



ANTI-DOPING CODE 2024/25 OF HYROX WORLD GMBH FOR

HYROX

WORLD SERIES OF FITNESS RACING

["HYROX-ADC"]

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HYROX World GmbH ["HYROX-World"] is committed to promote fair play, integrity, and the spirit of competition within all events. HYROX-World firmly believes in the principles of clean sport and is dedicated to creating an environment where athletes can compete on a level playing field. As such, HYROX-World will enforce this HYROX-ADC to ensure the health and safety of all participants and to uphold the values of honesty, respect, and equality in sports.

All athletes participating in HYROX events are expected to comply with this HYROX-ADC.

INTRODUCTORY NOTES

The HYROX-ADC is based on the provisions of the World Anti-Doping Code (WADC 2021) of the World Anti-Doping Agency (WADA) and the Anti-Doping Code of the German National Anti-Doping Agency (NADA) which is in turn based on the WADC (NADC 2021). However, the HYROX-ADC (as regards the content and its structure) is amended as necessary to take account of the fact that HYROX-World represents a private sports organizer which is not part of the pyramidal sports federation structure and thus not a signatory within the meaning of the WADC. HYROX-World is therefore responsible for *Pre-/Adjudication* as well as *Results Management* and *Disciplinary Proceedings* under this HYROX-ADC (hereinafter also referred to as "Code").

If and to the extent relevant to the application of this Code, the definitions of the WADC 2021 (see APPENDIX 1, p. 163 et seq.) form an integral part of the HYROX-ADC. However, where terms are defined in this Code and the definition differs from those of the WADC, the provisions of this Code shall prevail.

As far as the WADC 2021 and NADC 2021 (in this context largely identical in terms of content) contain comments on provisions, HYROX-World may refer to these comments in the interpretation and application of this Code.

WADC 2021: wada-ama.org/wadc-2021 | NADC 2021: nada.de/NADC-2021

ARTICLE 1 DEFINITION OF DOPING

Doping is defined as the occurrence of one or more of the anti-doping rule violations set forth in Article 2.

ARTICLE 2 ANTI-DOPING RULE VIOLATIONS

Under the premise that it is the *Athletes'* personal duty to ensure that no *Prohibited Substance* enters their bodies, and no *Prohibited Method* is *Used* [accordingly no *intent, Fault, Negligence* or *knowing Use on the Athlete's part* must be demonstrated to establish a rule violation], the following constitutes an anti-doping rule violation:

- 2.1 Presence of a *Prohibited Substance* or its *Metabolites* or *Markers* in an *Athlete's Sample*
 - 2.1.1 *Athletes* are responsible for any *Prohibited Substance* or its *Metabolites* or *Markers* found to be present in their *Samples*. Accordingly, it is not necessary that *intent, Fault, Negligence* or *knowing Use* on the *Athlete's part* be demonstrated in order to establish an anti-doping rule violation.
 - 2.1.2 Sufficient proof of an anti-doping rule violation under Article 2.1 is established by any of the following: presence of a *Prohibited Substance* or its *Metabolites* or *Markers* in the *Athlete's A Sample* where the *Athlete* waives analysis of the *B Sample* and the *B Sample* is not analyzed; the *Athlete's B Sample* is analyzed and the analysis of the *Athlete's B Sample* confirms the presence of the *Prohibited Substance* or its *Metabolites* or *Markers* found in the *Athlete's A Sample*; the *Athlete's A* or *B Sample* is split into two parts and the analysis of the confirmation part of the split *Sample* confirms the presence of the *Prohibited Substance* or its *Metabolites* or *Markers* found in the first part of the split *Sample* or the *Athlete* waives analysis of the confirmation part of the split *Sample*.

- 2.1.3 Excepting those substances for which a *Decision Limit* is specifically identified in the *Prohibited List* (see wada-ama.org/prohibited-list or a *Technical Document*, the presence of any reported quantity of a *Prohibited Substance* or its *Metabolites* or *Markers* in an *Athlete's Sample* shall constitute an anti-doping rule violation.
- 2.1.4 As an exception to the general rule of Article 2.1, the *Prohibited List*, *International Standards* (see wada-ama.org/international-standards) or *Technical Documents* (see wada-ama.org/technical-documents) may establish special criteria for reporting or the evaluation of certain *Prohibited Substances*.
- 2.2 *Use or Attempted Use* by an *Athlete* of a *Prohibited Substance* or a *Prohibited Method*
- It is sufficient that the *Prohibited Substance* or the *Prohibited Method* was *Used* or *Attempted* to be *Used* for an anti-doping rule violation to be committed. Accordingly, the success or failure of the *Use* or *Attempted Use* of a *Prohibited Substance* or a *Prohibited Method* is not decisive.
- 2.3 *Evading, Refusing or Failing to Submit to Sample Collection* without compelling justification after notification by a duly authorized *Person*
- 2.4 [Left blank]
- 2.5 *Tampering or Attempted Tampering* with any part of *Doping Control* by an *Athlete* or *Other Person*
- 2.6 *Possession of a Prohibited Substance* or a *Prohibited Method* by an *Athlete* or *Athlete Support Person*
- 2.6.1 *Possession* by an *Athlete In-Competition* of any *Prohibited Substance* or any *Prohibited Method*, or *Possession* by an *Athlete Out-of-Competition* of any *Prohibited Substance* or any *Prohibited Method* which is prohibited *Out-of-Competition* unless the *Athlete* establishes that the *Possession* is consistent with a *Therapeutic Use Exemption* ("TUE") granted in accordance with Article 4.4 or other acceptable justification.
- 2.6.2 *Possession* by an *Athlete Support Person In-Competition* of any *Prohibited Substance* or any *Prohibited Method*, or *Possession* by an *Athlete Support Person Out-of-Competition* of any *Prohibited Substance* or any *Prohibited Method* which is prohibited *Out-of-Competition* in connection with an *Athlete*, *Competition* or training unless the *Athlete Support Person* establishes that the *Possession* is consistent with a *TUE* granted to an *Athlete* in accordance with Article 4.4, or other acceptable justification.
- 2.7 *Trafficking or Attempted Trafficking* in any *Prohibited Substance* or *Prohibited Method* by an *Athlete* or *Other Person*
- 2.8 *Administration or Attempted Administration* by an *Athlete* or *Other Person* to any *Athlete In-Competition* of any *Prohibited Substance* or *Prohibited Method*, or *Administration or Attempted Administration* to any *Athlete Out-of-Competition* of any *Prohibited Substance* or any *Prohibited Method* that is *Prohibited Out-of-Competition*
- 2.9 *Complicity or Attempted Complicity* by an *Athlete* or *Other Person*
- Assisting, encouraging, aiding, abetting, conspiring, covering up or any other type of intentional complicity or *Attempted* complicity involving an anti-doping rule violation, *Attempted* anti-doping rule violation or violation of Article 10.14.1 by another *Person*.
- 2.10 *Prohibited Association* by an *Athlete* or *Other Person*

- 2.10.1 *Association* by an *Athlete* or other *Person* subject to the authority of HYROX-World or an *Anti-Doping Organization* within the meaning of the WADC in a professional or sport-related capacity with any *Athlete Support Person* who is serving a period of *Ineligibility*, has been convicted or found in a criminal, disciplinary or professional proceeding to have engaged in conduct which would have constituted a violation of anti-doping rules if *WADC/NADC* compliant rules had been applicable to such Person, or is serving as a front or intermediary for an individual described above.
- 2.10.2 To establish a violation of Article 2.10, HYROX-World or the *Anti-Doping Organization* within the meaning of the WADC must establish that the *Athlete* or other *Person* knew of the *Athlete Support Person's* disqualifying status. The burden shall be on the *Athlete* or other *Person* to establish that any association with an *Athlete Support Person* described in Article 2.10.1 is not in a professional or sport-related capacity and/or that such association could not have been reasonably avoided. In case HYROX-World becomes aware of *Athlete Support Personnel* who meet the criteria described above, HYROX-World shall be entitled, but not obliged, to submit any such information to WADA.
- 2.11 *Acts by an Athlete or Other Person to Discourage or Retaliate Against Reporting*
- Where such conduct does not otherwise constitute a violation of Article 2.5: Any act which threatens or seeks to intimidate another *Person* with the intent of discouraging the *Person* from the good-faith reporting of information that relates to an alleged anti-doping rule violation or alleged non-compliance with this Code to HYROX-World, WADA, an *Anti-Doping Organization* within the meaning of the WADC, a law enforcement, regulatory or professional disciplinary body, hearing body or Person conducting an investigation for HYROX-World, WADA or an *Anti-Doping Organization* within the meaning of the WADC. The aforementioned applies accordingly to retaliation, whereby for the purposes of Article 2.11, retaliation, threatening and intimidation include an act taken against such *Person* either because the act lacks a good faith basis or is a disproportionate response.

ARTICLE 3 PROOF OF DOPING

3.1 Burdens and Standards of Proof

HYROX-World shall have the burden of establishing that an anti-doping rule violation has occurred. The standard of proof shall be whether HYROX-World has established an anti-doping rule violation to the comfortable satisfaction of the hearing panel, bearing in mind the seriousness of the allegation which is made. This standard of proof in all cases is greater than a mere balance of probability (thus greater than 50%+1) but less than proof beyond a reasonable doubt (thus less than 100%).

Where this Code places the burden of proof upon the *Athlete* or other *Person* alleged to have committed an anti-doping rule violation to rebut a presumption or establish specified facts or circumstances, except as provided in Articles 3.2.2 and 3.2.3, the standard of proof shall be by a balance of probability (thus equal to 50%+ 1).

3.2 Methods of Establishing Facts and Presumptions

Facts related to anti-doping rule violations may be established by any reliable means, including admissions, whereby the following rules of proof shall be applied:

- 3.2.1 Analytical methods or *Decision Limits* approved by WADA after consultation within the relevant scientific community or which have been the subject of peer review are

presumed to be scientifically valid. An *Athlete* or other *Person* who wishes to challenge whether the conditions for such presumption are met or who wishes to rebut such presumption of scientific validity may, within 10 days, appeal to the appeal body within the meaning of §§ 1025 et seq. of the German Code of Civil Procedure [Zivilprozessordnung – ZPO] as specified in Article 13. The appeal body shall appoint an appropriate scientific expert to assist the panel in its evaluation of the challenge.

- 3.2.2 WADA-accredited laboratories, and other laboratories approved by WADA, are presumed to have conducted *Sample* analysis and custodial procedures in accordance with the *International Standard for Laboratories*. The *Athlete* or other *Person* may rebut this presumption by establishing that a departure from the *International Standard for Laboratories* occurred which could in the hearing body's view (see 3.2.1) reasonably have caused the *Adverse Analytical Finding*. If the *Athlete* or other *Person* rebuts the preceding presumption by showing that a departure from the *International Standard for Laboratories* occurred which could reasonably have caused the *Adverse Analytical Finding*, then HYROX-World shall have the burden to establish that such departure did not cause the *Adverse Analytical Finding*.
- 3.2.3 Departures from any other *International Standard* or other anti-doping rule or policy set forth in this Code or the *WADC* shall not invalidate analytical results or other evidence of an anti-doping rule violation, and shall not constitute a defense to an anti-doping rule violation; provided, however, if the *Athlete* or other *Person* establishes that a departure from one of the specific *International Standard* provisions listed below could reasonably have caused an anti-doping rule violation based on an *Adverse Analytical Finding* or whereabouts failure, then HYROX-World shall have the burden to establish that such departure did not cause the *Adverse Analytical Finding*.
- (a) a departure from the *International Standard for Testing and Investigations* related to *Sample* collection or *Sample* handling which could reasonably have caused an anti-doping rule violation based on an *Adverse Analytical Finding*, in which case HYROX-World shall have the burden to establish that such departure did not cause the *Adverse Analytical Finding*;
 - (b) a departure from the *International Standard for Results Management* or *International Standard for Testing and Investigations* related to *Adverse Passport Finding* which could reasonably have caused an anti-doping rule violation, in which case HYROX-World shall have the burden to establish that such departure did not cause the anti-doping rule violation;
 - (c) a departure from the *International Standard for Results Management* related to the requirement to provide notice to the *Athlete* of the B *Sample* opening which could reasonably have caused an anti-doping rule violation based on an *Adverse Analytical Finding*, in which case HYROX-World shall have the burden to establish that such departure did not cause the *Adverse Analytical Finding*.
- 3.2.4 The facts established by a decision of a state court or professional disciplinary tribunal of competent jurisdiction (e.g. in Germany: disciplinary bodies of the Bundeswehr or the Medical Association) which is not the subject of a pending appeal shall be irrebuttable evidence against the *Athlete* or other *Person* to whom the decision pertained of those facts unless the *Athlete* or other *Person* establishes that the decision violated principles of natural justice.
- 3.2.5 The hearing panel within the meaning of §§ 1025 et seq. ZPO in a hearing on an anti-doping rule violation may draw an inference adverse to the *Athlete* or other *Person*

who is asserted to have committed an anti-doping rule violation based on the *Athlete's* or other *Person's* refusal, after a request made in a reasonable time in advance of the hearing, to appear at the hearing (either in person or telephonically as directed by the hearing panel) and to answer questions from the hearing panel within the meaning of §§ 1025 et seq. ZPO or HYROX-World asserting the anti-doping rule violation.

ARTICLE 4 THE PROHIBITED LIST

4.1 *Publication and Revision of the Prohibited List*

Prohibited List within the meaning of the HYROX-ADC means the *Prohibited List* as published by WADA as an *International Standard* as often as necessary, but at least once a year. Unless provided otherwise in the *Prohibited List* and/or a revision, the *Prohibited List* and its revisions shall enter into effect three months after publication by WADA, without requiring further measures. HYROX-World will provide its athletes with the publication date in due time. The *Prohibited List* is part of this Code as amended from time to time. The current version of the Prohibited List can be viewed on the WADA homepage at wada-ama.org/prohibited-list. Moreover, HYROX-World will make available a digital copy of the *Prohibited List* upon request by an *Athlete*.

4.2 *Prohibited Substances and Prohibited Methods listed in the Prohibited List*

4.2.1 *Prohibited Substances and Prohibited Methods*

The *Prohibited List* lists those *Prohibited Substances* and *Prohibited Methods* that are forbidden as doping at all times (*Out-of-Competition* and *In-Competition*) because of their potential to increase performance or because of their masking potential, as well as those substances and methods that are only prohibited *In-Competition*. WADA may extend the *Prohibited List* for specific types of sport. *Prohibited Substances* and *Prohibited Methods* can be included in the *Prohibited List* as a general category or with a special reference to a specific substance or a specific method.

4.2.2 Specified Substances or Specified Methods

For the purposes of applying Article 10, all *Prohibited Substances* shall be *Specified Substances* except as identified on the *Prohibited List*. No *Prohibited Method* shall be a *Specified Method* unless it is specifically identified as a *Specified Method* on the *Prohibited List*.

4.2.3 Substance of Abuse

For the purposes of applying Article 10, *Substances of Abuse* shall include those *Prohibited Substances* which are specifically identified as *Substances of Abuse* on the *Prohibited List* because they are frequently abused in society outside of the context of sport.

4.3 WADA's determination of the *Prohibited Substances* and *Prohibited Methods* that will be included on the *Prohibited List*, the classification of substances into categories on the *Prohibited List*, the classification of a substance as prohibited at all times or *In-Competition* only, the classification of a substance or method as a *Specified Substance*, *Specified Method* or *Substance of Abuse* is final and shall not be subject to any challenge by an *Athlete* or other *Person* including, but not limited to, any challenge based on an argument that the substance or method was not a masking agent or did not have the potential to enhance performance, represent a health risk or violate the spirit of sport.

4.4 *Therapeutic Use Exemptions*

- 4.4.1 The presence of a *Prohibited Substance* or its *Metabolites* or *Markers*, and/or the use or *Attempted Use* of a *Prohibited Substance* or *Prohibited Method*, *Possession* of a *Prohibited Substance* or *Prohibited Method*, or the *Administration* or *Attempt of Administration* of a *Prohibited Substance* or a *Prohibited Method* shall not be considered an anti-doping rule violation if it is consistent with the provisions of a *Therapeutic Use Exemption* granted in accordance with the specifications of the *International Standard for Therapeutic Use Exemptions*.
- 4.4.2. *Athletes* shall apply to HYROX-World for a *Therapeutic Use Exemption (TUE)*, as soon as possible – save where Articles 4.1 or 4.3 of the *International Standard for Therapeutic Use Exemptions* apply. The TUE application form as drafted by WADA is available on the WADA homepage at wada-ama.org/tue-application-form. Moreover, HYROX-World will provide the *Athletes* with its own application form as printable version as well as in physical form upon request by the *Athlete* in text form (§ 126b German Civil Code – Bürgerliches Gesetzbuch – BGB). Rules on the procedure for granting of *Therapeutic Use Exemptions* shall be provided by Article 4.4 WADC, the *International Standard for Therapeutic Use Exemptions* (see wada-ama.org/tue).
- 4.4.3 Where the *Athlete* already has a *Therapeutic Use Exemption (TUE)* granted by their respective National Anti-Doping Organization or an International Federation for the substance or method in question, if that TUE meets the criteria set out in the *International Standard for Therapeutic Use Exemptions*, then HYROX-World shall be entitled to decide on the recognition of the TUE in its discretion. If HYROX-World considers that the TUE does not meet those criteria and so refuses to recognize it, it must notify the *Athlete* promptly, with reasons. However, the decision to refuse the recognition shall be final and not legally contestable.
- 4.4.4 *[Left blank]*

4.5 Monitoring Program

WADA, in consultation with Signatories and governments, shall establish a monitoring program regarding substances which are not on the Prohibited List, but which WADA wishes to monitor in order to detect potential patterns of misuse in sport. In addition, WADA may include in the monitoring program substances that are on the Prohibited List, but which are to be monitored under certain circumstances – e.g., Out-of-Competition Use of some substances prohibited In-Competition only or the combined Use of multiple substances at low doses (“stacking”) – in order to establish prevalence of Use or to be able to implement adequate decisions in regards to their analysis by laboratories or their status within the Prohibited List. The reported Use or detected presence of a monitored substance shall, however, not constitute an anti-doping rule violation.

ARTICLE 5 TESTING AND INVESTIGATIONS

5.1 Purpose of *Testing* and Investigations

Testing and investigations are solely performed for anti-doping purpose. They shall be conducted in conformity with the provisions of the *International Standard for Testing and Investigations* (see wada-ama.org/international-standard-testing-and-investigations). *Testing* shall be undertaken to obtain analytical evidence as to whether the *Athlete* has violated Article 2.1 (*Presence of a Prohibited Substance* or its

Metabolites or Markers in an Athlete's Sample) or Article 2.2 (*Use or Attempted Use by an Athlete of a Prohibited Substance or a Prohibited Method*).

5.2 Authority for the Organization and Performance of *Testing*

As a general rule, any *Athlete* may be required to provide a *Sample* at any time and at any place. HYROX-World shall be responsible for the organization and performance of *Out-of-Competition* and *In-Competition Testing* (thus testing at the venue) for all *Athletes* subject to the scope of application of the HYROX-ADC and bound by the rules and regulations of HYROX-World. HYROX-World will notify its *Athletes* about the nature and extent of the testing without undue delay. *Athletes* who are subject to a period of *Ineligibility* may be subjected to *Testing* during their period of *Ineligibility*.

5.3 to 5.4 [Left blank]

5.5 Performance of *Testing*

The performance of *Testing* shall be according to the *International Standard for Testing and Investigations*. HYROX-World shall be entitled, but not obliged, to coordinate its *Testing* via an automated data processing system.

5.6 Selection of *Athletes* for *Testing*

HYROX-World shall select the *Athletes* who will be subject to *Testing* according to its own discretion. HYROX-World shall not owe any statement of reasons for the selection made. The selection procedure shall be in accordance with the specifications of this Code and the relevant provisions of the *International Standard for Testing and Investigations*. HYROX-World is authorized to transfer the selection decision to a third party and to grant the third party a free discretion with regard to the selection. The *Athletes* subject to *Provisional Suspension* or *Ineligibility* may be subjected to *Testing Out-of-Competition* during the *Provisional Suspension* or *Ineligibility*.

5.7 Retirement of *Athletes*

If an *Athlete* retires from sport while subject to a period of *Ineligibility*, the *Athlete* must notify HYROX-World in text form (§ 126b German Civil Code – Bürgerliches Gesetzbuch – BGB) of such retirement. If the *Athlete* then wishes to return to active competition, the *Athlete* shall not compete in *HYROX events* until the *Athlete* has made himself or herself available for *Testing* by giving six months prior notice (or notice equivalent to the period of *Ineligibility* remaining as of the date the *Athlete* retired, if that period was longer than six months) to HYROX-World.

5.8 Investigations and Intelligence Gathering

HYROX-World shall conduct investigations based on the *International Standard for Testing and Investigations* according to its own discretion. It shall not owe any reasons for the type and scope of the investigation measures.

ARTICLE 6 ANALYSIS OF SAMPLES

6.1 Use of Accredited, Approved Laboratories and Other Laboratories

For purposes of directly establishing an *Adverse Analytical Finding* under Article 2.1, *Samples* shall be analyzed only in *WADA*-accredited laboratories or laboratories otherwise approved by *WADA*. The choice of the *WADA*-accredited or otherwise approved laboratory used for the *Sample* analysis shall be determined exclusively by HYROX-World. As provided in Article 3.2, facts related to anti-doping rule violations

may be established by any reliable means. This would include, for example, reliable laboratory or other forensic testing conducted outside of a WADA-accredited or approved laboratories.

6.2 Purpose of Analysis of Samples and data

Samples and related analytical data or *Doping Control* information shall be analyzed to detect *Prohibited Substances* and *Prohibited Methods* identified on the *Prohibited List* (see wada-ama.org/prohibited-list) and other substances as directed by WADA pursuant to Article 4.5, or to assist HYROX-World in profiling relevant parameters in the urine, blood or any other matrix of an *Athlete* for Anti-Doping purpose. This includes DNA or genome profiling as well as any other legitimate anti-doping purpose.

6.3 Use of *Samples* and data for research purposes

Samples, related analytical data and *Doping Control* information may be used for anti-doping research purposes, although no *Sample* may be used for research purposes without the written consent of the *Athlete*. *Samples*, related analytical data or *Doping Control* information used for research purposes shall first be processed in such a manner as to prevent *Samples* and related analytical data or *Doping Control* information being traced back to a particular *Athlete*. Any research involving *Samples* and related analytical data, or *Doping Control* information shall be conducted in accordance with the principles set out in Article 19 WADC.

6.4 Performance of the Analysis and Reporting

The laboratories shall analyze *Samples* and report their results in conformity with the *International Standard for Laboratories* (see wada-ama.org/international-standards/international-standard-laboratories). Laboratories may perform at their own initiative and cost analysis of *Samples* for *Prohibited Substances* or *Prohibited Methods* not included in the standard analysis scope specified by WADA or not specified or requested by HYROX-World. The results of such analyses shall be reported to HYROX-World and shall have the same *Consequences* as any other analysis results.

6.5 Further Analysis of a *Sample* prior to or during *Pre-adjudication/Adjudication*

There shall be no limitation on the authority of a laboratory to conduct repeat or additional analysis on a *Sample* prior to the time HYROX-World notifies an *Athlete* that the *Sample* is the basis for an Article 2.1 anti-doping rule violation charge. If after such notification HYROX-World wishes to conduct additional analysis on that *Sample*, it may do so with the consent of the *Athlete* or approval from a hearing body within the meaning of §§ 1025 et sec. ZPO.

6.6 Further Analysis of a *Sample* after it has been Reported as Negative or has Otherwise not Resulted in an Anti-Doping Rule Violation Charge

After a laboratory has reported a *Sample* as negative, or the *Sample* has not otherwise resulted in an anti-doping rule violation charge, it may be stored and subjected to further analyses for the purpose of Article 6.2 at any time exclusively at the direction of HYROX-World.

6.7 Split of A or B *Sample*

Where HYROX-World or the laboratory (with HYROX-World's approval) wishes to split an A or B *Sample* for the purpose of using the first part of the split *Sample* for an A *Sample* analysis and the second part of the split *Sample* for confirmation, then the procedures set forth in the *International Standard for Laboratories* shall be followed.

ARTICLE 7 PRE-ADJUDICATION/ADJUDICATION

[COMPETENCE, INITIAL REVIEW, NOTIFICATION, AND PROVISIONAL SUSPENSION]

- 7.1 General Pre-adjudication shall be conducted in accordance with this Article 7.
- 7.1.1 Pre-adjudication designates the process from the time of learning of an *Adverse Analytical Finding* or of an *Atypical Finding* or of any other anti-doping rule violation or of any violation of a filing failure or missed test up to the conduct of Adjudication in accordance with the specifications of the *International Standard for Results Management* (see wada-ama.org/international-standard-results-management).
- 7.1.2 HYROX-World shall be responsible for Pre-adjudication and *Results Management* concerning Out-of-Competition and In-Competition *Testing*, including the initial review. In this respect, HYROX-World bears sole and full responsibility with all consequences for the procedure and responsibility.
- 7.1.3 to 7.1.7 [Left blank]
- 7.2 Initial review and notification in the case of potential anti-doping rule violations
- Initial review and notification with respect to potential anti-doping rule violations shall be carried out in accordance with the *International Standard for Results Management*.
- 7.3 Identification of prior anti-doping rule violations
- Before an *Athlete* or other *Person* is informed of a potential anti-doping rule violation, HYROX-World shall be entitled to refer to and contact WADA and other relevant *Anti-Doping Organizations* to determine whether any prior anti-doping rule violation exists.
- 7.4 *Provisional Suspension*
- 7.4.1 Mandatory *Provisional Suspension* after an *Adverse Analytical Finding* or *Adverse Analytical Finding* of the *Athlete Biological Passport*
- If an *Adverse Analytical Finding* of the A-Sample or an *Adverse Analytical Finding* of the *Athlete Biological Passport* (after completion of the proceedings to review the *Adverse Analytical Finding* of the *Athlete Biological Passport*) that is due to a *Prohibited Substance* that is not a *Specified Substance*, or due to a *Prohibited Method* that is not a *Specified Method* is found, HYROX-World (see 12.1.3 for the competent body of HYROX-World) shall declare a *Provisional Suspension* promptly. A mandatory *Provisional Suspension* can be avoided if in HYROX-World's opinion (a) the *Athlete* is able to explain convincingly that the violation is probably (thus greater than 50%+1) due to a *Contaminated Product*, or (b) the violation concerns a *Substance of Abuse* and the *Athlete* proves that reduction of the *Ineligibility* in accordance with Article 10.2.4.1 is possible. The decision not to revoke the mandatory *Provisional Suspension* based on the submission of the *Athlete* regarding a *Contaminated Product* cannot be challenged.
- 7.4.2 Optional *Provisional Suspension* due to an *Adverse Analytical Finding* for *Specified Substances*, *Specified Methods*, *Contaminated Products*, or other anti-doping rule violations

For anti-doping rule violations not included in Article 7.4.1, HYROX-World may impose a *Provisional Suspension* before analysis of the *Athlete's B-Sample* or before completion of any Hearing Proceedings in accordance with Article 12.

7.4.3 Option of the *Provisional Hearing*

Notwithstanding Articles 7.4.1 and 7.4.2, a *Provisional Suspension* may, however, only be imposed if the *Athlete* or other *Person* is given the opportunity for a *Provisional Hearing* either before imposing the *Provisional Suspension* or in a timely manner after imposing the *Provisional Suspension*.

7.4.4. Voluntary acceptance of a *Provisional Suspension*

Athletes may voluntarily accept a *Provisional Suspension* if this is done within 10 days of receipt of the analysis report of the *B-Sample* (or waiver of the *B-Sample*) or within 10 days of receipt of notification on the other potential anti-doping rule violations, or. Other *Persons* may, at their own initiation, voluntarily accept a *Provisional Suspension* if this is done within 10 days of receipt of the notification concerning the potential anti-doping rule violation. Voluntary acceptance renders *Provisional Suspension* effective in full, upon which it shall be treated as if it had been imposed in accordance with Articles 7.4.1 or 7.4.2. After the *Athlete* or the other *Person* has voluntarily accepted the *Provisional Suspension*, they can revoke their acceptance at any time. In that case, however, the time passed previously during the *Provisional Suspension* shall not be off set against the total duration.

7.4.5 Revocation of the provisional suspension if the *B-Sample* is negative

If an *Adverse Analytical Finding* of the *A-Sample* leads to the imposition of a *Provisional Suspension* and analysis of the *B-Sample* requested by the *Athlete* or HYROX-World does not confirm the analysis result, the *Provisional Suspension* must be revoked without delay. In cases where the *Athlete* was declared ineligible for a HYROX event and the analysis result from the *A-Sample* is not confirmed by subsequent analysis of the *B-Sample*, the *Athlete* may continue participation in the event if re-entry is still possible without any further impairment of the Event.

7.5 [Left blank]

7.6 Notification of *Results Management* Decisions

Athletes and other *Persons* shall be notified of *Results Management* decisions as provided in Article 14 and the *International Standard for Results Management*.

7.7 Retirement from Sport

If an *Athlete* or other *Person* retires while a *Results Management* process is underway (the same applies in case the retirement takes place before any *Results Management* process has begun), the authority of HYROX-World to initiate or complete its *Results Management* remains unaffected.

ARTICLE 8 ANALYSIS OF THE B-SAMPLE

The prerequisites for analysis of the *B-Sample* follow the *International Standard for Laboratories* and the *International Standard for Results Management*.

ARTICLE 9 AUTOMATIC DISQUALIFICATION OF INDIVIDUAL RESULTS

An anti-doping rule violation in *Individual Sports* in connection with an *In-Competition* test automatically leads to *Disqualification* of the result obtained in that *Competition* with all resulting *Consequences*, including forfeiture of any medals, points and prizes.

ARTICLE 10 SANCTIONS ON INDIVIDUALS

[Comment by HYROX-World: HYROX-World recognizes the arguments of WADA in its comment to Article 10 regarding the harmonization of sanctions in sport in principle and is therefore guided by the requirements of the WADC when implementing the sanction frameworks. With this HYROX-ADC, HYROX-World has nevertheless made targeted amendments in order (i) to soften the partially existing generalized nature of the sanction framework under the WADC/NADC [e.g. limitation of the sanction framework to three months for *Substances of Abuse* or rigid minimum periods of ineligibility] and (ii) to broaden the limited options of WADC/NADC in favor of an increased consideration of the particular circumstances of the case to the benefit of individual case justice.]

10.1 Disqualification of Results in the Event during which an Anti-Doping Rule Violation Occurs

An anti-doping rule violation occurring during or in connection with a HYROX event may, upon the decision of HYROX-World, lead to *Disqualification* of all of the *Athlete's* individual results obtained in that *event* with all *Consequences*, including forfeiture of all points and prizes. Factors to be included in considering whether to *Disqualify* other results in an *event* might include, for example, the seriousness of the *Athlete's* anti-doping rule violation and whether the *Athlete* tested negative in other *Competitions*. If the *Athlete* establishes that he or she bears *No Fault* or *Negligence* for the violation, the *Athlete's* individual results in the other *Competitions* [e.g. other HYROX events of a series] shall not be *Disqualified*, unless the *Athlete's* results in *Competitions* other than the *Competition* in which the anti-doping rule violation occurred were likely to have been affected by the *Athlete's* anti-doping rule violation.

10.2. Ineligibility for *Presence, Use or Attempted Use* or *Possession* of a *Prohibited Substance* or *Prohibited Method*

The period of *Ineligibility* for a violation of Article 2.1, 2.2 or 2.6 shall be as follows, subject to potential elimination, reduction or suspension pursuant to Article 10.5, 10.6 or 10.7:

10.2.1 The period of *Ineligibility*, subject to Article 10.2.4, shall be a minimum of two and a maximum of four years where: [10.2.1.1] The anti-doping rule violation does not involve a *Specified Substance* or a *Specified Method*, unless the *Athlete* or other *Person* can establish that the anti-doping rule violation was not intentional and [10.2.1.2] The anti-doping rule violation involves a *Specified Substance* or a *Specified Method* and HYROX-World can establish that the anti-doping rule violation was intentional.

10.2.2 If Article 10.2.1 does not apply, subject to Article 10.2.4.1, the period of *Ineligibility* shall be a minimum of one and a maximum of two years.

10.2.3 As used in Article 10.2, the term "intentional" is meant to identify those *Athletes* or other *Persons* who engage in conduct which they knew constituted an anti-doping rule violation or knew that there was a significant risk that the conduct might constitute or result in an anti-doping rule violation and manifestly disregarded that risk. An anti-doping rule violation resulting from an *Adverse Analytical Finding* for a substance which is only prohibited *In-Competition* shall be rebuttably presumed to be not "intentional" if the substance is a *Specified Substance* and the *Athlete* can

establish that the *Prohibited Substance* was *Used Out- of-Competition*. An anti-doping rule violation resulting from an *Adverse Analytical Finding* for a substance which is only prohibited *In-Competition* shall not be considered "intentional" if the substance is not a *Specified Substance* and the *Athlete* can establish that the *Prohibited Substance* was *Used Out-of- Competition* in a context unrelated to sport performance.

10.2.4 Notwithstanding any other provision in Article 10.2, where the anti-doping rule violation involves a *Substance of Abuse*:

10.2.4.1 If the *Athlete* can establish that any ingestion or *Use* occurred *Out-of-Competition* and was unrelated to sport performance, then the period of Ineligibility shall be a minimum of three months and a maximum of one year Ineligibility. In addition, the period of Ineligibility calculated under this Article shall not exceed a period of three months if the *Athlete* or other *Person* satisfactorily completes a *Substance of Abuse* treatment program approved by WADA/NADA or considered to be equivalent to an approved program by HYROX-World. The period of *Ineligibility* established in this Article is not subject to any reduction based on any provision in Article 10.6.

[Comment by HYROX-World: The determinations as to whether the treatment program is approved by *WADA/NADA* and whether the *Athlete* or other *Person* has satisfactorily completed the program shall be made in the sole discretion of HYROX-World. This Article is intended to give HYROX-World the leeway to apply their own judgment to identify and approve legitimate and reputable, as opposed to "sham", treatment programs.]

10.2.4.2 If the ingestion, *Use* or *Possession* occurred *In-Competition*, and the *Athlete* can establish that the context of the ingestion, *Use* or *Possession* was unrelated to sport performance, then the ingestion, *Use* or *Possession* shall not be considered intentional for purposes of Article 10.2.1 and shall not provide a basis for a finding of *Aggravating Circumstances* under Article 10.4.

10.3 *Ineligibility* for Other Anti-Doping Rule Violations

The period of *Ineligibility* for anti-doping rule violations other than as provided in Article 10.2 shall be as follows, unless Article 10.6 or 10.7 are applicable:

10.3.1 For violations of Article 2.3 or 2.5, the period of *Ineligibility* shall be a minimum of two and a maximum of four years except: (i) in the case of failing to submit to *Sample* collection, if the *Athlete* can establish that the commission of the anti-doping rule violation was not intentional, the period of *Ineligibility* shall be a minimum of one and a maximum of two years; (ii) in all other cases, if the *Athlete* or other *Person* can establish exceptional circumstances that justify a reduction of the period of *Ineligibility*, the period of *Ineligibility* shall be in a range from one year to four years depending on the *Athlete* or other *Person's* degree of Fault; or (iii) in a case involving a *Protected Person* or *Recreational Athlete*, the period of *Ineligibility* shall be in a range between a maximum of two years and, at a minimum, a reprimand and no period of *Ineligibility*, depending on the *Protected Person* or *Recreational Athlete's* degree of Fault.

10.3.2 [Left blank]

10.3.3 For violations of Article 2.7 or 2.8, the period of *Ineligibility* shall be a minimum of three years [Trafficking/Administration] or two years [Attempted Trafficking/Administration] up to lifetime *Ineligibility*, depending on the seriousness of the violation. An Article 2.7 or Article 2.8 violation involving a *Protected Person* shall

be considered a particularly serious violation and, if committed by *Athlete Support Personnel* for violations other than for *Specified Substances*, shall result in lifetime *Ineligibility* for *Athlete Support Personnel*. In addition, significant violations of Article 2.7 or 2.8 which may also violate non-sporting laws and regulations, shall be reported to the competent administrative, professional or judicial authorities.

- 10.3.4 For violations of Article 2.9, the period of *Ineligibility* imposed shall be a minimum of one year, up to lifetime *Ineligibility*, depending on the seriousness of the violation.
- 10.3.5 For violations of Article 2.10, the period of *Ineligibility* shall be two years, subject to reduction down to a minimum of six months, depending on the *Athlete* or other *Person's* degree of *Fault* and other circumstances of the case.
- 10.3.6 For violations of Article 2.11, the period of *Ineligibility* shall be a minimum of one year, up to lifetime *Ineligibility*, depending on the seriousness of the violation by the *Athlete* or other *Person*.

10.4 Aggravating Circumstances which may Increase the Period of *Ineligibility*

If HYROX-World establishes in an individual case involving an anti-doping rule violation other than violations under Article 2.7 (*Trafficking or Attempted Trafficking*), 2.8 (*Administration or Attempted Administration*), 2.9 (*Complicity*) or 2.11 (*Acts by an Athlete or Other Person to Discourage or Retaliate Against Reporting*) that *Aggravating Circumstances* are present which justify the imposition of a period of *Ineligibility* greater than the standard sanction, then the period of *Ineligibility* otherwise applicable shall be increased by an additional period of *Ineligibility* of up to two years depending on the seriousness of the violation and the nature of the *Aggravating Circumstances*, unless the *Athlete* or other *Person* can establish that he or she did not knowingly commit the anti-doping rule violation.

[Comment by HYROX-World: If this HYROX-ADC specifies a sanction range ("*minimum ... and maximum ...*"), all circumstances (aggravating or mitigating) must first be appropriately assessed and considered when determining the standard sanction. If and to the extent that the stipulated maximum is not considered sufficient to adequately take into account aggravating circumstances in the individual case, the period of *Ineligibility* may be increased by a maximum of two years.]

10.5 Elimination of the Period of *Ineligibility* where there is *No Fault or Negligence*

If an *Athlete* or other *Person* establishes in an individual case that he or she bears *No Fault or Negligence*, then the otherwise applicable period of *Ineligibility* shall be eliminated.

10.6 Reduction of the Period of *Ineligibility* based on *No Significant Fault or Negligence*

10.6.1 Reduction of Sanctions in Particular Circumstances for Violations of Article 2.1, 2.2 or 2.6.

Note: The following reductions are mutually exclusive and not cumulative.

10.6.1.1 *Specified Substances* or *Specified Methods*

Where the anti-doping rule violation involves a *Specified Substance* (other than a *Substance of Abuse*) or *Specified Method*, and the *Athlete* or other *Person* can establish *No Significant Fault or Negligence*, then the period of *Ineligibility* shall be, at a minimum, a reprimand and no period of *Ineligibility*, and at a maximum, two years of *Ineligibility*, depending on the *Athlete's* or other *Person's* degree of *Fault*.

10.6.1.2 *Contaminated Products*

In cases where the *Athlete* or other *Person* can establish both *No Significant Fault* or *Negligence* and that the detected *Prohibited Substance* (other than a *Substance of Abuse*) came from a *Contaminated Product*, then the period of *Ineligibility* shall be, at a minimum, a reprimand and no period of *Ineligibility*, and at a maximum, two years *Ineligibility*, depending on the *Athlete* or other *Person's* degree of *Fault*.

10.6.1.3 *Protected Persons* or *Recreational Athletes*

Where the anti-doping rule violation not involving a *Substance of Abuse* is committed by a *Protected Person* or *Recreational Athlete*, and the *Protected Person* or *Recreational Athlete* can establish *No Significant Fault* or *Negligence*, then the period of *Ineligibility* shall be, at a minimum, a reprimand and no period of *Ineligibility*, and at a maximum, two years *Ineligibility*, depending on the *Protected Person* or *Recreational Athlete's* degree of *Fault*.

10.6.2 Application of *No Significant Fault* or *Negligence* beyond the Application of Article 10.6.1

If an *Athlete* or other *Person* establishes in an individual case where Article 10.6.1 is not applicable, that he or she bears *No Significant Fault* or *Negligence*, then, subject to further reduction or elimination as provided in Article 10.7, the otherwise applicable period of *Ineligibility* may be reduced based on the *Athlete* or other *Person's* degree of *Fault*, but the reduced period of *Ineligibility* shall not be less than one-half of the period of *Ineligibility* and may not be less than one-third of the period of *Ineligibility* otherwise applicable. If the otherwise applicable period of *Ineligibility* is a lifetime, the reduced period under this Article may be no less than eight years.

[Comment by HYROX-World: The reduction of a sanction by more than one-half of the period shall apply to exceptional cases only and requires a separate justification.]

10.7 Elimination, Reduction, or Suspension of Period of *Ineligibility* or other *Consequences* for Reasons other than *Fault*

10.7.1 *Substantial Assistance* in Discovering or Establishing HYROX ADC/WADC/NADC Violations

10.7.1.1 HYROX-World may, prior to an appellate decision under Article 13 or the expiration of the time to appeal, suspend a part of the *Consequences* (other than *Disqualification* and mandatory *Public Disclosure*) imposed in an individual case where the *Athlete* or other *Person* has provided *Substantial Assistance* to HYROX-World and/or an *Anti-Doping Organization*, a criminal authority or professional disciplinary body which results in: (a) HYROX-World and/or the *Anti-Doping Organization* discovering or bringing forward an anti-doping rule violation by another *Person*; or (b) which results in a criminal or disciplinary body discovering or bringing forward a criminal offense or the breach of professional rules committed by another *Person* and the information provided by the *Person* providing *Substantial Assistance* is made available to HYROX-World; or (c) which results in *WADA* initiating a proceeding against a Signatory, *WADA*-accredited laboratory or *Athlete* passport management unit (APMU; as defined in the *International Standard for Laboratories*) for non-compliance with the *WADC*, *International Standard or Technical Document*; or (d) with the approval by *WADA*, which results in a criminal or disciplinary body bringing forward a criminal offense or the breach of professional or sport rules arising out of a sport integrity violation other than doping.

The extent to which the otherwise applicable period of *Ineligibility* may be suspended shall be based on the seriousness of the anti-doping rule violation committed by the *Athlete* or other *Person* and the significance of the *Substantial Assistance* provided by the *Athlete* or other *Person* to the effort to eliminate doping in sport, non-compliance with the HYROX-ADC/WADC/NADC and/or sport integrity violations. No more than three-quarters of the otherwise applicable period of *Ineligibility* may be suspended. If the otherwise applicable period of *Ineligibility* is a lifetime, the non-suspended period under this Article must be no less than five years. For purposes of this paragraph, the otherwise applicable period of *Ineligibility* shall not include any period of *Ineligibility* that could be added under Article 10.9.3.2.

If so, requested by an *Athlete* or other *Person* who seeks to provide *Substantial Assistance*, HYROX-World shall allow the *Athlete* or other *Person* to provide the information to it subject to a *Without Prejudice Agreement*. If the *Athlete* or other *Person* fails to continue to cooperate and to provide the complete and credible *Substantial Assistance* upon which a suspension of *Consequences* was based, HYROX-World shall reinstate the original *Consequences*. If HYROX-World decides to reinstate suspended *Consequences* or decides not to reinstate suspended *Consequences*, that decision may be appealed by any *Person* entitled to appeal under Article 13.

10.7.1.2 to 10.7.1.3 [Left blank]

10.7.2 Admission of an Anti-Doping Rule Violation in the Absence of Other Evidence

Where an *Athlete* or other *Person* voluntarily admits the commission of an anti-doping rule violation before having received notice of a *Sample* collection which could establish an anti-doping rule violation (or, in the case of an anti-doping rule violation other than Article 2.1, before receiving first notice of the admitted violation pursuant to Article 7) and that admission is the only reliable evidence of the violation at the time of admission, then the period of *Ineligibility* may be reduced, but not below one-third of the period of *Ineligibility* otherwise applicable.

10.7.3 Application of Multiple Grounds for Reduction of a Sanction

Where an *Athlete* or other *Person* establishes entitlement to reduction in sanction under more than one provision of Article 10.5, 10.6 or 10.7, before applying any reduction or suspension under Article 10.7, the otherwise applicable period of *Ineligibility* shall be determined in accordance with Articles 10.2, 10.3, 10.5, and 10.6. If the *Athlete* or other *Person* establishes entitlement to a reduction or suspension of the period of *Ineligibility* under Article 10.7, then the period of *Ineligibility* may be reduced or suspended, but not below one-fourth of the otherwise applicable period of *Ineligibility*.

10.8 Results Management Agreements

10.8.1 Reduction for Certain Anti-Doping Rule Violations Based on Early Admission and Acceptance of Sanction

Where an *Athlete* or other *Person*, after being notified by HYROX-World of a potential anti-doping rule violation that carries an asserted period of *Ineligibility* of two or more years (including any period of *Ineligibility* asserted under Article 10.4), admits the violation and accepts the asserted period of *Ineligibility* no later than 20 days after receiving notice of an anti-doping rule violation charge, the period may be reduced by a maximum of one-half of the period of *Ineligibility* of the *Athlete* or other *Person* asserted by HYROX-World. Where the *Athlete* or other *Person* receives the reduction

in the asserted period of *Ineligibility* under this Article 10.8.1, no further reduction in the asserted period of *Ineligibility* shall be allowed under any other Article. If the asserted period of *Ineligibility* is a lifetime, it must not be reduced to less than five years.

10.8.2 Case Resolution Agreement

Where the *Athlete* or other *Person* admits an anti-doping rule violation after being confronted with the anti-doping rule violation by HYROX-World and agrees to Consequences acceptable to HYROX-World, at its sole discretion, then: (1) the *Athlete* or other *Person* may receive a reduction in the period of *Ineligibility* based on an assessment by HYROX-World the application of Articles 10.1 through 10.7 to the asserted anti-doping rule violation, the seriousness of the violation, the *Athlete* or other *Person's* degree of *Fault* and how promptly the *Athlete* or other *Person* admitted the violation; and (2) the period of *Ineligibility* may start as early as the date of *Sample* collection or the date on which another anti-doping rule violation last occurred. In each case, however, where this Article is applied, the *Athlete* or other *Person* shall serve at least one-third of the agreed-upon period of *Ineligibility* going forward from the earlier of the date the *Athlete* or other *Person* accepted the imposition of a sanction or a *Provisional Suspension* which was subsequently respected by the *Athlete* or other *Person*.

The decision by HYROX-World to enter or not enter into a case resolution agreement, and the amount of the reduction to, and the starting date of the period of *Ineligibility*, are not matters for determination or review by a hearing body and are not subject to appeal under Article 13. If so requested by an *Athlete* or other *Person* who seeks to enter into a case resolution agreement under this Article, HYROX-World shall allow the *Athlete* or other *Person* to discuss an admission of the anti-doping rule violation with it subject to a *Without Prejudice Agreement*.

10.9 Multiple Violations

10.9.1 Second or Third Anti-Doping Rule Violation

10.9.1.1 For an *Athlete* or other *Person's* second anti-doping rule violation, the period of *Ineligibility* shall be the greater of: (a) a six-month period of *Ineligibility*, or (b) a period of *Ineligibility* in the range between: (1) the sum of the period of *Ineligibility* imposed for the first anti-doping rule violation plus the period of *Ineligibility* otherwise applicable to the second anti-doping rule violation treated as if it were a first violation, and (2) twice the period of *Ineligibility* otherwise applicable to the second anti-doping rule violation treated as if it were a first violation. The period of *Ineligibility* within this range shall be determined based on the entirety of the circumstances and the *Athlete* or other *Person's* degree of *Fault* with respect to the second violation.

10.9.1.2 A third anti-doping rule violation will always result in a lifetime period of *Ineligibility*, except if the third violation fulfills the condition for elimination or reduction of the period of *Ineligibility* under Article 10.5 or 10.6 or involves a violation of Article 2.4. In these particular cases, the period of *Ineligibility* shall be from eight years to lifetime *Ineligibility*.

10.9.3.1 The period of *Ineligibility* established in Articles 10.9.1.1 and 10.9.1.2 may then be further reduced by the application of Article 10.7.

10.9.2 An anti-doping rule violation for which an *Athlete* or other *Person* has established *No Fault* or *Negligence* shall not be considered a violation for purposes of Article 10.9. In

addition, an anti-doping rule violation sanctioned under Article 10.2.4.1 shall not be considered a violation for purposes of Article 10.9.

10.9.3 Additional Rules for Certain Potential Multiple Violations

10.9.3.1 For purposes of imposing sanctions under Article 10.9, except as provided in Articles 10.9.3.2 and 10.9.3.3, an anti-doping rule violation will only be considered a second violation if HYROX-World can establish that the *Athlete* or other *Person* committed the additional anti-doping rule violation after the *Athlete* or other *Person* received notice pursuant to Article 7, or after HYROX-World made reasonable efforts to give notice of the first anti-doping rule violation. If HYROX-World cannot establish this, the violations shall be considered together as one single first violation, and the sanction imposed shall be based on the violation that carries the more severe sanction, including the application of *Aggravating Circumstances*. Results in all *Competitions* dating back to the earlier anti-doping rule violation will be *Disqualified* as provided in Article 10.10.

10.9.3.2 If HYROX-World establishes that an *Athlete* or other *Person* committed an additional anti-doping rule violation prior to notification, and that the additional violation occurred 12 months or more before or after the first-noticed violation, then the period of *Ineligibility* for the additional violation shall be calculated as if the additional violation were a stand-alone first violation and this period of *Ineligibility* is served consecutively, rather than concurrently, with the period of *Ineligibility* imposed for the earlier-noticed violation. Where this Article 10.9.3.2 applies, the violations taken together shall constitute a single violation for purposes of Article 10.9.1.

10.9.3.3 If HYROX-World establishes that an *Athlete* or other *Person* committed a violation of Article 2.5 in connection with the *Doping Control* process for an underlying asserted anti-doping rule violation, the violation of Article 2.5 shall be treated as a stand-alone first violation and the period of *Ineligibility* for such violation shall be served consecutively, rather than concurrently, with the period of *Ineligibility*, if any, imposed for the underlying anti-doping rule violation. Where this Article 10.9.3.3 is applied, the violations taken together shall constitute a single violation for purposes of Article 10.9.1.

10.9.3.4 If HYROX-World establishes that a *Person* has committed a second or third anti-doping rule violation during a period of *Ineligibility*, the periods of *Ineligibility* for the multiple violations shall run consecutively, rather than concurrently.

10.9.4 Multiple Anti-Doping Rule Violations during Ten-Year Period

For purposes of Article 10.9, each anti-doping rule violation must take place within the same ten-year period in order to be considered multiple violations.

10.10 *Disqualification* of Results in Competitions Subsequent to *Sample* Collection or Commission of an Anti-Doping Rule Violation

In addition to the automatic *Disqualification* of the results in the *Competition* which produced the positive *Sample* under Article 9, all other competitive results of the *Athlete* obtained from the date a positive *Sample* was collected (whether *In-Competition* or *Out-of-Competition*), or other anti-doping rule violation occurred, through the commencement of any *Provisional Suspension* or *Ineligibility* period, shall, unless fairness requires otherwise, be *Disqualified* with all of the resulting *Consequences* including forfeiture of any medals, points and prizes.

10.11 *Forfeited Prize Money*

If HYROX-World recovers prize money (if awarded) forfeited as a result of an anti-doping rule violation shall take reasonable measures to allocate and distribute this prize money to the *Athletes* who would have been entitled to it had the forfeiting Athlete not competed.

10.12 *[Left blank]*

10.13 Commencement of *Ineligibility* Period

Where an *Athlete* is already serving a period of *Ineligibility* for an anti-doping rule violation, any new period of *Ineligibility* shall commence on the first day after the current period of *Ineligibility* has been served. Otherwise, except as provided below, the period of *Ineligibility* shall start on the date of the final hearing decision providing for *Ineligibility* or, if the hearing is waived or there is no hearing, on the date *Ineligibility* is accepted or otherwise imposed.

10.13.1 Delays Not Attributable to the *Athlete* or other *Person*

Where there have been substantial delays in the hearing process or other aspects of *Doping Control*, and the Athlete or other *Person* can establish that such delays are not attributable to the *Athlete* or other *Person*, the body responsible for imposing the sanction [see Article 12] may start the period of *Ineligibility* at an earlier date commencing as early as the date of *Sample* collection or the date on which another anti-doping rule violation last occurred. All competitive results achieved during the period of *Ineligibility*, including retroactive *Ineligibility*, shall be *Disqualified*.

10.13.2 Credit for *Provisional Suspension* or Period of *Ineligibility* Served

10.13.2.1 If a *Provisional Suspension* is respected by the Athlete or other *Person*, then the Athlete or other *Person* shall receive a credit for such period of *Provisional Suspension* against any period of *Ineligibility* which may ultimately be imposed. If the Athlete or other *Person* does not respect a *Provisional Suspension*, then the Athlete or other *Person* shall receive no credit for any period of *Provisional Suspension* served. If a period of *Ineligibility* is served pursuant to a decision that is subsequently appealed, then the Athlete or other *Person* shall receive a credit for such period of *Ineligibility* served against any period of *Ineligibility* which may ultimately be imposed on appeal.

10.13.2.2 If an Athlete or other *Person* voluntarily accepts a *Provisional Suspension* in writing from HYROX-World and thereafter respects the *Provisional Suspension*, the Athlete or other *Person* shall receive a credit for such period of voluntary *Provisional Suspension* against any period of *Ineligibility* which may ultimately be imposed. A copy of the Athlete or other *Person's* voluntary acceptance of a *Provisional Suspension* shall be provided promptly to each party entitled to receive notice of an asserted anti-doping rule violation under Article 14.1.

10.13.2.3 No credit against a period of *Ineligibility* shall be given for any time period before the effective date of the *Provisional Suspension* or voluntary *Provisional Suspension* regardless of whether the Athlete elected not to compete or was suspended by a team.

10.13.2.4 *[Left blank]*

10.14 Status during *Ineligibility* or *Provisional Suspension*

10.14.1 Prohibition against Participation during *Ineligibility* or *Provisional Suspension*

No *Athlete* or other *Person* who has been declared *Ineligible* or is subject to a *Provisional Suspension* may, during a period of *Ineligibility* or *Provisional Suspension*, participate in any capacity in a *Competition* or activity [other than authorized anti-doping Education or rehabilitation programs] authorized or organized by HYROX-World.

An *Athlete* or other *Person* subject to a period of *Ineligibility* shall remain subject to Testing. The term “activity” also includes, for example, administrative activities, such as serving as an official, director, officer, employee, or volunteer of the organization described in this Article. Ineligibility imposed in one sport shall also be recognized by other sports [see Article 15.1, Automatic Binding Effect of Decisions]. An *Athlete* or other *Person* serving a period of *Ineligibility* is prohibited from coaching or serving as an *Athlete Support Person* in any other capacity at any time during the period of *Ineligibility*, and doing so could also result in a violation of Article 2.10 by another *Athlete*. Any performance standard accomplished during a period of *Ineligibility* shall not be recognized by HYROX-World for any purpose.

10.14.2 [Left blank]

10.14.3 Violation of the Prohibition of Participation during *Ineligibility* or *Provisional Suspension*

Where an *Athlete* or other *Person* who has been declared *Ineligible* violates the prohibition against participation during *Ineligibility* described in Article 10.14.1, the results of such participation shall be *Disqualified* and a new period of *Ineligibility* with a length to the original period of *Ineligibility* shall be added to the end of the original period of *Ineligibility*. The new period of *Ineligibility*, including a reprimand and no period of *Ineligibility*, shall be determined with consideration to the *Athlete* or other *Person's* degree of *Fault* and other circumstances of the case. The determination of whether an *Athlete* or other *Person* has violated the prohibition against participation, and whether an adjustment is appropriate, shall be made by HYROX-World. This decision may be appealed under Article 13.

An *Athlete* or other *Person* who violates the prohibition against participation during a *Provisional Suspension* described in Article 10.14.1 shall receive no credit for any period of *Provisional Suspension* served and the results of such participation shall be *Disqualified*. Where an *Athlete Support Person* or other *Person* assists a *Person* in violating the prohibition against participation during *Ineligibility* or a *Provisional Suspension*, HYROX-World shall impose sanctions for a violation of Article 2.9 for such assistance.

10.14.4 Withholding of Financial Support during *Ineligibility*

In addition, for any anti-doping rule violation not involving a reduced sanction as described in Article 10.5 or 10.6, some or all sport-related financial support or other sport-related benefits received by such *Person* will be withheld by HYROX-World, a National Federation (where appropriate), German government or other institutions for promoting sport 10.15 Publication of Sanction.

As part of each sanction, HYROX-World shall be entitled to a publication of the sanction, as provided in Article 14.3.

10.16 Additional Sanctions

Notwithstanding the provisions contained in Article 10.1 to 10.15, HYROX-World, acting through the Competition Committee as the responsible body for sanction decisions,

may at its sole discretion impose the following additional sanctions: withdrawal of the Athlete License, ban (e.g. on access to a HYROX event).

ARTICLE 11 *[Left blank]*

ARTICLE 12 DISCIPLINARY PROCEEDINGS

12.1 General

HYROX-World is solely responsible for monitoring, reviewing and following up (including sanctioning) of anti-doping rule violations in the context of HYROX events. For this purpose, HYROX-World and the *Athletes*, shall be obliged to compliance, implementation, observation, and enforcement of the applicable anti-doping rules, in particular this HYROX-ADC as well as the *International Standards* of WADA.

If HYROX-World comes to the result after performance of the Pre-adjudication that an anti-doping rule violation of the *Athlete* or the other *Person* cannot be excluded, it shall initiate and perform *Adjudication*.

The body responsible for conducting the *Disciplinary Proceedings* at first instance shall be the Competition Committee, which consists of 3 members (including at least 1 licensed physician and 1 attorney-at-law) and is described in more detail in Clause 12 of HYROX-World's Elite15 Guide Majors. In compliance with the principle of conducting fair proceedings, the Competition Committee shall be entitled to determine the procedure at its own discretion, unless otherwise stipulated by law.

12.2 Procedural principles

The *Adjudication* shall be performed according to the rules of this HYROX-ADC and the International Standard for Results Management. The competent internal body of HYROX-World (functional competence) for the *Adjudication* (the same applies to the Pre-Adjudication) shall be HYROX Legal under the direction of HYROX-World's Managing Directors.

ARTICLE 13 RESULTS MANAGEMENT-/DISCIPLINARY PROCEEDINGS: APPEALS

13.1 Decisions Subject to Appeal

Decisions made under the HYROX-ADC may be appealed as set forth below in Articles 13.2 through 13.4 or as otherwise provided in this Code. Such decisions shall remain in effect while under appeal unless the appellate body orders otherwise.

13.1.1 Scope of Review Not Limited

The scope of review on appeal includes all issues relevant to the matter and is expressly not limited to the issues or scope of review applied by HYROX-World in first instance. Any party to the appeal may submit evidence, legal arguments and claims that were not raised in the first instance hearing so long as they arise from the same cause of action or same general facts or circumstances raised or addressed in the first instance hearing.

13.1.2 Arbitral Tribunal shall Not Defer to the Findings Being Appealed

In making its decision, the arbitral tribunal within the meaning of §§ 1025 et seq. of the German Code of Civil Procedure ("Zivilprozessordnung" – ZPO) agreed as competent appeal body in case of 13.2.2 shall not give deference to the discretion exercised by the Competition Committee whose decision is being appealed.

[Comment by Hyrox-World: *All arbitral proceedings within the meaning of this HYROX-ADC are de novo. Prior proceedings do not limit the evidence or carry weight in the hearing before the arbitral tribunal.*]

13.1.3 [Left blank]

13.2 Appeals from Decisions Regarding Anti-Doping Rule Violations, *Consequences*, *Provisional Suspensions*, Implementation of Decisions and Authority

The following decisions may only be appealed exclusively as provided in Article 13.2: (a) a decision that an anti-doping rule violation was committed, a decision imposing *Consequences* or not imposing *Consequences* for an anti-doping rule violation, or a decision that no anti-doping rule violation was committed; (b) the decision that an anti-doping rule violation proceeding cannot be continued for procedural reasons (including, for example, prescription); (c) a decision by Hyrox-World not to bring forward an *Adverse Analytical Finding* or an *Atypical Finding* as an anti-doping rule violation, or a decision not to go forward with an anti-doping rule violation after an investigation in accordance with the *International Standard for Results Management*; (d) a decision to impose, or lift, a Provisional Suspension as the result of a *Provisional Hearing*; (e) Hyrox-World's failure to comply with Article 7.4; (f) a decision that Hyrox-World lacks authority to rule on an alleged anti-doping rule violation or its *Consequences*; (g) a decision to suspend, or not suspend, *Consequences* or to reinstate, or not reinstate, *Consequences* under Article 10.7.1; (h) a failure to comply with Article 10.8.1; (i) decision under Article 10.14.3; (j) a decision by Hyrox-World not to implement another *Anti-Doping Organization's* decision under Article 15.

13.2.1 Appeals Involving *International-Level Athletes* or *International Events*

[Comment by Hyrox-World: For the avoidance of doubt, it should be noted that irrespective of HYROX' nature as a cross-border sports competition, the events organized by Hyrox-World shall not be deemed an *International Event* within the meaning of Article 13.2.1 WADC and the Definitions of this Code respectively. The same applies to the *Athletes* participating in HYROX events which shall not be deemed

International-Level Athletes within the meaning of this Article 13.2.1 and the *Definitions* of this HYROX-ADC.]

13.2.2 Appeals Involving Other *Athletes* or Other Persons

Other *Athletes* or other *Persons* may appeal decisions according to the relevant arbitration agreement only to the arbitral tribunal within the meaning of §§ 1025 et seq. ZPO as agreed with the arbitration agreement (the arbitral tribunal hereinafter referred to as the “Arbitral Tribunal”).

The appeal procedure shall be performed according to the rules of the *Arbitral Tribunal* and – subsidiary (e.g. in the absence of provisions) – §§ 1025 et seq. ZPO. Notwithstanding this, the procedural principles of the *International Standard for Results Management* and Article 8.1 WADC shall be observed.

13.2.3 Persons Entitled to Appeal

13.2.3.1 [Left blank]

13.2.3.2 Appeals involving other Athletes or other Persons

In cases under Article 13.2.2, the following parties, at a minimum, shall have the right to appeal the decision before the *Arbitral Tribunal*: (a) the *Athlete* or other *Person* who is the subject of the decision being appealed; (b) the other party to the case in which the decision was rendered; (c) Hyrox-World.

13.2.3.3 Duty to Notify

All parties to any appeal must ensure all parties with a right to appeal have been given timely notice of the appeal.

13.2.3.4 Appeal Deadline

The deadline to file an appeal shall be 21 days.

13.2.3.5 [Left blank]

13.2.3.6 Appeal from Imposition of *Provisional Suspension*

Notwithstanding any other provision herein, the only *Person* who may appeal from a *Provisional Suspension* is the *Athlete* or other *Person* upon whom the *Provisional Suspension* is imposed.

13.2.4 [Left blank]

13.3 [Left blank]

13.4 Appeals regarding *Therapeutic Use Exemptions*

Decisions on *Therapeutic Use Exemptions* can be challenged as follows: (a) decisions of Hyrox-World on the Dismissal of a *Therapeutic Use Exemption* can be appealed by National-Level *Athletes* solely before the *Arbitral Tribunal*; (b) a failure to render a decision within a reasonable time on a properly submitted application for grant/recognition of a *TUE* or for review of a *TUE* decision shall be considered a denial of the application thus triggering the applicable rights of review/appeal.

13.5 Notification of Appeal Decisions

Hyrox-World shall promptly provide the appeal decision to the *Athlete* or other *Person*.

ARTICLE 14 INFORMATION AND CONFIDENTIALITY

14.1 Information of other Anti-Doping Organizations

Hyrox-World shall be entitled, but not obliged, to inform WADA or other *Anti-Doping Organizations* or sports organizations having the authority for *Results Management* and/or *Disciplinary Proceedings* concerning the Athlete or other Person of the results of Disciplinary Proceedings under this HYROX-ADC upon request. The information should include a brief summary of the facts of the case and the reasons leading to the sanction(s) imposed in the specific case. However, no organization shall be entitled to bindingly request justification of a decision made by Hyrox-World.

14.2 Reporting to law enforcement authorities

Hyrox-World is authorized to report the name of the affected *Athlete* or the other *Person*, their common place of residence, and the substance that led to the *Adverse Analysis Finding* or the type of other possible anti-doping rule violation, as well as other relevant information to the relevant public prosecution, the respective Federal Criminal Authority, and any other competent investigating authorities, in accordance with their diligent discretion without delay, and even before notification pursuant to Article 7.2.2. Notwithstanding this, Hyrox-World shall be obliged to file a criminal report against the respective *Person* if there is a suspicion of a violation of law due to information from *Athletes*, *Athlete Support Persons* or other *Persons*. For the avoidance of doubt, it should be noted that this shall apply notwithstanding any obligations to confidentiality and secrecy and any applicable procedural rules.

14.3 Public Disclosure

14.3.1 Hyrox-World may *Publicly Disclose* the identity of an *Athlete* or *Person* charged with having violated anti-doping rules, the *Prohibited Substance* or *Prohibited Method* and the type of violation, as well as a *Provisional Suspension* of the *Athlete* after the *Athlete* or the other *Person* have been informed in accordance with the *International Standard for Results Management*.

14.3.2 *[Left blank]*

14.3.3 After an anti-doping rule violation has been determined to have been committed by the *Arbitral Tribunal* and according to Article 13.2.2 or such appeal has been waived, or in a hearing in accordance with Article 12, or the assertion of an anti-doping rule violation has not otherwise been timely challenged, or the matter has been resolved under Article 10.8, Hyrox-World may make public such determination or decision and may comment publicly on the matter.

14.3.4 In any case where it is determined, after a hearing or appeal, that the *Athlete* or other *Person* did not commit an anti-doping rule violation, the fact that the decision has been appealed may be *Publicly Disclosed*. However, the decision itself and the underlying facts may not be *Publicly Disclosed* except with the consent of the *Athlete* or other *Person* who is the subject of the decision. Hyrox-World shall use reasonable efforts to obtain such consent, and if consent is obtained, shall *Publicly Disclose* the decision in its entirety or in such redacted form as the *Athlete* or other *Person* may approve.

14.3.5 Except as provided in Articles 14.3.1 and 14.3.3, Hyrox-World or a *WADA*-accredited laboratory, or an official of either, must not make any public statements on the details of the current proceedings, except for general descriptions of a process's technical, legal, and scientific nature, unless this is done in response to the public statements of the *Athlete*, other *Person*, or their entourage or other representatives.

14.3.6 [Left blank]

14.4 [Left blank]

14.5 Data privacy

Hyrox-World may collect, process, or use Personal data of *Athletes* and other *Persons* involved with the Doping Control process where this is required for planning, coordination, performance, evaluation, and processing of testing and for purposes of an effective fight against doping. Hyrox-World shall treat such data confidentially and ensure that it is acting in compliance with the applicable national data privacy law in handling of these data, as well as in compliance with the standard for data privacy. The data must be destroyed once no longer needed for this purpose.

ARTICLE 15 IMPLEMENTATION OF DECISIONS

15.1 Binding Effect of Decisions by *Signatory Anti-Doping Organizations*

15.1.1 A decision of an anti-doping rule violation made by Hyrox-World acting through the Competition Committee or the *Arbitral Tribunal* (see Article 13.2.2) shall, after the parties to the proceeding are notified, automatically be binding beyond the parties to the proceeding with the prerequisites and effects described below. The same applies to a decision to suspend, or lift, *Consequences*.

15.1.1.1 to 15.1.1.4 [Left blank]

15.1.2 Each *Signatory Anti-Doping Organization* and National (sports) Federation shall be entitled, but not obliged, to recognize and implement a decision and its effects as required by Article 15.1.1, without any further action required, on the earlier of the date the *Signatory* or National Federation receives actual notice of the decision or the date the decision is disclosed by Hyrox-World. The same applies vice versa, thus in case Hyrox-World is notified about a binding decision of an anti-doping rule violation by a *Signatory Anti-Doping Organization*, a National (sports) Federation or a body that is not a *Signatory* to the *WADC/NADC*. Hyrox-World shall, however, not be obliged to recognize and implement any such decision.

15.1.3 to 15.1.4 [Left blank]

15.2 to 15.3 [Left blank]

ARTICLE 16 [Left blank]

ARTICLE 17 STATUTE OF LIMITATIONS

No anti-doping rule violation proceeding may be commenced against an *Athlete* or other *Person* unless he or she has been notified of the anti-doping rule violation as provided in Article 7, or notification has been reasonably attempted, within ten years from the date the violation is asserted to have occurred.

ARTICLE 18 EDUCATION

Hyrox-World recognizes that education is central to ensure harmonized, coordinated, and effective anti-doping programs at the international and national level which are intended to preserve the spirit of sport and the protection of *Athletes'* health and right to compete on a

doping free level playing field. Education shall raise awareness, provide accurate information (e.g. regarding the principle of *Strict Liability*, *Prohibited Substances* and *Prohibited Methods* in accordance with the Prohibited List, the risks of supplement use or the use of medications and *Therapeutic Use Exemptions*) and develop decision-making capability to prevent intentional and unintentional anti-doping rule violations and other breaches of the HYROX-ADC.

WADA (see wada-ama.org/education-and-training and adel.wada-ama.org/learn) as well as the national anti-doping agencies (e.g. NADA, see nada.de/education) are generally responsible for setting up education programs. Hyrox-World will, however, make reasonable efforts to support the implementation of an education program for HYROX events based on or referring to the programs already set up by WADA and/or national anti-doping agencies.

Hyrox-World will appoint an anti-doping officer serving as contact for *Athletes*. The Anti-Doping Officer will regularly inform the Athletes about the current possibilities of education (e.g. dates for information events or information materials).

ARTICLE 19 [Left blank]

ARTICLE 20 INTERPRETATION OF THE HYROX-ADC BASED ON THE WADC/NADC

- 20.1 The official text of the WADC shall be maintained by WADA and shall be published in English and French. In the event of any conflict between the English and French versions, the English version shall prevail. In the event of any conflict between WADC and NADC, the WADC shall prevail. And, finally, in the event of any conflict between the HYROX ADC and the WADC/NADC, the HYROX-ADC shall prevail.
- 20.2 The comments annotating various provisions of the WADC/NADC shall be used to interpret the WADC/NADC. In the event of any conflict between the comments in the WADC and the comments in the NADC, the comments in the WADC shall prevail. The comments annotating certain provisions of the HYROX ADC which are indicated by "Comment by Hyrox-World" shall be used to specifically interpret the HYROX-ADC.
- 20.3 WADC/NADC and HYROX-ADC shall be interpreted as independent and autonomous texts and not by reference to the existing law or other provisions and policies provided to Athletes by Hyrox-World. All headings are for convenience only and shall not be deemed part of the substance of WADC/NADC and HYROX-ADC or to affect in any way the language of the provisions to which they refer. Where the term "days" is used, it shall mean calendar days unless otherwise specified.
- 20.4 to 20.6 [Left blank]
- 20.7 The Purpose, Scope and Organization of the World Anti-Doping Program and the WADC/NADC and the Definitions in Appendix 1 of the WADC shall be considered integral parts of the WADC/NADC as well as this HYROX-ADC.

ARTICLE 21 FINAL PROVISIONS

- 21.1 This HYROX-ADC shall enter into effect on September 20th, 2024, and remain into force until an updated version has been disclosed to the Athletes and other Persons.
- 21.2 Hyrox-World will reasonably assess any future amendments of the WADC/NADC without delay after they enter into effect. It shall take suitable and specifically legal and organizational measures to ensure that adjustment of its corresponding rules to

the amended versions takes place without delay and that its participating *Athletes*, *Athlete Support Personnel* and other *Persons* are informed of and bound to the changes. The above does not apply if the amendments to the WADC/NADC affect provisions that are not included or adapted in this HYROX-ADC for structural reasons (see the introductory notes).

21.3 Retroactive effect, Applicability and changes to the *Prohibited List*

This HYROX-ADC shall not apply retroactively to matters pending before the date this Code is accepted by the Athlete/other Person and implemented in the relevant rules.

Changes to the *Prohibited List* and *Technical Documents* relating to substances or methods on the Prohibited List shall not, unless they specifically provide otherwise, be applied retroactively. As an exception, however, when a *Prohibited Substance* or a *Prohibited Method* has been removed from the *Prohibited List*, an *Athlete* or other *Person* currently serving a period of *Ineligibility* on account of the formerly *Prohibited Substance* or *Prohibited Method* may apply to Hyrox-World to consider a reduction in the period of *Ineligibility* in light of the removal of the substance or method from the *Prohibited List*.