



## UEFA HatTrick VI Regulations

WE CARE ABOUT FOOTBALL

Edition 2024

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## Preamble

Based on Articles 23(1) and 2(2) of the UEFA Statutes and in view of the UEFA objective set out in Article 2(1)(h) thereof to “redistribute revenue generated by football in accordance with the principle of solidarity and to support reinvestment in favour of all levels and areas of football, especially the grassroots of the game”, the following regulations have been adopted by the UEFA Executive Committee.

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# I - General provisions

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## Article 1 Purpose of the UEFA HatTrick programme

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- <sup>1</sup> The UEFA HatTrick programme was established to provide financial support for UEFA member associations in their efforts to develop and foster football for everyone at all levels within their territories.
- <sup>2</sup> At its meeting in Vienna on 10 May 2022, the UEFA Executive Committee approved the extension of the HatTrick programme for the period from 1 July 2024 to 30 June 2028 (HatTrick VI programme).

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## Article 2 Abbreviations and definitions

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For the purpose of these regulations, the following abbreviations and definitions apply:

- a. FIFA: International Federation of Football Associations;
- b. HatTrick investment funding: the financial support allocated by UEFA to its member associations under the HatTrick VI programme for investment projects, as described in Chapter II;
- c. HatTrick incentive funding: the financial support allocated by UEFA to its member associations under the HatTrick VI programme to encourage them to implement various UEFA programmes, charters, competitions, other activities and initiatives, as described in Chapter III;
- d. ICT: information and communications technology;
- e. KPI: key performance indicator;
- f. NADO: national anti-doping organisation;
- g. UEFA: Union of European Football Associations;
- h. WADA: World Anti-Doping Agency.

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## Article 3 Scope of application

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- <sup>1</sup> These regulations describe the financial support allocated under the HatTrick VI programme (HatTrick VI funding), the type of projects eligible and the administrative duties of the parties involved.
- <sup>2</sup> These regulations cover the financial period from 1 July 2024 to 30 June 2028.

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## Article 4 HatTrick VI funding

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- <sup>1</sup> HatTrick VI programme is divided into HatTrick investment funding and HatTrick incentive funding.

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- <sup>2</sup> HatTrick VI funding consists of the following maximum amounts for the financial period mentioned in Article 3:
- a. HatTrick investment funding: €5m per UEFA member association;
  - b. HatTrick incentive funding: an annual contribution of up to €3m per UEFA member association, broken down as follows:
    - i. €1m as an annual solidarity payment to cover the current running costs of the UEFA member association;
    - ii. €2m in annual incentives to:
      - a. take part in UEFA youth, women's, futsal and amateur competitions;
      - b. implement the UEFA club licensing and monitoring system;
      - c. implement the UEFA Women's Football Development Programme;
      - d. implement good governance initiatives;
      - e. implement the UEFA Grassroots Programme;
      - f. implement the UEFA Elite Youth Player Development Programme;
      - g. implement the UEFA Social and Environmental Sustainability Programme;
      - h. implement the UEFA Coaching Convention;
      - i. implement the UEFA Referee Convention;
      - j. conduct anti-match-fixing and integrity activities;
      - k. cover travelling expenses for the national teams.

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## Article 5 Beneficiaries

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- <sup>1</sup> The beneficiaries of the HatTrick VI programme are associations admitted as UEFA members by the UEFA Congress in accordance with the UEFA Statutes (i.e. excluding those provisionally admitted as members) that fulfil the requirements for receiving HatTrick funding as set out in these regulations.
- <sup>2</sup> HatTrick funding is paid directly to the beneficiaries, i.e. the UEFA member associations. Unless decided otherwise by the UEFA administration, HatTrick funding is never paid directly to any third party, such as a member of a UEFA member association, a professional league, a club or any other third-party supplier.
- <sup>3</sup> Should a UEFA member association be suspended in accordance with the UEFA Statutes, any payments due in connection with the HatTrick VI programme are immediately frozen until further notice. The UEFA Executive Committee may take further measures, such as making deductions from future payments or requesting partial or full reimbursement of any payments already made during the financial period covered by these regulations. When the suspension is lifted, the UEFA Executive Committee then decides what action to take in respect of frozen payments.

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- 4 In the case of termination of UEFA membership in accordance with the UEFA Statutes (e.g. exclusion), UEFA reserves the right to request full or partial reimbursement of any payments made during the financial period covered by these regulations.

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## Article 6 Advance payments, offsetting, taxes, costs and expenses

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- 1 No advance payments will be made unless the UEFA HatTrick Committee has approved the investment project submitted by the UEFA member association on fulfilment one of the following conditions:
- a. the UEFA HatTrick Committee considers the project of crucial importance to the development of football in the country and/or the UEFA member association concerned;
  - b. the project is substantially co-funded by at least one other party, e.g. a government or municipal authority.
- 2 Advance payments will be subject to an interest rate and procedure established by the UEFA Finance Committee after consultation with the UEFA administration.
- 3 Each UEFA member association's total annual HatTrick incentive funding is paid out in three instalments over the course of the UEFA financial year.
- 4 The UEFA administration may offset any amounts allocated to a UEFA member association under the terms of these regulations against any other amounts due to UEFA by that member association.
- 5 UEFA member associations are responsible for paying any taxes, other duties and fees due as a result of receiving HatTrick funding.
- 6 UEFA member associations bear all costs and expenses, including legal, professional, banking and exchange charges, incurred in connection with the preparation, execution and completion of projects undertaken as part of the HatTrick VI programme, together with the cost of any documents, amendments, supplements or waivers associated with such projects.

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## Article 7 Information and communication

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- 1 Unless stipulated otherwise in these regulations, for each project undertaken under the HatTrick VI programme, the UEFA member association concerned must provide the UEFA administration with the following:
- a. Regular reports on the progress made and the specific use of the HatTrick funding;
  - b. Any relevant information related to the development of the project, such as any event that causes or might cause a delay or default in the development of the project and any steps being taken to remedy it;

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- c. Any other information related to the development of the project whenever requested by the UEFA administration;
  - d. A final detailed report at the end of the project with relevant information, including pictures.
- 2 For each project undertaken under the HatTrick VI programme:
    - a. The use of UEFA HatTrick VI programme logos and any other UEFA marks or intellectual property rights by UEFA member associations or by any third party involved in a HatTrick project is subject to the UEFA administration's prior approval.
    - b. Any communication plan, advertising or marketing campaign in connection with a HatTrick project is subject to the UEFA administration's prior approval.
    - c. UEFA member associations must inform the UEFA administration of any inauguration ceremonies for HatTrick projects without delay.

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## Article 8 Inspections, audits, fraud prevention and sanctions compliance

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- 1 UEFA member associations may not use HatTrick funding for any purposes other than that set out in the corresponding countersigned project agreement or, in the case of incentive payments, the purposes set out in Chapter III of these regulations.
- 2 UEFA reserves the right at any time to inspect any UEFA member association accounts and documents and supplier and contractor records relating to the management of projects and the allocated HatTrick funding.
- 3 UEFA reserves the right to send its own duly authorised representatives to carry out any technical and financial checks and audits that it considers necessary in relation to the management of projects and the allocated HatTrick funding.
- 4 UEFA member associations must provide any information and documents that are requested for the purposes of such inspections, checks and audits in relation to the management of projects and the allocated HatTrick funding, and take all appropriate steps to facilitate the work of UEFA's duly authorised representatives, including giving them access to sites, premises, computers and cloud-based data storage systems wherever such information and documents may be kept.
- 5 UEFA member associations must ensure that any suspected or actual cases of fraud, corruption or other illegal activity in relation to projects and the allocated HatTrick funding are duly investigated and dealt with. Any such cases must be reported to the UEFA administration without delay.
- 6 UEFA member associations must ensure full compliance with all sanctions, restrictive measures, regulations and other applicable legislation. This obligation extends to the UEFA member association itself, to any entity it owns or controls, together with their officers and employees, as well as to any persons connected to the UEFA member association or entity it owns or controls.

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## Article 9 Project management

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- <sup>1</sup> UEFA member associations must manage their projects in accordance with:
  - a. the provisions of these regulations and the terms of the corresponding countersigned project agreement;
  - b. UEFA's no-tolerance approach to any attempt or act of corruption, of any shape or form and in any jurisdiction, even if such activities are tolerated or not prosecutable in the country in question;
  - c. all applicable laws, including those governing data privacy;
  - d. the standards laid down by international conventions such as the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the United Nations Convention against Corruption.
- <sup>2</sup> UEFA member associations must also:
  - a. establish appropriate procedures, such as bidding processes, to evaluate and select suppliers and subcontractors based on their commitments to social and environmental accountability;
  - b. assess and reduce the environmental impact of their projects and use resources responsibly, in order to achieve sustainable growth that protects the environment;
  - c. cooperate at any time with the UEFA administration on its inspection and supervision of the use of HatTrick funding.

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## II - Investment funding

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### Article 10 Investment project areas and criteria

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- <sup>1</sup> Investment projects must help develop football within the territory of UEFA, be of strict common interest to the football community and have a clear sporting, functional and educational purpose.
- <sup>2</sup> Investment projects must be tailor-made to suit the individual needs and level of development of the UEFA member associations concerned. UEFA member associations must present projects for the development areas in the following order of priority:
  - a. Football infrastructure:
    - i. Headquarters, along with appropriate office equipment and facilities that enable the UEFA member association's employees to perform their duties efficiently and work in a positive environment;
    - ii. A stadium that is on the UEFA member association's territory and meets the minimum requirements for hosting all UEFA competitions in accordance with UEFA regulations;
    - iii. Mini/full-size pitches or futsal courts on the UEFA member association's territory in collaboration with clubs and local authorities;
    - iv. Training centre and facilities that are used for the UEFA member association's various national teams.
  - b. Sporting and administrative areas:
    - i. Sporting areas: training and education, coaching, refereeing, sports medicine, anti-doping, safety and security, the club licensing and monitoring system, grassroots football, elite youth development, futsal, women's football, social and environmental sustainability, anti-match-fixing and integrity activities, etc.;
    - ii. Administrative areas: good governance, strategic and organisational development, etc.
  - c. Other areas:
    - i. ICT: programme development and facilities;
    - ii. Sports equipment: goalposts, footballs, cones, corner flags, etc.;
    - iii. Any other projects eligible for the HatTrick VI programme.
- <sup>3</sup> Unless otherwise decided by the UEFA HatTrick Committee:
  - a. a UEFA member association may apply for HatTrick investment funding for up to seven projects;

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- b. the HatTrick investment funding must be used to develop new projects, not to finance them after completion;
  - c. applications for feasibility studies, project designs and similar preliminary documents will not be accepted unless the project concerned is successfully completed and the related costs are included in the final report;
  - d. applications for the purchase of sports kits for national teams (tracksuits, jerseys, etc.) will not be accepted.

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## Article 11 Submission, approval, implementation and monitoring procedure for HatTrick investment funding

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- 1 Any investment project must be duly submitted to the UEFA administration by the UEFA member association in accordance with the procedures laid down in the HatTrick VI Programme Guidelines. These projects are subject to the approval of the UEFA HatTrick Committee.
- 2 Projects must correspond to the areas listed in Article 10 but may cover one or a combination of these areas.
- 3 The UEFA HatTrick Committee has full discretion to approve or reject projects and to ask for additional documentation if needed. It may also impose implementation conditions.
- 4 Once the project is approved, should any difficulties or issues arise during its implementation, the UEFA administration may refer the matter to the UEFA HatTrick Committee for a re-evaluation.

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## Article 12 Financing investment projects

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- 1 HatTrick investment funding is intended to be the driving force behind investment projects.
- 2 UEFA member associations should seek to carry out HatTrick investment projects with mixed funding by applying for additional financial support from FIFA and other third parties, such as government, local authorities and sponsors.
- 3 UEFA actively supports mixed funding, provided that the UEFA member association's external partners have been approved by the UEFA administration and the conditions of their financial and operational involvement are clearly set out and agreed in writing.
- 4 UEFA member associations are encouraged to support other members of their domestic football communities through investment projects.
- 5 Unless otherwise decided by the UEFA HatTrick Committee:
  - a. each project submitted by a UEFA member association must have a minimum value of €150,000;

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- b. the payment of salaries and/or running costs may be included in a project, but only: for new staff hired for the project, for a period of up to 2 years, up to a maximum of 50% of the HatTrick investment funding requested for the project;
  - c. if the UEFA member association has already fulfilled the football infrastructure investment areas mentioned under Article 10(2)(a), it is entitled to use up to 10% of the total HatTrick investment funding available (€5m) for a previously approved project to maintain infrastructure it owns or administers to a high standard, e.g. headquarters, national training centres, national stadiums or other football facilities.

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## Article 13 Allocation and payment provisions

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- 1 UEFA will only pay out HatTrick investment funding if the necessary conditions and requirements are met and adhered to.
- 2 If a UEFA member association does not use all the HatTrick investment funding available to it in the financial period covered by these regulations, the remaining amount is not carried over for use in a subsequent UEFA HatTrick cycle, unless so approved by the UEFA HatTrick Committee.
- 3 For each project awarded HatTrick funding, UEFA has full discretion to make either a one-off payment or to split contributions into instalments, depending on the nature of the project and the agreed implementation schedule.
- 4 HatTrick investment funding is paid out only on receipt of a countersigned project agreement and related documentation, and on condition that the UEFA member association does not violate these regulations or the terms and conditions of the countersigned project agreement.
- 5 HatTrick investment funding may only be used for the purpose set out in the corresponding countersigned project agreement. In case of non-compliance, the UEFA HatTrick Committee may decide to reallocate the funding to another project or apply an interest rate.
- 6 If any football infrastructure paid for with HatTrick investment funding is subsequently sold, pro-rata depreciation of 5% per year will be applied to the total HatTrick investment funding for the project up to a maximum of 20 years. In the event of a sale, the UEFA member association has an obligation to reinvest the remaining HatTrick investment funding after the deduction of the depreciated amount in another football development project. The depreciation is calculated from the completion of the project concerned. This process is subject to the approval of the UEFA HatTrick Committee.
- 7 HatTrick investment funding is credited to the UEFA member association's ordinary UEFA bank account, unless UEFA or the UEFA member association (in a document signed by at least two members of its top management) asks to open a bank account specifically for HatTrick projects. UEFA reserves the right to request comprehensive financial statements and power of attorney over such bank accounts.

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- <sup>8</sup> UEFA member associations are responsible for all project-related invoices and bookkeeping. No direct invoicing to UEFA is permitted.
  - <sup>9</sup> UEFA bears no liability for how HatTrick investment funding is used by UEFA member associations.
  - <sup>10</sup> The UEFA administration reserves the right to check or monitor any documents related to a given project at any time.

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## III - Incentive funding

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### Article 14 Annual incentive payments

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- 1 Each UEFA member association may receive an annual solidarity payment of €1m and various annual incentive payments up to a total of €2m each year.
- 2 The following maximum incentive payments apply:
  - a. €250,000 for taking part in UEFA youth, women's, futsal and amateur competitions;
  - b. €250,000 for implementing the UEFA club licensing and monitoring system;
  - c. €300,000 for implementing the UEFA Women's Football Development Programme;
  - d. €250,000 for implementing good governance initiatives;
  - e. €250,000 for implementing the UEFA Grassroots Programme;
  - f. €150,000 for implementing the UEFA Elite Youth Player Development Programme;
  - g. €125,000 for implementing the UEFA Social and Environmental Sustainability Programme;
  - h. €100,000 for implementing the UEFA Coaching Convention;
  - i. €100,000 for implementing the UEFA Referee Convention;
  - j. €75,000 for conducting anti-match-fixing and integrity activities;
  - k. €150,000 to cover travelling expenses for national teams.

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### Article 15 Submission, approval, implementation and monitoring procedure for projects financed with HatTrick incentive funding

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- 1 Any project subject to HatTrick incentive funding must be duly submitted to the UEFA administration by the UEFA member association in accordance with the procedures laid down in the HatTrick VI Programme Guidelines. These projects are subject to the approval of the UEFA administration.
- 2 Projects must correspond to the areas listed in Article 14.
- 3 The UEFA administration has full discretion to approve or reject projects and to ask for additional documentation if needed. It may also impose implementation conditions.
- 4 Should any doubt arise during the evaluation process, the UEFA administration may refer the matter to the UEFA committee in charge of the area of the project for a decision.

- 5 Once a project is approved, should any difficulties or issues arise during its implementation, the UEFA administration may re-evaluate the matter or refer it to the UEFA committee in charge of the area of the project for its consideration.
- 6 Any other HatTrick incentive funding requests that do not relate to a project are subject to the approval of the UEFA administration, which may refer the matter to the UEFA committee in charge of the area of the request.

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## Article 16 Participation in UEFA youth, women's, futsal and amateur competitions

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- 1 Incentive payments for taking part in UEFA youth, women's, futsal and amateur competitions are allocated according to the following table:

| Competition                                 | Amount per season in € |
|---|------------------------|
| UEFA European Women's Championship          | 45,000                 |
| UEFA European Under-19 Championship         | 25,000                 |
| UEFA European Under-17 Championship         | 25,000                 |
| UEFA European Women's Under-19 Championship | 35,000                 |
| UEFA European Women's Under-17 Championship | 35,000                 |
| UEFA European Futsal Championship           | 20,000                 |
| UEFA European Women's Futsal Championship   | 20,000                 |
| UEFA European Under-19 Futsal Championship  | 15,000                 |
| UEFA Futsal Champions League                | 20,000                 |
| UEFA Regions' Cup                           | 10,000                 |
| <b>Maximum amount available</b>             | <b>250,000</b>         |

- 2 Depending on the scheduling of the UEFA youth, women's, futsal and amateur competitions, and unless decided otherwise by the UEFA Executive Committee, incentives for taking part in UEFA youth, women's, futsal and amateur competitions will be allocated as in the above table for the 2024/25, 2025/26, 2026/27 and 2027/28 seasons.
- 3 The circular letter inviting member associations to enter a team in the competition may indicate the intended use of the incentive payment for the competition concerned.

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## Article 17 UEFA club licensing and monitoring system

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- 1 A total annual incentive of up to €250,000 is allocated to each UEFA member association for implementing the UEFA Club Licensing and Financial Sustainability

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Regulations (CL&FS). This funding must be used to cover the associated administrative expenses and running costs within the UEFA member association.

The above amount is broken down as follows:

- a. a fixed amount of €130,000 to cover operating costs for running the UEFA club licensing system and monitoring process at association level;
  - b. a maximum additional €120,000, which comprises the following maximum amounts:
    - i. €30,000 for obtaining certification from an independent body appointed by UEFA under the Club Licensing Quality Standard (CLQS), as set out in the CL&FS;
    - ii. €30,000 for applying a club licensing system to govern participation in its domestic competitions;
    - iii. €30,000 for applying all club licensing processes as defined in the CL&FS and the CLQS, for actively participating in benchmarking surveys requested by the UEFA administration and for completing them for at least all its top-division clubs;
    - iv. €30,000 for implementing a club monitoring process in order to assess the club monitoring documentation in accordance with the CL&FS and CLQS.
- <sup>2</sup> In the event that the function of licensor is delegated to the affiliated professional league, with UEFA's approval, the UEFA member association must provide the UEFA administration with a copy of a signed written agreement between the UEFA member association itself and the professional league, in one of the official UEFA languages, governing the distribution of the annual club licensing incentive of up to €250,000.

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## Article 18 UEFA Women's Football Development Programme

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- <sup>1</sup> A total annual incentive of up to €300,000 is allocated to each UEFA member association for implementing the UEFA Women's Football Development Programme (UEFA WFDP), which is broken down into three initiatives, stipulated below in Article 18 (3)–(5), that aim to significantly increase the standard of women's national teams, leagues, clubs and players.
- <sup>2</sup> To be eligible for funding for any of these initiatives, under the UEFA WFDP Guidelines, UEFA member associations must have:
- a. a 100% dedicated women's football lead;
  - b. a women's football strategy, unless women's football is a key pillar in the association's overarching strategy.
- <sup>3</sup> An annual incentive of up to €150,000, is allocated to each UEFA member association for implementing the UEFA Women's League Development Fund (UEFA

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WLDF). Applications may be submitted for no more than two concurrent projects that comply with the UEFA WLDF Guidelines and that:

- a. are long-term projects (2–4 years) that contribute to the development of the UEFA member association’s national senior and youth women’s football leagues and aim to:
  - i. raise standards and grow the game;
  - ii. develop the standard of leagues, players and clubs;
  - iii. provide regular, competitive and sustainable football;
  - iv. optimise player performance by means of development tools and structures;
  - v. drive interest in the game.
- b. can be monitored through KPIs and are deemed sustainable, measurable and accountable;
- c. are clearly linked to the association’s women’s football strategy (or overarching strategy, where applicable);
- d. aim to encourage stakeholder collaboration and seek matched or mixed funding;
- e. focus on one or more of the following areas:
  - i. League strategy and administration;
  - ii. Sporting;
  - iii. Environment and services;
  - iv. Promotion, marketing and revenue generation;
  - v. Pathways and access.
- f. are subject to the following conditions:
  - i. In projects that involve recruiting staff, no more than 50% of the UEFA WLDF may be used for salaries.
  - ii. The funding can only be used for new positions created for the support of the league or clubs and cannot be used either to cover the salary of the women’s football lead or existing women’s football staff in an association, league or club.
  - iii. Projects that aim to cover existing running costs of leagues or clubs will not be accepted.
  - iv. Applications for pre-existing projects will only be approved if they demonstrate clear advancement and development.

<sup>4</sup> An annual incentive of up to €100,000 is allocated to each UEFA member association for fulfilling all requirements stipulated in the ‘UEFA Minimum Standards Framework for Women’s National Teams’.

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- 5 An annual incentive of up to €50,000 is allocated to each UEFA member association for implementing the UEFA Club Licensing Regulations for the UEFA Women's Champions League.
- a. This amount is broken down as follows:
    - i. €30,000 for implementing the UEFA club licensing system to take part in the UEFA Women's Champions League;
    - ii. €20,000 for applying a club licensing system to govern participation in its women's domestic competitions.
  - b. If the role of licensor is delegated to the affiliated professional league, with UEFA's approval, the UEFA member association must provide the UEFA administration with a copy of a signed written agreement between itself and the league, in one of the official UEFA languages, governing the distribution of the annual club licensing incentive of up to €50,000.

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## Article 19 Good governance

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- 1 A total annual incentive of up to €250,000 is allocated to each UEFA member association for implementing good governance, broken down into five initiatives, stipulated below in Article 19(2)–(6).
- 2 An annual incentive payment of up to €100,000 is allocated to each UEFA member association for implementing the good governance principles set out in the National Associations Governance Framework. The amount allocated will depend on the level of implementation of the National Associations Governance Framework, as set out in the Good Governance guidelines.
- 3 An annual incentive of up to €80,000 is allocated to each UEFA member association that applies for at least one project as set out in the Good Governance guidelines, in order to improve its governance. Exceptionally, each UEFA member association that has not been allocated the maximum annual incentive provided for in Article 19(2) can add the remaining amount to the annual incentive stipulated in this paragraph, in accordance with the Good Governance guidelines.
- 4 An annual incentive of up to €50,000 is allocated to each UEFA member association in support of its strategic and organisational development projects in accordance with the UEFA strategic development programme:
- a. To be eligible, the association must have a written strategy that has been approved by its supreme executive body (e.g. executive committee) or its supreme legislative body (e.g. congress/general assembly). If it does not have such strategy, it can use the incentive payment to develop one.
  - b. The UEFA member association must use the earmarked funding in one or more of the following areas:
    - i. Monitoring and evaluation linked to its strategy;
    - ii. Data and insights;

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- iii. Business intelligence;
  - iv. Quantitative or qualitative research;
  - v. Digital transformation;
  - vi. Business development;
  - vii. Capacity-building;
  - viii. Any other strategic and organisational development area that helps the association become more insight-driven and enables more evidence-based decision-making.
- c. The UEFA member association may apply for funding for one-year or multi-year projects and may submit up to three applications for strategic and organisational development projects per season.
- 5 An annual incentive of up to €10,000, is allocated to each UEFA member association to deliver anti-doping education activities at national level that are designed to raise awareness, inform, instil values, and develop decision-making abilities in players and player support staff to prevent intentional or unintentional doping, as set out in the UEFA Anti-Doping Education Activities Guidelines. These activities should be coordinated with the WADA-recognised NADO.
- a. To be eligible for the funding, UEFA member associations must:
    - i. appoint a suitably qualified member of staff to be responsible for coordinating and delivering anti-doping education activities in collaboration with their NADO;
    - ii. ensure that players and player support personnel (medical staff and coaches) of national teams in UEFA competitions complete anti-doping education at least once every two years;
    - iii. make all reasonable efforts to ensure that players and player support personnel (medical staff and coaches) of clubs in UEFA competitions complete anti-doping education at least once every two years;
    - iv. when sufficient resources are available, consider including other players and player support personnel in the anti-doping education activities;
    - v. ensure that all anti-doping education sessions are delivered by a competent and trained person, using appropriate materials.
  - b. Funding can be requested for delivering high-quality anti-doping education sessions and developing educational materials for players and player support personnel.
  - c. UEFA member associations can also request funding for other anti-doping education activities, such as communication campaigns, branding and promotional activities, social media campaigns, e-learning, etc.
  - d. Exceptionally, each UEFA member association may request up to an additional €10,000 incentive for anti-doping education activities, which will be deducted

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from the €80,000 incentive allocated for governance projects stipulated in Article 19(3).

- 6 An annual incentive of up to €10,000 is allocated for each UEFA member association to deliver medical education activities at national level, as set out in UEFA Medical Education Programme Guidelines.
  - a. UEFA member associations have the duty to organise a medical education programme at national level. Associations that already have their own medical programmes can apply for funding to support them, provided the programme is approved by the UEFA medical unit. Associations that do not have existing medical education programmes are recommended to join UEFA's Football Doctor Education Programme (FDEP) as described in the UEFA Medical Education Programme Guidelines.
  - b. UEFA member associations can apply for funding to run a medical education programme or cascade the FDEP workshops. This may be used to cover organisational costs (such as hotel and course room, local transport, meals, etc.) or to purchase training kits for the workshop or general medical kits (resuscitation mannequins, treatment table, training defibrillator, etc.).
  - c. Exceptionally, each UEFA member association may request up to an additional €10,000 incentive for medical education activities, which will be deducted from the €80,000 incentive allocated for governance projects stipulated in Article 19(3).

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## Article 20 UEFA Grassroots Programme

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- 1 A total annual incentive of up to €250,000 is allocated to each UEFA member association for implementing the UEFA Grassroots Programme. This amount is broken down as follows:
  - a. a maximum yearly amount of €200,000 to implement grassroots projects;
  - b. a minimum yearly amount of €50,000 to implement a school football programme.
- 2 In principle, to be eligible to receive the annual Grassroots Programme incentive funding, a UEFA member association must be a signatory to the *UEFA Grassroots Charter* and meet its minimum requirements.
- 3 To apply for the annual grassroots incentive payments, a UEFA member association must present an implementation plan comprising a maximum of five grassroots projects and a school football programme.
- 4 Exceptionally, UEFA member associations that are in the process of becoming signatories to the *UEFA Grassroots Charter* or no longer meet its requirements can submit requests for financial support on the basis of an implementation plan that would enable them to meet the requirements.

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- <sup>5</sup> If a UEFA member association receives financial support to enable it to meet the Grassroots Charter membership requirements and is then accepted as a signatory or meets those requirements during the same UEFA financial year, the UEFA administration will deduct that support from the annual financial incentive allocated that season to that signatory UEFA member associations.

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## Article 21 UEFA Elite Youth Player Development Programme

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A total annual incentive of up to €150,000 is allocated to each UEFA member association for implementing activities for Under 13 – Under 16 footballers within or outside existing elite academy structures. UEFA member associations will each receive this amount, depending on their level of activity, in one of the following areas:

- a. An elite youth player development programme run within an academy;
- b. An elite youth player development programme run outside an academy;
- c. High performance;
- d. Late maturing players;
- e. Development tournaments.

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## Article 22 UEFA Social and Environmental Sustainability Programme

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- <sup>1</sup> A total annual incentive of up to €125,000 is allocated to each UEFA member association for activities that demonstrate a strategic approach to social and environmental sustainability (SES), in line with the UEFA Football Sustainability Strategy 2030.
- <sup>2</sup> To be eligible for the funding, UEFA member associations must meet the following criteria:
- a. Have a dedicated SES manager that:
    - i. drives the implementation of the domestic football sustainability strategy;
    - ii. manages the UEFA HatTrick SES programme;
    - iii. acts as the main SES contact for UEFA, the domestic football ecosystem and other stakeholders;
    - iv. complies with the following:
      - Up to 20% of the annual funding may be invested in the SES manager's salary costs.
      - The time dedicated by the SES manager to the field must meet UEFA's SES employment rate requirements.
      - The association's top management must inform UEFA if its SES manager changes.

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- b. Have a domestic official football sustainability strategy, approved by its highest legislative body;
  - c. Submit applications that:
    - i. directly link to the domestic football sustainability strategy, which must be based on the UEFA Football Sustainability Strategy 2030 and its 11 policies; or
    - ii. support and implement UEFA SES campaigns, programmes and toolkits in the domestic context; or
    - iii. contribute to the education of association, club and league staff members working in the SES sector.
  - d. HatTrick SES funding cannot be donated to third parties.

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### Article 23 UEFA Coaching Convention

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- <sup>1</sup> An annual incentive of up to €100,000 is allocated to each UEFA member association that is a signatory to the UEFA Coaching Convention at least at UEFA B level.
- <sup>2</sup> To be eligible to receive the full annual incentive, each UEFA member association must hold at least one UEFA course at B level per season.
- <sup>3</sup> This funding is to be invested in the association's coach education programme, which must comply with the UEFA Coaching Convention.
- <sup>4</sup> UEFA member associations are required to submit an annual plan, and report to the UEFA administration on their coach education programme and the exact use of the incentive.

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### Article 24 UEFA Referee Convention

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- <sup>1</sup> An annual incentive of €100,000 is allocated to each UEFA member association that is a signatory to the UEFA Referee Convention for meeting the convention membership requirements.
- <sup>2</sup> UEFA member associations that are in the process of becoming signatories can submit financial support requests based on projects or equipment needed to enable them to meet the convention membership requirements. Financial requests of up to €100,000 can be submitted per season and must be approved by the UEFA administration.
- <sup>3</sup> If a UEFA member association receives financial support to enable it to meet the requirements for convention membership and is accepted as a signatory during the same UEFA financial year, the UEFA administration will deduct that support from the annual financial incentive allocated that season to the UEFA member association as a signatory.

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## Article 25 Anti-match-fixing and integrity activities

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- <sup>1</sup> A total annual incentive of up to €75,000 is allocated to each UEFA member association for anti-match-fixing and integrity activities, broken down as follows:
- a. An annual incentive of €40,000 is allocated to each UEFA member association that:
    - i. implements the minimum measures of the ‘European football united for the integrity of the game’ resolution, unanimously adopted by the 2014 UEFA Congress (see Annex A);
    - ii. appoints an integrity officer to regularly and proactively provide the UEFA administration with information about investigations and prosecution of match-fixing cases and to fulfil the main duties to combat match-fixing and implement integrity activities (see Annex A);
    - iii. fully supports and empowers the integrity officer in their activities and initiatives, encourages them to have control over their daily responsibilities and provides them with the best working conditions to effectively perform their duties;
    - iv. makes a reasonable effort to promote the signature and ratification at national level of the Council of Europe Convention on the Manipulation of Sports Competitions (the Macolin Convention) as well as any other international conventions aimed at fighting corruption in sport.
  - b. An annual incentive of €15,000 is allocated to UEFA member associations with an integrity officer who invests a minimum of 50% of their time in anti-match-fixing activities.
  - c. An annual incentive of €10,000 is allocated to each UEFA member association that organises and delivers anti-match-fixing education sessions to their national teams competing in the following UEFA competitions:
    - i. UEFA Under-17 Championship
    - ii. UEFA Women’s Under-17 Championship
    - iii. UEFA Under-19 Championship
    - iv. UEFA Women’s Under-19 Championship
  - d. An annual incentive of €10,000 is allocated to UEFA member associations that organise an anti-match-fixing meeting, event or workshop once a year bringing together relevant national and/or international stakeholders to increase their engagement and cooperation.

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## Article 26 Travelling expenses for national teams

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An annual incentive of €150,000 is allocated to each UEFA member association as a contribution towards the travelling expenses of its national teams.

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## IV - Final provisions

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### Article 27 Implementation of these regulations

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- 1 The UEFA administration is entitled to take all decisions and measures, such as detailed provisions and guidelines, necessary for implementing these regulations and monitoring their application.
- 2 For this purpose, the UEFA administration may, in particular:
  - a. monitor the use of the amounts allocated under these regulations;
  - b. request documentation related to these amounts;
  - c. ask for progress and status reports on projects;
  - d. ask for a financial audit by an independent auditor appointed by the UEFA administration and paid for by the UEFA member association concerned.
- 3 In carrying out these tasks, the UEFA administration cooperates with the relevant UEFA committees and expert panels in accordance with the UEFA Organisational Regulations.

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### Article 28 Breach of these regulations

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- 1 In the event of any violation of these regulations, in particular when fraud or corruption have been committed or an actual or possible sanctions infringement has been detected, UEFA may decide at any time to suspend or cancel payments, request a partial or full reimbursement, make deductions from future HatTrick VI payments, terminate any project agreement concluded with the UEFA member association concerned and/or take any other appropriate measures.
- 2 UEFA member associations must pay UEFA any interest, costs and expenses, including legal fees, incurred by UEFA as a result of any breach of these regulations.

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### Article 29 Disputes

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Any disputes related to the allocation of the amounts laid down in these regulations are referred to the UEFA Executive Committee, whose decisions are final.

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### Article 30 Unforeseen cases

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The UEFA Executive Committee takes a final decision on any matters not provided for in these regulations.

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### Article 31 Annexes

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All annexes form an integral part of these regulations.

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## Article 32 Authoritative version

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If there is any discrepancy in the interpretation of the English, French or German versions of these regulations, the English version prevails.

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## Article 33 Adoption, period of validity and abrogation

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- <sup>1</sup> These regulations were adopted at the UEFA Executive Committee meeting on 4 April 2023.
- <sup>2</sup> They apply to the financial period from 1 July 2024 to 30 June 2028.
- <sup>3</sup> They replace the UEFA HatTrick V Regulations (Edition 2021).

For the UEFA Executive Committee:

Aleksander Čeferin  
President

Theodore Theodoridis  
General Secretary

Lisbon, 4 April 2023

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## Annex A - Anti-match-fixing and integrity activities

(see Article 25)

### A.1 Text of the UEFA ‘European football united for the integrity of the game’ resolution, unanimously adopted at the XXXVIII Ordinary UEFA Congress in Astana on 27 March 2014

1. The UEFA Statutes provide that a key objective of UEFA is to safeguard the regularity and proper functioning of sporting competition and to protect football from any form of abuse.
2. Similarly, UEFA’s 11 key values underline the central importance of protecting the integrity of the game.
3. There is no more obvious threat to the integrity of football than match-fixing, whether for betting related or any other reason. Any such corrupt practices offend the very soul of football, and must be kicked out of the sport, once and for all.
4. All UEFA member associations stand united against match-fixing and hereby undertake to implement concrete and effective policies to eradicate it. More specifically, all member associations undertake to adopt and apply, as a minimum and as soon as practicable, the measures listed below.
5. Pursuant to their own Regulations and practice and subject to the application of national law, to:
  - a. make it a disciplinary offence to influence, or attempt to influence, the conduct or outcome of a football match or competition in an unsporting, unethical or corrupt manner;
  - b. make it a disciplinary offence for officials, referees, players or coaches to bet on matches or competitions in which they are involved;
  - c. provide for a secure information gathering system to allow people to report, if necessary on an anonymous basis, incidents of match-fixing or attempted match-fixing;
  - d. oblige all those concerned (officials, referees, players, coaches, etc.) to notify immediately, and where appropriate through the above-mentioned system, the competition organiser or relevant national association officials if approached in connection with any activity aimed at influencing the conduct or outcome of a football match in an unsporting, unethical or corrupt manner or if they become aware of others involved in such activities;
  - e. establish and run comprehensive education programmes, especially for young players, to increase awareness of the risks of match-fixing and to ensure that all those involved in football are aware of, and respect, the relevant rules;

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- f. ensure that, in addition to individuals, clubs are also held responsible and sanctioned in circumstances where those with authority to act on behalf of the club are involved in match-fixing, attempted match-fixing, or any other form of corruption linked to match-fixing;
    - g. exclude match-fixing, attempted match-fixing, and any other form of corruption linked to match-fixing from any kind of statute of limitations.
  6. All UEFA member associations recognise the need to cooperate, work together, and exchange information and expertise with the state authorities, including the police and state prosecutors, in order to win the fight against match-fixing.
  7. All UEFA member associations emphasise the importance of ensuring that “sporting fraud” be recognised as a specific criminal offence under national law.
  8. Having regard to the needs of sporting competition, the specificity of sport, and subject to the application of national law, all UEFA member associations undertake to prosecute cases of match-fixing or attempted match-fixing without delay and even before the final outcome of state criminal proceedings may be known. Furthermore, in such cases sports disciplinary proceedings shall not be abandoned simply because the person(s) involved might no longer be within the territorial jurisdiction of the national association concerned.
  9. In accordance with the relevant jurisprudence of the Court of Arbitration for Sport and subject to the application of national law, UEFA member associations consider that, in cases of match-fixing or attempted match-fixing, it is sufficient that the relevant facts be established to the “comfortable satisfaction” of the sports decision-making body. This standard of proof is greater than a mere “balance of probability” but less than the criminal standard of “beyond reasonable doubt”, in particular, since sports bodies do not have the same investigative or evidence gathering powers as state criminal authorities.
  10. All member associations of UEFA re-affirm that match-fixing, attempted match-fixing or other forms of corruption linked to match-fixing must be met with strong and dissuasive sporting sanctions, such as the possibility of lifetime bans for officials, players, coaches or referees, and measures such as the deduction of points and/or relegation and/or exclusion from competition for clubs.
  11. Football is about leadership, both on and off the field. European football is united against match-fixing and any other forms of corruption. Let us put a stop to any behaviour that might jeopardise the integrity of football. Now.

## A.2 Integrity officer main duties

UEFA member associations appoint, support and empower an integrity officer to fulfil the following duties to combat match-fixing and implement integrity activities:

- a. regularly and proactively liaise and cooperate with UEFA as well as the integrity officers of other UEFA member associations to actively participate in the UEFA integrity office network and contribute to its success;

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- b. act as the main contact point for handling information from UEFA and other sources (clubs, individuals, confidential reporting, etc.) concerning match-fixing and other criminal activities;
  - c. develop and run an anti-match-fixing plan to implement integrity activities in a structured way to protect domestic competitions;
  - d. develop and run a domestic monitoring and intelligence programme to identify the potential risks related to match-fixing and gather information on suspicious incidents;
  - e. conduct or support investigations by their association into potential match-fixing incidents;
  - f. cooperate and exchange files and other information with competent state authorities, especially for the purposes of initiating proceedings and coordinating action;
  - g. monitor and support integrity-related disciplinary and criminal proceedings in their country;
  - h. develop and run comprehensive education programmes, especially for younger players, to increase awareness of the risks of match-fixing and ensure that all those involved in football are fully aware of and comply with the related rules; this includes organising and overseeing integrity-education seminars and courses for players, referees, coaches and any other people responsible for technical and administrative matters within the UEFA member association in question or at any league or club affiliated to it;
  - i. support UEFA's integrity-education programmes at national level;
  - j. support and make a reasonable effort to enforce the minimum measures to be implemented by their association as listed in the UEFA 'European football united for the integrity of the game' resolution, unanimously adopted at the XXXVIII Ordinary UEFA Congress in Astana on 27 March 2014;
  - k. make a reasonable effort to ensure the compliance of the UEFA member association with the application and monitoring procedure for HatTrick funding for anti-match-fixing and integrity activities;
  - l. submit the UEFA member association's HatTrick application form(s), mandatory intermediary report and the final report at the end of each season that describes their anti-match-fixing activities and reporting to the UEFA administration on the use of the individual HatTrick incentive payments, and provide all information and documentation deemed necessary by UEFA.





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