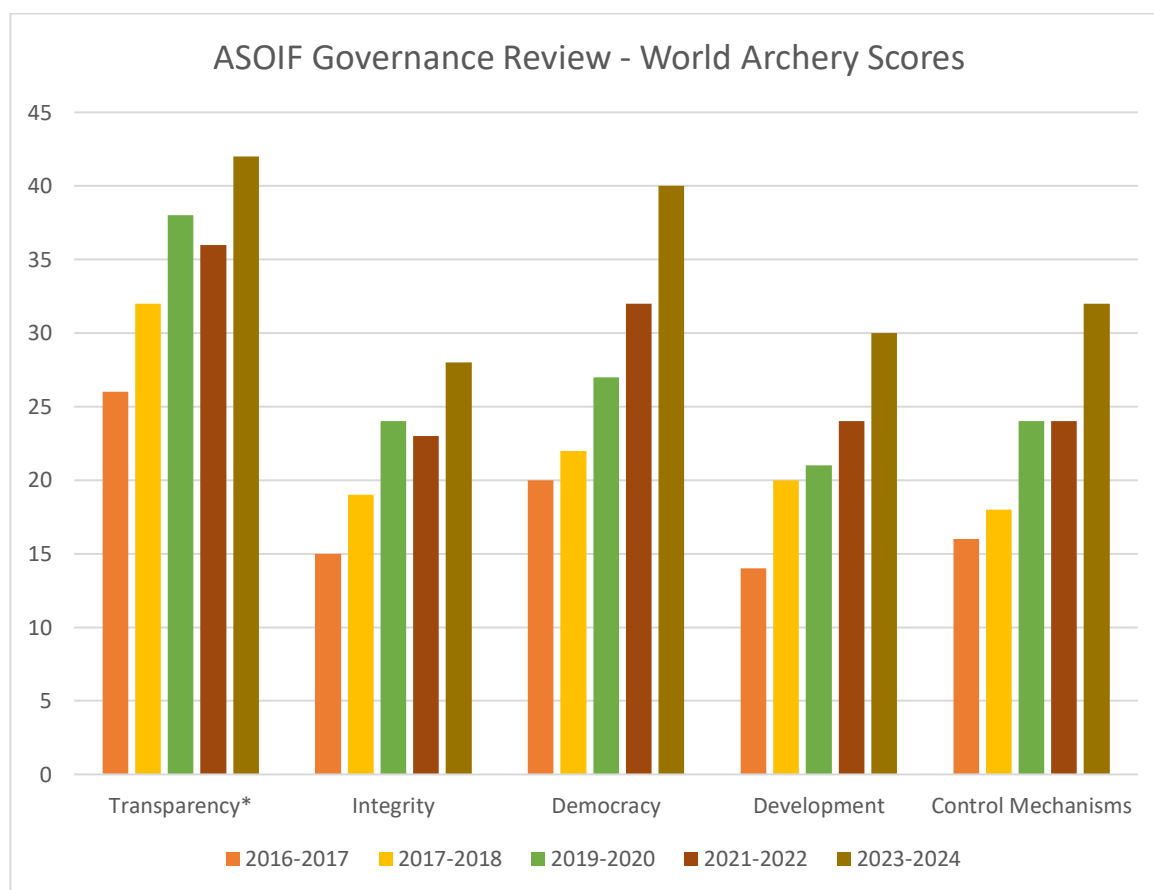
The fifth ASOIF governance review (2023–2024) showed an improvement in World Archery’s overall score, rising from 139 to 149 points. Progress was seen across all five governance pillars, with notable advances in control mechanisms, democracy and development. World Archery also performed well in transparency, with a broad range of information published on its website.

World Archery ranked among the top 10 international federations in seven indicators, including:

- Gender balance:** Women now represent 33% (5 of 15) of the executive board. Gender balance is also achieved between committee chairs and deputy chairs. The gender equity and inclusion committee monitors representation across the organisation, promotes best practices via the website and supports leadership programmes for member association officials and high-performance coaches. As of 1 January 2024, the World Archery rulebook is fully gender-neutral. While there is no formal gender policy yet, a document is being developed for publication in 2025 (indicator 3.8).
- Transparent elections:** All open positions and non-staff appointments are publicly advertised with full role descriptions, application deadlines and assessment criteria. Election details are included in congress invitations and published on the website (indicator 4.4).

- **Term limits:** Limits for elected officials are clearly outlined in the rulebook, including waiting periods and other conditions. Information on upcoming term completions is published and discussed in monthly online calls with member associations (indicator 4.6).
- **Sustainability:** A new sustainability strategy was adopted by the board. Event bid processes now include requirements on waste reduction, energy and water efficiency, transport impact and tobacco-free competitions (indicator 5.4).
- **Para archery:** Fully integrated into World Archery’s strategy, para archery has increased visibility, with all world ranking events now covered with TV images. A dedicated website section and committee reporting to congress further support inclusion (indicator 5.12).
- **Remuneration:** A formal process is in place, overseen by a dedicated committee (indicator 6.4).
- **Procurement:** Open tenders are conducted for major contracts including broadcasting, branding and financial auditing (indicator 6.7).

World Archery remains in group B of assessed federations – currently the lowest tier – but its results align with expectations based on revenue and staffing levels.



## 8.2 Membership support services

The membership services department continues to oversee the governance of member associations, primarily through the extranet platform and direct personal contact. As 2024 marks the close of the Olympic cycle and the end of office terms for most member associations’ boards, a dedicated online meeting was organised to raise awareness and share best practices on good governance.

Since 2019, World Archery has hosted monthly virtual meetings with member associations to provide updates, address questions and strengthen the global archery community. In 2024, twelve such calls were held, averaging 80 participants per session.

World Archery's contribution to governance at the global sports level continues to grow, with federation officials holding executive board positions in various international organisations.

At the continental level, World Archery honorary board member Gao Zhidan was elected president of the Chinese Olympic Committee in September.

Additionally, global representation in international sports governing bodies was further enhanced through a formalised [partnership between World Archery and the International School Sport Federation](#), aimed at developing elite sports competitions for young people.

## 9. Fair play

World Archery remains committed to fostering a safe sporting environment at every level – from recreational participation to elite competition – and upholding the principles of safeguarding and integrity. This includes ensuring that all individuals involved in the sport can participate in a setting free from harassment, abuse, neglect and exploitation.

The [safeguarding policy and procedures](#) approved by the executive board in 2023 continue to guide World Archery's actions. Implementation efforts remain ongoing, with an emphasis on education, awareness and shared responsibility for creating secure and welcoming spaces.

**IOC consensus statement on harassment and abuse (non-accidental violence) in sport, 2016:** “All athletes have the right to Safe Sport; sport which is fair, equitable and free from harassment, abuse, neglect and exploitation.”

### 9.1 Safe sport

An [ASOIF pilot study](#) on athlete harassment, abuse and health was conducted at the Berlin 2023 Hyundai World Archery Championships and Pilsen 2023 World Para Archery Championships, with results delivered to World Archery in March 2024.

The survey, completed by 172 elite archers (23% response rate), revealed that 52% had experienced harassment or abuse by peers and 29% by authority figures. Psychological abuse, especially exclusion and indifference, was the most reported form, with female athletes experiencing higher rates. The findings highlighted links between harassment, abuse and physical and mental health challenges.

The study underlined the need for stronger safeguarding measures, including improved reporting systems, ongoing monitoring and tailored interventions. World Archery plans to use these insights to enhance athlete protection and promote well-being in the sport.

### 9.2 Clean sport

#### 9.2.1 Testing and compliance

World Archery has delegated its clean sport responsibilities to the International Testing Agency (ITA). Full details are available at: <https://ita.sport/partner/world-archery-wa/>.



# 2024 ANTI-DOPING ACTIVITIES

## SAMPLE COLLECTION

TOTAL COMPLETED TESTS  
**210**

SAMPLES COLLECTED FROM  
**153**  
ATHLETES

MEN/WOMEN  
**52** **48**  
PERCENTAGE (%)

TOTAL SAMPLES COLLECTED

**199**

FROM ATHLETES BELONGING TO  
**45**  
NATIONALITIES

TOP TESTED NATIONALITIES



SAMPLES COLLECTED OUT-OF-COMPETITION  
**76**



TYPE OF SAMPLE



## RESULTS MANAGEMENT

Anti-Doping Rule Violations (ADRVs) confirmed and sanction imposed

**2**

Please note that the caseload 2024 is ongoing.

## EDUCATION

The clean sport education plan was updated for 2024

Number of external participants

**267**

Number of countries reached

**79**

## THERAPEUTIC USE EXEMPTIONS

Number of applications

**30**



Data valid as of 26.3.2025

This report pertains solely to the activities conducted by the ITA under the WA's Testing Authority/Jurisdiction

## 9.2.2 Education

As part of its clean sport education plan, World Archery held a new series of five webinars on consecutive Tuesdays between April and May. The sessions were delivered with simultaneous translation in English, Arabic, Chinese, French, Russian and Spanish.

Athletes and officials were encouraged to participate and received certificates of attendance.

Topics included:

- 9 April: Introduction to anti-doping
- 16 April: The doping control process
- 23 April: Medications, supplements, prohibited list and TUEs
- 30 April: Values, consequences and reporting
- 7 May: Out-of-competition testing

These educational initiatives play a vital role in fostering awareness and ensuring compliance across the global archery community.

## 9.3 Integrity

### 9.3.1 Match fixing

Following the signing of World Archery's first betting rights partnership with FeedConstruct in December 2023, efforts have continued to safeguard the integrity of data and competition. Legal specialists developed updated data protection and participation forms, and internal systems were reviewed to ensure compliance.

Education remains a key focus. World Archery recognises the need to continue reinforcing awareness among athletes and support personnel to prevent inadvertent breaches of match-fixing regulations.

## 9.4 Ethics and disputes

Since August 2024, one formal complaint has been received. The case is currently under investigation. In accordance with established procedures, no further comment will be made while the matter remains unresolved.

# 10. Ad-hoc commissions and working groups

## 10.1 Gender equity and inclusion

The gender equity committee was renamed the **gender equity and inclusion committee** in 2024, with new members appointed. The office liaison is Cecilia Viscarra Moser, and the 2024 committee is composed of:

- Yuko Okura (Japan) – Chair (term 2025)
- Lexie Matheson (New Zealand) – (2025)
- Bettina Kratzmüller (Austria) – (2025)
- Crystal Gauvin (USA) – (2025)
- Ping-Kun (Peter) Chiu (Chinese Taipei) – (2025)

In 2024, the committee met several times via Teams and advanced multiple projects.

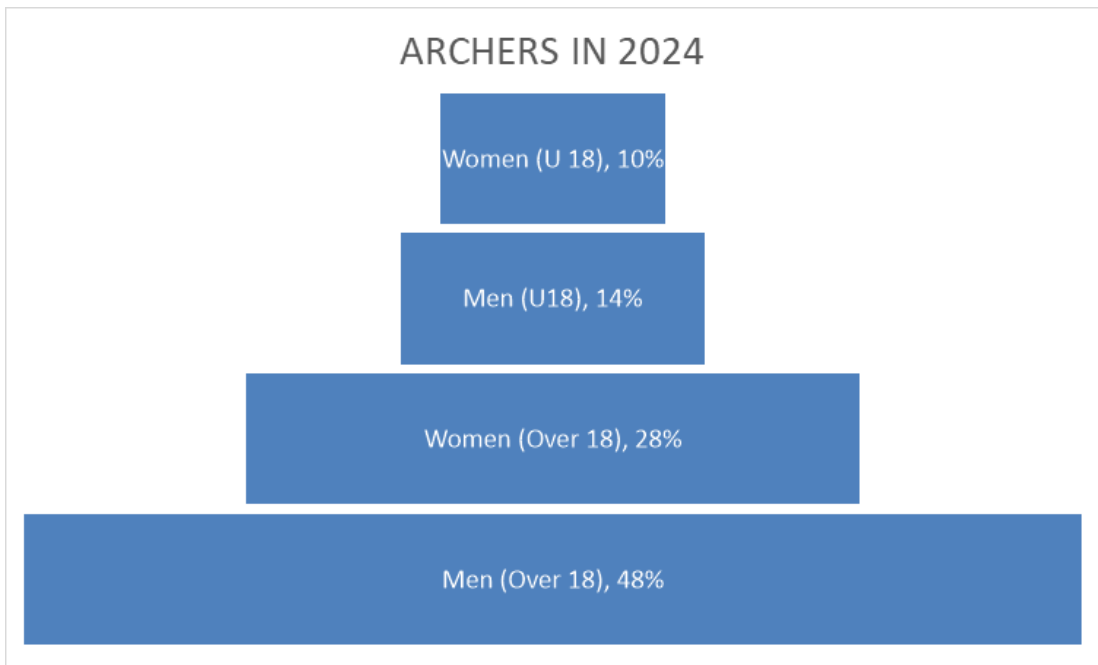
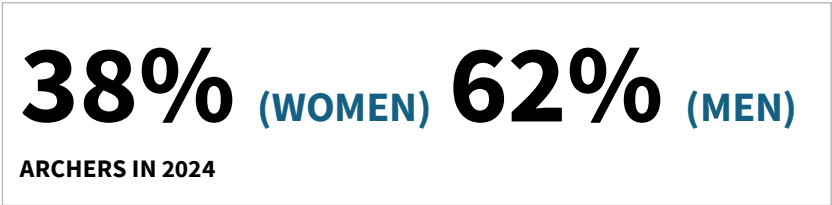
Thanks to cooperation with the International Olympic Committee, two national coaches, Naomi Folkard (Great Britain) and Yeshi Dema (Bhutan), participated in the **WISH Programme** (Women in Sport High Performance Pathway), which included a mentorship component. Both successfully completed the programme, and Folkard went on to serve as a coach at the Olympic Games in Paris.

Additionally, Vanessa Chacon (Venezuela) received a grant to join the **Women Lead Sports online programme** from March to May 2024.

Committee chair Yuko Okura also represented World Archery at the Association of Summer Olympic International Federations (ASOIF) **Women Lead Sports workshop** in October 2024.

As part of the annual member associations questionnaire, a section focused on women’s participation. Key findings included:

- The gender gap is narrower in youth categories, which is a positive sign for the future.
- Coaching remains the area with the lowest female representation, highlighting the need for targeted efforts to encourage more women into coaching roles.



**Key figures in 2024:**

- 28% of member association executive board members are women.
- 58% of other member association staff are women.
- 30% of member association judges are women.
- 17% of member association coaches are women.

At the highest leadership levels:

- 15% of member association presidents are women.
- 34% of member association secretary generals are women.

## 10.2 Neutral athlete participation

In 2024, the process for accepting athletes as individual neutral athletes (AIN) was updated by World Archery, following recommendations from its working group on Russia and Belarus.

The first applications were received from Belarus. One athlete, Anton Tsiareta ([ID 3185](#)), was declared ineligible, while the following individuals were declared eligible:

- Hanna Marusava ([ID 5043](#)) – Athlete
- Nina Sobal ([ID 7385](#)) – Athlete
- Anton Prilepov ([ID 1080](#)) – Coach

The Russian archery federation informed World Archery that it would not submit any requests for neutral athlete status in 2024.

## 10.3 Sustainability

The sustainability working group reviewed and revised World Archery’s sustainability strategy in 2024, aiming for a more concrete and less ambitious approach for the time being. This work was carried out in collaboration with external consultants from Shift.

A survey of member associations revealed that significant progress is still needed, as most national archery federations do not currently have a sustainability strategy in place:

- 40 member associations (all in Europe) reported having an operational strategy.
- 8 member associations (all in Oceania) have a non-operational strategy.
- 63 member associations have no strategy, with common responses including “no need,” “in progress” or “not required”.
- 15 member associations indicated they were unsure.

The committee concluded that World Archery should take an active role in supporting member associations to develop sustainability strategies.

In terms of concrete actions, the situation is slightly more positive:

- 70 member associations reported having undertaken sustainability actions.
- 38 member associations reported no actions.
- 18 member associations were unsure.

## 11. Head office staff

The organisation underwent several staffing changes in 2024.

**Sandrine Blatter Martinez** joined the World Archery office at the beginning of the year as a part-time executive assistant, providing support to the secretary general.

In early May, **Dominique Ohlmann** was appointed project manager (consultant) in the member services department. His responsibilities include fair play and safe sport, knowledge-sharing programmes, equipment assistance projects and coordination with continental and member associations.

Siret Luik stepped down from her position as deputy secretary general in mid-May.

**Constance Terrier** joined the senior leadership team as chief operating officer at the beginning of August. She oversees administrative, operational, and strategic matters and manages the member services department.

The organisation currently employs staff from Belgium, Bolivia, Brazil, Colombia, Ecuador, France, Germany, Great Britain, Italy, Korea, Mexico, Portugal and Switzerland – highlighting the federation’s truly global character with representation from several continents.

## Conclusion

In conclusion 2024 was a great year in all aspects. We had fantastic Olympic Games in Paris with the iconic background of les Invalides. The number of spectators in both games broke our previous games records by far. The atmosphere was fantastic and the technical innovations on television enhanced the spectator experience.

The Paralympics broke all records for Para Archery and even the rain could not stop the enthusiasm. We had a great Hyundai Archery World Cup and the Indoor World Series season has motivated many athletes for the future. After a great 3D Championships, Lac la Biche excelled with the World Archery Field Championships. And we had a very successful World Archery 3D Championships. Our thanks go also to the many World Ranking tournaments which enabled us for the first time ever to have TV quality images of all participants in the Olympic Games. This gave us additional credibility with the broadcasters.

The Hyundai World Cup Final in Tlaxcala was another major highlight with a great atmosphere, a festival of Archery and great matches. As part of the event an Archery school was opened by the Governor which will allow further development of our sport and create a legacy of the event.

All of this is only possible thanks to the great staff, the work by the many volunteers in the member associations, the judges, the organisers, the classifiers and the support we get from our President and the entire Executive Board. And last but not least the athletes that make us proud and motivate us every day to do event better. And as the mother of the president of the World Archery Field Championships stated: "Nothing is impossible, some things just take a bit longer." In 2024, we showed that it is definitely possible to further grow our sport and make it more visible worldwide.

**Tom Dielen**

Secretary General