



## **COLLECTIVE BARGAINING AGREEMENT**

Between

**Canada Men's National Soccer Team Players Association;**

**Canadian Soccer Players Association**

and

**Canadian Soccer Association**

## PREAMBLE

This Collective Bargaining Agreement (the “**CBA**” or the “**Agreement**”), which is the product of collective bargaining, is entered into as of the 31st day of March, 2026, by and between the Canadian Soccer Association o/a Canada Soccer (“**Canada Soccer**” or “**CSA**”), on the one part, and the Canada Men’s National Soccer Team Players Association (“**CMNSTPA**”) and the Canadian Soccer Players’ Association (“**CSPA**”) (together, the “**Players Associations**”), on the other part. Canada Soccer and the Players Associations shall be referred to collectively as the “**Parties**”.

## ARTICLE 1 – PURPOSE AND INTENT

### 1.1 Purpose

This Agreement establishes the terms and conditions governing the relationship between Canada Soccer and players represented by the Players Associations.

### 1.2 Interpretive Principles

This Agreement shall be interpreted:

- in accordance with Ontario labour law and accepted principles of collective bargaining;
- so as to give full force and effect to negotiated player protections; and
- where ambiguity exists, in a manner consistent with equity, good faith, and the preservation of negotiated economic value.

### 1.3 Strategic Partnership and Collaboration

The Players Associations and Canada Soccer recognize that a strategic partnership and a collaborative working relationship will best serve their interests. To that end, they commit to regular formal and informal dialogue on matters that impact the senior national teams and their players.

## ARTICLE 2 – TERM OF AGREEMENT

### 2.1 Term

This Agreement shall be in force from June 1, 2024 and shall expire at 11:59 p.m. on December 31, 2027, unless extended by mutual written agreement (the “**Term**”). At least sixty (60) days prior to the expiration date, the Parties shall enter into good-faith negotiations for a successor agreement.

### 2.2 Retroactive Acknowledgement

Prior to the execution of this Agreement, the Parties will review all compensation paid since June 1, 2024 and agree that no compensation remains outstanding as of the date of this Agreement, or agree to exact amounts outstanding, if any.

## ARTICLE 3 – RECOGNITION AND EXCLUSIVE REPRESENTATION

### 3.1 Recognition

Canada Soccer recognizes:

- the CMNSTPA as the sole and exclusive collective bargaining representative of all persons who have or may be invited by Canada Soccer to train and/or play as soccer players since January 1, 2021 (“**MNT Player(s)**”) on the Canadian Men’s National Soccer Team (the “**MNT**”) except for those players who assume coaching positions with the MNT or who are employed by Canada Soccer in a non-player and managerial or confidential capacity, with regard to all terms and conditions of the MNT Players’ providing services to Canada Soccer, and the CMNSTPA is duly empowered to enter into this Agreement for and on behalf of such persons; and
- the CSPA as the sole and exclusive collective bargaining representative for all players on the Extended Pool Roster (as defined in the Voluntary Recognition Agreement between the CSPA and Canada Soccer dated December 2, 2016) (“**WNT/XNT Player(s)**”, together with the MNT Players, “**Players**”) on the Canadian Women’s National Soccer Team (the “**WNT/XNT**”, together with the MNT, the “**Teams**”) except for those players who assume coaching positions with the WNT/XNT or who are employed by Canada Soccer in a non-player and managerial or confidential capacity, with regard to all terms and conditions of the WNT/XNT Players’ providing services to Canada Soccer, and the CSPA is duly empowered to enter into this Agreement for and on behalf of such persons.

## ARTICLE 4 – NO STRIKE/NO LOCKOUT

### 4.1 No Strike

Neither the Players Associations nor any Players shall authorize, encourage, or engage in any strike, work stoppage, slowdown, or other concerted interference with the activities of Canada Soccer during the term of this Agreement.

### 4.2 No Lockout

Canada Soccer shall not engage in a lockout during the term of this Agreement.

## ARTICLE 5 – DISCRIMINATION AND GENDER EQUITY

### 5.1 No Discrimination

Subject to CSA’s obligation to comply with the rules, statutes, regulations, codes, and mandates from the Fédération Internationale de Football Association (“**FIFA**”) and/or the Canadian Olympic Committee, neither Canada Soccer nor the Players Associations shall discriminate against or in favour of any Player because of religion, race, colour, birth origin, sex, gender, gender identity, age, marital status, family status, sexual orientation, or membership or non-membership in or support of or non-support of any labour organization.

The Players Associations agree that the compensation and benefits provided by Canada Soccer to Players under this Agreement does not discriminate in favour of or against either the MNT or WNT/XNT or either Team's players individually.

## **5.2 Equitable Treatment**

Canada Soccer shall ensure that the national team experience for WNT/XNT Players on the one hand and MNT Players on the other hand is equitable in substance, including with respect to compensation, revenue sharing, program standards, staffing, promotional support, and operational policies.

Equity does not require identical treatment, but requires outcomes that are fair, proportionate, and non-discriminatory.

## **5.3 Equity of Competitive Opportunities**

Canada Soccer will make commercially reasonable efforts to schedule competition opportunities for WNT/XNT and MNT on an equitable basis. The Parties acknowledge that differences in scheduling may arise based on differences in annual calendars, team progression beyond group stage in tournaments, tournament qualification and invitations, financial and marketing opportunities, and availability of opponents based on global schedules.

# **ARTICLE 6 – COMPETITION MINIMUM SCHEDULING**

## **6.1 Activity in Windows**

For the purposes of this Agreement, a FIFA window will refer to those international windows provided for by the FIFA International Match Calendar. A window will refer to any occasion in which Players are brought together with the MNT or WNT/XNT, respectively, to participate in program activity, including FIFA windows. In the event of a window immediately preceding a tournament (a **"Pre-Camp Window"**), any match(es) played prior to the tournament will constitute a separate and distinct window from the tournament window (a **"Tournament Window"**).

Canada Soccer will make best efforts to schedule program activity in at least every senior national team FIFA window. If no activity occurs in a FIFA window, or if activity occurs but no match is played due to a decision made by Canada Soccer that is not consented to or agreed to by the affected Players Association, an amount equivalent to one per-game base wage for Tier 3 competition for 23 players will be paid by Canada Soccer to Players as directed by the applicable Players Association.

# **ARTICLE 7 – PLAYER STATUS**

## **7.1 Roster Players**

Canada Soccer will name at least 23 Players to the roster (**"Roster Players"**) for each match or tournament, as applicable. If the rules set by the governing body (*e.g.*, FIFA or Confederation of North, Central America and Caribbean Association Football (**"CONCACAF"**)) require fewer than 23 players for the match(es) or tournament, Canada Soccer agrees to name the maximum number of Players permitted by the governing rules to be rostered for the match(es) or tournament as Roster Players. If the applicable governing rules

permit, but do not require a roster in excess of 23 players, Canada Soccer may name additional Roster Players for the match(es) or tournament, subject to applicable match and/or tournament rules allowing for such inclusion.

Canada Soccer will make best efforts to notify the Players and the Players Associations as soon as is practicable whether they are being invited to camp with the expectation that they will be a Roster Player or not.

Once a Player becomes a Roster Player in any given window, the Player will be deemed to be a Roster Player for the remainder of the window, unless the Player does not attend a match in the window as a member of the national team on their own volition, subject to Article 9.1 of this Agreement.

## **7.2 Training and Developmental Players**

Occasionally, players are invited to camps for developmental experience, rehabilitation, or reasons other than participating in competition (“**Training Players**”). Training Players must be notified at the time of their invitation to camp that they are being invited as a Training Player. Training Players are not eligible for compensation.

However, if a Training Player, during a window, is promoted to a Roster Player by virtue of being included in a match-day roster, they will become eligible to receive compensation in respect of games in which they play as a Roster Player.

## **7.3 NCAA Eligible Players**

For Players who wish to retain National Collegiate Athletic Association (“**NCAA**”) eligibility, Canada Soccer will take direction from the Player, who shall consult with their NCAA institution’s compliance office regarding acceptable compensation structures. Canada Soccer will work with each Players Association and seek to fully compensate Players in accordance with the compensation schedules set out in this Agreement, within the parameters established by NCAA rules and the NCAA institution’s compliance office. The Parties acknowledge that it is the sole responsibility of every Player to adhere to NCAA rules regarding accepting compensation, and Canada Soccer and the Players Associations have no obligation for and shall bear no liability in respect of any NCAA rule, regulation or breach thereof.

# **ARTICLE 8 – COMPENSATION AND BENEFITS**

## **8.1 Base Compensation**

Base compensation will be allocated to each Roster Player according to a tiered schedule that is based on the competitive significance and underlying economics of each event. If base compensation must be modified for certain events in order to comply with directives from FIFA or CONCACAF, the Parties will renegotiate, in good faith, adjusted base compensation amounts for impacted events in a manner that replicates the originally agreed-upon base compensation rates as closely as possible and maintains overall compensation equity between WNT/XNT and MNT to the maximum extent possible. To the extent that the Parties cannot agree on such adjusted base compensation amounts for impacted events following a good-faith negotiation, either Party may refer the matter to binding dispute resolution in accordance with

Article 17 for a determination of the applicable adjusted base compensation rates in accordance with the foregoing criteria.

Appendix A set outs the schedule of base compensation.

## **8.2 Bonus Compensation**

Bonus compensation policies are outlined in Appendix B. If bonus compensation policies must be modified for certain events in order to comply with directives from FIFA or CONCACAF, the Parties will renegotiate in good faith adjusted bonus compensation amounts for impacted events in a manner that replicates the bonus compensation policies set out in Appendix B as closely as possible and maintains equity in bonus compensation policies between WNT/XNT and MNT to the maximum extent possible. To the extent that the Parties cannot agree on such adjusted bonus compensation amounts for impacted events following a good-faith negotiation, either Party may refer the matter to binding dispute resolution in accordance with Article 17 for a determination of the applicable adjusted bonus compensation rates in accordance with the foregoing criteria.

Unless otherwise directed in writing by the respective Players Associations, bonus compensation will be payable only to Roster Players during the respective window.

Appendix B sets out the schedule for bonus compensation.

## **8.3 World Cup Participation Pools**

In addition to base compensation for the 2026 World Cup and 2027 Women's World Cup group stages specified in Appendix A, further incremental compensation will be provided to the overall player pool according to the schedule set out in Appendix C, to be divided on an equitable basis between WNT/XNT and MNT, and paid as directed by each of the Players Associations, contingent on and subject to the total combined group stage participation funds received by Canada Soccer for the 2026 FIFA World Cup and 2027 FIFA Women's World Cup.

## **8.4 World Cup Friends & Family Program**

Each MNT Player who is named to the 2026 World Cup Roster Players list will receive \$20,000 in compensation for friends and family travel, hotel, and related expenses to attend the group stage of the 2026 FIFA World Cup in Toronto and Vancouver. Each MNT Player on the 2026 World Cup Roster Players list will receive a further \$5,000 for such friends and family expenses for each additional match, if any, that the MNT plays in the 2026 FIFA World Cup.

Each WNT/XNT Player who is named to the 2027 FIFA Women's World Cup Roster Players list will receive \$20,000 in compensation for friends and family travel, hotel, and related expenses to attend the group stage of the 2027 FIFA Women's World Cup in Brazil. Each WNT/XNT Player on the 2027 Women's World Cup Roster Player list will receive a further \$5,000 for such friends and family expenses for each additional match, if any, that the WNT/XNT plays in the 2027 FIFA Women's World Cup.

Canada Soccer and the respective Players Association may mutually agree to an alternative format for distribution of World Cup Friends & Family compensation other than direct payment to Players (*e.g.*,

partial payment, less expenses incurred on behalf of Players where Canada Soccer deems it operationally preferable to book a block of rooms for Players' families).

#### **8.5 Dues**

Canada Soccer shall deduct from amounts due and payable to the Players such amounts for dues and other fees as representatives of the Players Associations may direct in writing from time to time. The Players Associations will inform Canada Soccer in writing of the amount of dues and initiation fees it is obligated to withhold from Players' wages.

#### **8.6 Reporting and Payments**

Canada Soccer will provide reports that identify, for each window, the Players in camp and on the roster of each match and set out the compensation provided on a Player-by-Player basis for the window, including any deductions from those amounts for expenses by or on behalf of Players. Canada Soccer will make commercially reasonable efforts to send such reports to the Players Associations within seven (7) calendar days following payment to the Players for the associated window.

All payments due to the Players participating in a particular window shall be paid by Canada Soccer directly to the Players to whom such payments are due, except as authorized by a written dues authorization pursuant to Article 8.5.

To the extent that Players receive a *per diem* (e.g., because meals are not provided), such *per diems* will be paid within 30 days following the conclusion of a camp/window.

#### **8.7 Payments Inclusive**

The Players Associations confirm and acknowledge that the compensation and benefits provided to the Players under the Agreement are received inclusive of any statutory entitlement to vacation pay or holiday pay, to the extent applicable.

### **ARTICLE 9 – INJURY PROTECTION**

#### **9.1 Injuries During Window**

Any Roster Player who is injured during a given window shall be compensated as if they fully participated in that window as intended, based on the Player's status as set out in Article 7 of this Agreement and the compensation payable as set out in Article 8 of this Agreement.

If a Player is injured in a Pre-Camp Window (as defined in Article 6.1), they shall be paid as follows:

- (a) if the number of Players in the Pre-Camp Window does not exceed the roster limit for the subsequent Tournament Window, the injured Player shall be compensated as if they fully participated in the Tournament Window as intended; or
- (b) if the number of Players in the Pre-Camp Window exceeds the roster limit for the subsequent Tournament Window, the injured Player shall receive 50% of the

compensation they would have received if they fully participated in the Tournament Window as intended.

## **9.2 Insurance**

At minimum, Canada Soccer will obtain or maintain travel medical insurance coverage for every Player attending camp and for each window for non-soccer injury and illness sustained from 12:01am on the first day of travel to camp until the Player returns to the jurisdiction of their club, as applicable. Players not returning immediately to a home club are addressed on a case-by-case basis.

At minimum, Canada Soccer will obtain or maintain sports medical insurance providing coverage for reasonable medical costs during a camp within the window for soccer-related injuries that require treatment during the camp, with such coverage being at least comparable in scope and limits to the coverage carried by Canada Soccer at the date of execution of this Agreement, and subject to availability in the insurance market.

Canada Soccer shall, on request, provide the Players Associations with a copy of the relevant insurance policy or policies.

When there is a possibility that a Player may be entitled to coverage for an injury or illness under the applicable policy or policies, Canada Soccer shall promptly provide the Player with information about applying for and the procedures/requirements for accessing benefits pursuant to the policy (*e.g.*, any requirements to coordinate medical benefits between Canada Soccer and the Player's club team, as applicable, application requirements, *etc.*). Canada Soccer shall also respond promptly (generally within 1-2 business days) to inquiries from the Player concerning their medical treatment to recover from the injury.

## **ARTICLE 10 – TRAVEL, PROGRAM STANDARDS, AND BENEFITS**

### **10.1 Program Standards**

Travel, accommodation, and ticket benefits shall be provided by Canada Soccer in accordance with Appendix D.

## **ARTICLE 11 – TICKET REVENUE SHARING**

### **11.1 Ticket Revenue Sharing for Home Friendly Windows**

Ticket revenue sharing for home friendly windows shall be provided to the Players in accordance with Appendix E.

## **ARTICLE 12 – PLAYER NAME, IMAGE AND LIKENESS**

### **12.1 Individual NIL**

“**Likeness**” means, in respect of each Player, the elements by which that Player may be identified, recognized or depicted, including the Player's name; established nickname; initials; unique autograph or signature (and any facsimiles); image, picture, video or film portrayal, photograph, portrait or

performance (whether such image, picture, video or film portrayal, photograph, portrait or performance in still, motion, video, digital, animated, or any other medium now known or hereafter devised or developed); established jersey number when used in connection with the Player's team or national squad; distinctive identifiable features, marks, attributes, and characteristics or any colourable imitation or adaptation thereof, including tattoos, body markings, signature actions or celebrations; personal trademarks; service marks or logos owned or controlled by the Player; social media handle; voice; animation; actual or simulated likeness; caricature head and body scan; persona; biographical information; and/or other personal indicia or other means by which any Player may be recognized or identified. For the sake of clarity, Likeness does not include a Player's biometric data or health information, but does include data concerning performance and/or movement collected from any sensor, device or tracking device worn by an individual Player used to collect, monitor, measure or track any metric.

All individual marketing, advertising, and publicity rights using the Likeness of a member of the MNT or WNT/XNT are the property of the Player. Subject to Article 12.4, Canada Soccer may only use the Likeness of a Player if Canada Soccer receives prior written approval to do so from the applicable Player. Each Player providing such approval shall negotiate the terms on which they are prepared to allow the use of their Likeness.

### **12.2 Grant of Likeness for Non-Commercial Promotional Activities**

The Players Associations grant Canada Soccer and its delegates approval to use Player Likenesses, without compensation but subject to player approval, which approval shall not be unreasonably withheld, for non-commercial promotional activities for the aims and objectives of Canada Soccer (e.g., promoting the sport of soccer in Canada, or any MNT and/or WNT/XNT match). For greater certainty, to the extent that such use is associated with the name or logo of a sponsor, such use will be deemed a "commercial use" for purposes of this Agreement. However, it is acknowledged that the use of Player Likeness to promote or advertise games or tournaments that have an affiliated sponsor does not constitute commercial use, provided that in no instance shall the use of Player Likeness be presented in a manner that creates the impression that the Player is directly endorsing the sponsor.

### **12.3 Grant of Likeness to Players Association**

To the extent the Player has not already so, each Player hereby grants and assigns to their applicable Players Association (or an affiliated legal entity designated by such Players Association) the exclusive and unlimited right to use, license and sublicense the right to use the Player's Likeness for use in connection with any product, brand, service, appearance, product line or other commercial use and any sponsorship, endorsement or promotion thereof, when the Likeness of four (4) or more Players' Likenesses from any one of the Teams are involved in combination (but for clarity, this cannot include four (4) total Players from the two Teams combined), regardless of whether that number is reached using such Likenesses simultaneously or individually as part of a related series, in any form, media, or medium (now known or hereafter developed) provided they are presented in generally equal prominence.

The grant and assignment in this Article 12.3 shall expire one (1) year after expiration of this CBA, and may not be revoked, terminated, or otherwise assigned in any manner by the Player until such date. Canada Soccer is not a party to the terms of this Article 12.3, which is included herein solely for the administrative convenience and benefit of the Players and their applicable Players Association.

## 12.4 Commercial Use of Group Likeness

The terms upon which the Players Associations grant to Canada Soccer (and, indirectly, its commercial partners) commercial use of group Likeness are set out in Appendix F.

## ARTICLE 13 – PROMOTIONAL APPEARANCES

### 13.1 Scheduling Player Appearances

In respect to player appearances, Canada Soccer agrees to:

- (a) make commercially reasonable efforts to schedule appearances in such a way as to minimize the negative impact on Players' training and game schedules, including with regard to frequency of appearances, timing of appearances and distance required to be travelled for appearances;
- (b) make commercially reasonable efforts to distribute any appearance requests evenly among the members of the MNT and WNT/XNT, respectively, and to follow any directions provided by the members of the MNT and WNT/XNT with respect to the allocation of appearances; and
- (c) designate one or more Canada Soccer staff members as liaisons for Players to express feedback, comments or concerns to the Canada Soccer.

### 13.2 Unpaid Promotional Appearances

- (a) Each Player shall make up to three (3) Canada Soccer-requested appearances per calendar year for the purpose of promoting and/or supporting Canadian soccer, or the MNT or WNT/XNT, as applicable, without compensation (each an "**Unpaid Appearance**"). An Unpaid Appearance may be either an individual Unpaid Appearance (an "**Unpaid Individual Appearance**") or a team Unpaid Appearance (an "**Unpaid Team Appearance**").
- (b) Any Player asked to participate in an Unpaid Appearance shall receive reasonable notice in respect of such Unpaid Appearance, and may decline to participate in the Unpaid Appearance for reasons mutually agreed to with Canada Soccer, which agreement shall not be unreasonably withheld.
- (c) Where Canada Soccer does not agree under Article 13.2(b) that a Player may decline an Unpaid Appearance and informs the Player that it does not agree, and that Player subsequently fails or refuses to attend an Unpaid Appearance without a compelling justification on more than two (2) occasions in a calendar year, then Canada Soccer shall be entitled to deduct from that Player one (1) Tier 4 base wage for each missed Unpaid Appearance in the calendar year. A Player and Players Association shall be entitled to grieve whether an alleged failure to attend meets the criteria for such a wage deduction.
- (d) Players may be asked, and agree to additional Unpaid Appearances in their sole and absolute discretion.

### **13.3 Unpaid Individual Appearances**

The following conditions apply to Unpaid Individual Appearances:

- (a) Canada Soccer shall cover all reasonable travel costs of the Player (including reimbursements for taxis, gas, parking, *etc.*);
- (b) Each Unpaid Individual Appearance shall last not more than two (2) hours excluding travel time, and, subject to a compelling justification by Canada Soccer, no more than four (4) hours including travel time;
- (c) No Unpaid Individual Appearance shall require a Player to provide coaching services of any kind unless the Player consents to providing such services in advance of the event, which consent may be withheld in the Player's sole and absolute discretion;
- (d) No Unpaid Individual Appearance shall require a Player to provide any demonstration of soccer skills unless the Player consents to such a demonstration in advance of the event, which consent may be withheld in the Player's sole and absolute discretion.
- (e) No Unpaid Individual Appearance shall require an appearance for a sponsor; and
- (f) Activities in support of Canada Soccer media or public relations initiatives shall not count as an Unpaid Individual Appearance.

### **13.4 Unpaid Team Appearances**

The following conditions apply to Unpaid Team Appearances:

- (a) Canada Soccer may schedule Unpaid Team Appearances during any national team camp. Such appearances may include appearances for sponsors;
- (b) A minimum of 12 Players shall represent the team for these appearances, unless otherwise indicated by CSA;
- (c) A mix of experienced and young Players shall represent the team for each Unpaid Team Appearance, and the CSA shall have the right, acting reasonably, to request specific Players for each Unpaid Team Appearance;
- (d) Each Unpaid Team Appearance shall last not more than two (2) hours, excluding travel time;
- (e) All expenses related to each Unpaid Team Appearance shall be covered by Canada Soccer;
- (f) No Unpaid Team Appearance shall require a Player to provide coaching services of any kind unless the Player consents to providing such services in advance of the event, which consent may be withheld in the Player's sole and absolute discretion;

- (g) No Unpaid Team Appearance shall require a Player to provide any demonstration of soccer skills unless the Player consents to such a demonstration in advance of the event, which consent may be withheld in the Player's sole and absolute discretion;
- (h) Activities in support of Canada Soccer media or public relations initiatives shall not count as an Unpaid Team Appearance;
- (i) An Unpaid Team Appearance may not be used to capture content for a sponsor or to be used to generate promotional materials for a sponsor. For clarity, content captured to promote Canadian soccer or its national teams shall be acceptable; and
- (j) An Unpaid Team Appearance may not be used for any matters to be dealt with as Individual Appearances.

### **13.5 Paid Player Appearances**

Canada Soccer agrees to provide information on its website about how to arrange/schedule a Player appearance that may include listing in the drop-down menu, inclusion in the Frequently Asked Questions section, and a call to action button.

Save and except for Unpaid Appearances:

- (a) all appearances shall be paid on terms negotiated with the respective Player, provided that those terms meet or exceed the minimum amounts set out in Appendix G attached hereto ("**Appearance Fees**"); and
- (b) Canada Soccer is not entitled to any proceeds from Player appearances and may not receive any form of compensation for a Player appearance without the express written consent of such Player.

### **13.6 Restrictions**

- (a) Outside of Unpaid Appearances, a team event cannot be used to obtain Player appearances for sponsors or otherwise.
- (b) Players must obtain Canada Soccer's consent to use an official jersey or other official apparel in connection with non-Canada Soccer activities or appearances.

### **13.7 Access to Photographs and Footage**

Canada Soccer shall make photographs and footage of the MNT and WNT/XNT owned by Canada Soccer available to the respective Players Associations for use by them and the Players in connection with charity or not-for-profit Players Associations events. Canada Soccer shall not charge the Players or the Players Associations for the use of such photographs and/or footage in connection with charitable or not-for-profit events, however, the Players and the Players Associations shall be responsible for all third-party costs associated with acquiring such photographs or footage. Canada Soccer shall be provided with a reasonable opportunity to approve all use of all such provided materials.

## **ARTICLE 14 – PARENTAL BENEFITS**

### **14.1 Parental Entitlement**

For any WNT/XNT non-birth, adoptive, or birth parent, and for any MNT non-birth or adoptive parent who does not have a domestic partner, parental benefits are provided as outlined in Appendix H.

## **ARTICLE 15 – INFORMATION SHARING**

### **15.1 Information Sharing by Canada Soccer**

The following list of information-sharing provisions is included only for the parties' convenience and, to the extent there is an inconsistency between this Article 15.1 and the referenced CBA provision, the provisions of the referenced provision shall control.

Canada Soccer shall regularly provide the following information to the Players Associations:

- (a) No less than once per calendar year, information concerning the proposed budget for the coming year, with such meeting to take place no later than the end of February of the year to which the budget applies;
- (b) Notice of MNT and WNT/XNT activities generally;
- (c) Notice of any Promotional Appearances in accordance with Article 13;
- (d) Notice of any new or amended Team rules or codes of conduct;
- (e) Notice of any Player discipline to be imposed on any Player that affects the Player's ability to participate in MNT or WNT/WNT activities (which discipline shall be challengeable in accordance with the grievance procedure in this Agreement);
- (f) Any amount of dues deducted from Player pay, as set forth in Article 8.5;
- (g) Subject in all instances to compliance with mandatory and applicable anti-doping statutes, rules or regulations (including prohibitions on providing advance notice of certain testing), notice of any effort to collect, monitor, or analyze information on or in connection with the blood, urine or other biospecimen of a Player (which shall not affect Canada Soccer's medical personnel's ability to order biospecimen collection and/or testing of an individual Player when they determine it is clinically indicated, or as may be required by other organizations as a condition of participating in international competition);
- (h) To the extent practicable, preliminary camp rosters and tentative daily camp schedules;
- (i) Information concerning ticket revenue share as set forth in Appendix E;
- (j) Information concerning commercial revenue share as set forth in Appendix F;
- (k) Insurance policy information as set forth in Article 9.2; and

- (l) Following each camp and/or match, an accounting of the amounts paid to Players associated with that camp/match.

## **15.2 Information Sharing by Players Associations**

The Players Associations shall use commercially reasonable efforts to provide to Canada Soccer:

- (a) on an annual basis, the Players Associations' most-current list of all Players Association representatives;
- (b) on a semi-annual basis, each Players Association's most current list of all name, image, and/or likeness agreements made by each player with third parties; and
- (c) on an annual basis, a list of all licensing agreements entered into by the Players Associations or its licensing agent related to current Players.

## **ARTICLE 16 – OPERATION OF CANADA SOCCER & PLAYER CONDUCT**

### **16.1 Operation of Canada Soccer**

The CSA maintains the right to determine its operations except as set forth in the provisions of this Agreement, and subject in all events to applicable laws. The CSA may issue reasonable rules and regulations relating to the Players and/or the Teams concerning (a) when, where, how, and under what circumstances it wishes to operate, suspend, or discontinue Team activities; (b) who will coach the Teams and how the coach(es) will be selected; and (c) the manner and the rules by which the Players shall play soccer, including (i) the right to determine the eligibility of the Players, (ii) the manner in which the Players shall conduct themselves on the field or in training camps or when traveling to and from training camps, as it may from time to time reasonably deem best as required to maintain order, safety, and/or as is necessary for the effective operation of Canada Soccer. This Article 16.1 does not constitute approval by the Players Associations of any Canada Soccer rule and regulation.

### **16.2 Rules and Codes of Conduct**

Each Player, while in camp or attending to their duties with the Teams, shall comply with all applicable FIFA, CONCACAF, International Olympic Committee, COC, and competition rules and regulations together with all CSA policies, handbooks and codes, including the CSA Code of Conduct and Ethics or other rules reasonably established by CSA from time to time pursuant to Article 16.1.

### **16.3 Team Rules**

While in camp or otherwise on duty with their Team, each Player will follow lawful Team rules, directions of coaches and authorized CSA personnel, and will complete any mandatory orientations, briefings, and compliance modules reasonably notified by CSA. Each Player shall also comply with applicable uniform and equipment policies during Team activities.

#### **16.4 Safe Sport**

Each Player shall comply with all applicable safe sport, safeguarding, and anti-harassment policies and training requirements communicated by CSA.

#### **16.5 Anti-Doping and Drug Testing**

Each Player shall comply with all applicable anti-doping rules and programs, including those of FIFA, the World Anti-Doping Code, and the Canadian Anti-Doping Policy, together with any competition-specific programs. Each Player will consent to in-competition and out-of-competition testing, whereabouts, sample collection, and results management as required by those rules.

#### **16.6 Professionalism and Integrity**

Players shall conduct themselves with professionalism and integrity in a manner befitting representatives of Canada and of the Teams on and off the field while engaged in Team activities, including adherence to Team curfews, media protocols and appearance standards reasonably set by CSA in accordance with this CBA.

Players shall not, directly or indirectly, engage in bribery, match manipulation, betting in breach of applicable rules, or other conduct that could reasonably be expected to bring CSA or the Teams into disrepute. Players shall comply with applicable laws and shall act in a sporting manner consistent with fair play. Players agree to attend seminars or training on these topics as reasonably required by CSA from time to time.

#### **16.7 Cooperation**

Players will cooperate in good faith with legitimate investigations or proceedings conducted by competent sport integrity bodies, anti-doping authorities, or Canada Soccer.

#### **16.8 Notice of Player Discipline**

Canada Soccer shall provide notice to the Player and the respective Players Association of any proposed documented discipline or any discipline to be imposed on any Player that affects the Player's ability to participate in Team activities, with such notice to occur at least one (1) week before such discipline is actually imposed, where practicable. The Players Association shall have the right to challenge documented discipline, such as a warning notice or other documentation of progressive discipline, or any discipline that impacts a Player's pay, through the Dispute Resolution procedure in **Article 17**.

### **ARTICLE 17 – DISPUTE RESOLUTION**

#### **17.1 Grievance Procedure**

Any dispute involving the interpretation or application of, or compliance with, any provision of this Agreement shall be resolved in accordance with the procedure set forth in this Article 17.

## **17.2 Initiation**

Either Players Association may initiate a grievance on behalf of itself or any of its Players by giving notice to Canada Soccer in accordance with this Article 17.2. Canada Soccer may initiate a grievance against either Players Association or any Player by giving notice to the applicable Players Association in accordance with this Article 17.2, with a copy to the affected Player.

Notice provided in this Article 17.2 (a “**Notice of Grievance**”) shall contain sufficient detail to allow the receiving party to understand:

- (a) the basic factual basis for the grievance;
- (b) which specific Players, if any, are affected;
- (c) the remedy sought by the Party giving notice; and
- (d) whether the Party giving notice intends to request that the grievance be resolved on an expedited basis.

## **17.3 Timing of Grievances**

Grievances shall be initiated:

- (a) For grievances concerning compensation or entitlement to monetary damages, within six (6) months of the date on which the Party initiating the grievance first knew or ought reasonably to have known of the facts and circumstances on which the grievance is based; and
- (b) For all other types of grievance, within sixty (60) days of the date on which the Party initiating the grievance first knew or ought reasonably to have known of the facts and circumstances on which the grievance is based.

## **17.4 Good Faith Discussions and Mediation**

Following the initiation of a grievance, the affected Parties, including the affected Player(s), shall discuss the matters raised by the Notice of Grievance and make good-faith efforts to reach a mutually acceptable resolution to such matters, subject only to the extent such discussions are not reasonably practicable (*e.g.*, in light of relevant time constraints).

In the context of such discussions, any affected Party may propose that any matter raised by a Notice of Grievance be referred to mediation. However, mediation shall only proceed by mutual consent.

## **17.5 Arbitration**

Where good-faith discussions (where applicable) or mediation (where applicable) do not result in a resolution of any matter raised by a Notice of Grievance, or where consent was not provided to mediation, an affected Party may refer a matter raised by the Notice of Grievance to arbitration, provided the referral to arbitration is provided to affected Parties within thirty (30) days of the end of discussion or mediation. The arbitrator is to be selected by the Parties from the list set out in Article 17.5.1, or as may be agreed

to by the Parties. If the Parties fail to select an arbitrator within ten (10) working days of a notice of referral to arbitration, then any Party may request the Minister of Labour to designate an arbitrator from the list.

#### **17.5.1 Choice of Arbitrator**

The Party referring a grievance to arbitration shall propose an arbitrator from the following approved roster:

- Linda Rothstein
- Jeff Leon
- Larry Lowenstein
- David Brown
- Pat Flaherty
- The Honourable Hugh Fraser
- Anne Benedetti
- Alan D'Silva
- Larry Banack
- William Kaplan
- Matthew Wilson

To the extent that the selected Arbitrator is not available to hear the matters subject to the Notice of Grievance on a sufficiently expedited basis (based on the reasonable view of any affected Party) or otherwise refuses the mandate based on the remuneration or a perceived conflict, a different arbitrator from the above roster may be selected instead.

#### **17.5.2 Jurisdiction of Arbitrator**

The Arbitrator appointed by the Parties pursuant to Article 17.5.1 shall have the power to:

- (a) determine the interpretation or application of, or compliance with, any provision of this Agreement, but shall not have the jurisdiction to alter or change any of the provisions of this Agreement, or to substitute any new provisions in lieu thereof, nor to give any decision inconsistent with the terms and provisions of this Agreement, or to deal with any matter not covered by this Agreement;
- (b) determine whether a matter is arbitrable;
- (c) award damages to a Party arising from a breach of this Agreement;

- (d) Subject to Article 17.3, determine the procedure for the conduct of the arbitration, including the extent to which the arbitration shall proceed on an expedited basis; and
- (e) make an order for interim and/or interlocutory injunctive relief pending the final determination of the arbitration.

In developing the procedure for the arbitration, the Arbitrator shall have regard to the overall cost of the proceeding, and shall endeavour to tailor a process that is reasonable and proportionate to the issues at stake.

### **17.5.3 Arbitration Procedure**

The Parties have agreed to an efficient and expedited process for the resolution of disputes under this agreement. The procedure established by the Arbitrator should have regard to the following overarching principles:

1. A case conference shall be held within three (3) days of the appointment of an arbitrator to establish a schedule for the conduct of the arbitration;
2. The Arbitrator shall determine the format of any hearing to be held, including whether it should be in person, virtual or hybrid;
3. The procedure should be cost effective, expedient and efficient;
4. The procedure should be proportionate to the issues in dispute (*i.e.*, smaller value issues should have a faster and less structured process);
5. Time is of the essence;
6. There shall be no pre-hearing discovery (documentary or oral) unless a party requests discovery and satisfies the Arbitrator that without discovery that party will be substantially prejudiced in the advancement of their position;
7. In the limited instances where discovery is permitted, it shall be targeted and truncated; and
8. Unless agreed to by the Parties, the Arbitrator shall render an award within 14 days of the conclusion of any hearing held in respect of the grievance.

### **17.5.4 Costs**

The joint costs of the arbitration, including, but not limited to, the fees and expenses of the Arbitrator, the costs of any hearing room, and the cost of any transcript created at the direction of the Arbitrator or jointly requested by Canada Soccer and the applicable Players Association, shall be borne equally between Canada Soccer and the applicable Players Association. Subject to the discretion of the arbitrator to award costs to the successful party if the unsuccessful party has been found to have acted in bad faith in the conduct of the arbitration, Canada Soccer and the applicable Players Association each shall be responsible for its own costs of the arbitration. The Parties agree that hearings shall be recorded and an artificial intelligence-aided recording system shall be used to prepare rough transcripts of the hearing.

Arbitrators appointed for a grievance shall accept the appointment on the following economic terms or be deemed unsuitable: (i) a fixed per day hearing fee of \$4,000; and (ii) an hourly rate for preparation and drafting time of \$500 per hour.

#### **17.5.5 Payment**

If a monetary award is made by the Arbitrator, payments as ordered shall be made within thirty (30) days unless otherwise (i) agreed to by the relevant Parties; or (ii) ordered by the Arbitrator.

Any monetary award made by the Arbitrator shall bear interest at the rate and in the manner used by the Ontario Labour Relations Board, beginning with the date of the Arbitrator's award.

#### **17.6 Expedited NIL Procedure**

The Parties agree that any grievance filed by a party in respect of a Response provided for in Appendix F will be subject to the Expedited Grievance and Arbitration procedure ("**Expedited NIL Arbitration**") described herein.

**Timing.** All Expedited Disputes must be submitted to Expedited NIL Arbitration via email to the other Party and three (3) arbitrators from the approved list of arbitrators in Article 17.5.1 no more than three (3) days after the expiry of the ten (10) business day period to resolve the disputed notice. The Arbitrator who first responds with availability to resolve the Expedited NIL Arbitration shall be duly appointed.

The following procedure shall apply:

- (a) **No Hearing/Limited Hearing.** All Expedited NIL Arbitrations will be resolved by the selected Arbitrator without an in-person hearing, unless (i) the parties mutually agree otherwise; (ii) the Arbitrator directs otherwise; or (iii) the issues in dispute are such that they reasonably require an in-person hearing (*e.g.*, the Arbitrator is tasked with determining whether a Player's objection is a *bona fide* sincerely held values-based objection). In lieu of a hearing, the Arbitrator will be provided with the use notice in issue and any response, as well as simultaneously exchanged written letter briefs of no more than three (3) pages, which shall append any other exhibits or documents in support of their respective positions to the Arbitrator. These submissions will be filed simultaneously within three (3) days of the Arbitrator's appointment. The Arbitrator may request a videoconference hearing with the Parties to last two (2) hours or less, provided the video hearing can be held within 48 hours of the filing of the parties' briefs.
- (b) **Arbitrator Decision and Rulings.** The Arbitrator will issue a ruling, in writing, within two (2) business days of the Parties' submissions or video hearing (if applicable), with a full written decision to follow shortly thereafter. The Arbitrator's decision shall be final, binding, and not subject to appeal.
- (c) **Costs.** The cost of the Arbitrator and any other direct costs of the arbitration will be borne by the losing Party. In addition, the Arbitrator shall have discretion to award costs in the arbitration if a party has been found to have acted in bad faith in the conduct of the arbitration.

### **17.7 No Waiver**

Nothing in this Agreement shall deprive any Player of any rights under the bylaws of Canada Soccer, nor shall this Agreement prevent a Player from pursuing participation grievances, including but not limited to claims related to the Players' right to participate in a protected competition pursuant to Canada Soccer's Constitution & Bylaws, FIFA Bylaws, the Bylaws of the Canadian Olympic and Paralympic Committees, or *The Physical Activity and Sport Act* or any successor legislation.

## **ARTICLE 18 – MISCELLANEOUS**

### **18.1 Integration, Entire Agreement**

It is expressly provided that in construing the terms of this Agreement, substantive bargaining discussions between the Parties may be offered and considered by an impartial arbitrator as deemed appropriate by them. Canada Soccer and the Players Associations acknowledge and agree that this Agreement and the Appendices, Schedules and Exhibits attached to this Agreement represent the entire agreement and understanding between the Parties and supersede any prior agreement, prior understanding or prior negotiations respecting any matters covered by this Agreement and the Appendices. No term of this Agreement or of the Appendices to this Agreement shall be modified, altered, or amended, except in a writing signed by both Canada Soccer and the Players Associations.

### **18.2 Governing Law**

This Agreement shall be governed by and construed in accordance with the laws of the Province of Ontario and the applicable federal laws of Canada applicable therein.

### **18.3 Non-Waiver**

The failure of any Party to insist, in any one or more instances, on the performance of any terms or conditions of this Agreement shall not be construed as a waiver or relinquishment of any rights granted under this Agreement or of the future performance of any such term or condition, and the obligations of the non-performing party shall continue in full force and effect.

### **18.4 Headings and Organization**

The headings and organization of this Agreement are solely for the convenience of the Parties, and shall not be deemed part of, or considered in construing or interpreting this Agreement.

### **18.5 Time Periods**

Unless specifically stated otherwise, the specification of any time period in this Agreement shall include any non-business days within that period, except that any deadline falling on a Saturday, Sunday, or statutory holiday shall be deemed to fall on the following business day.

All time periods referred to in this Agreement shall be deemed to begin on the day immediately following the day on which the relevant event occurred.

## **18.6 Currency**

Unless otherwise specified, the monetary values described herein are denominated in Canadian dollars.

## **18.7 Signatures**

This Agreement may be signed in one or more counterparts (including facsimile or electronic signatures), each of which shall be deemed to be one and the same instrument.

## **18.8 Assignment**

Canada Soccer shall retain the right to assign, license or sublicense any of its rights in this Agreement to any division of Canada Soccer or a subsidiary or similar legal entity to perform licensing and/or marketing functions performed by Canada Soccer or its agents as of the date of this Agreement. The Players Associations shall retain the right to assign or license any or all of their rights in this Agreement to any affiliated legal entity to perform licensing and/or marketing functions on behalf of the Players or the Players Associations.

In addition, Canada Soccer shall retain the right to assign, license or sublicense its rights under Articles 12.2, 12.4 and Appendix F to Canada Soccer Media and Entertainment LP ("**CSME LP**") to perform licensing and/or marketing functions performed by Canada Soccer or its agents as of the date of this Agreement.

## **18.9 Notices**

All notices to Players under this Agreement shall be delivered by email. Notices to a Player shall be addressed to the Player at the email address contained in Canada Soccer's personnel records, as amended from time to time, or to the Player's agent or representative, and to the respective Players Association.

Any notice or other communication required or permitted to be given hereunder shall be in writing and shall be delivered in person, transmitted by email or similar means of recorded electronic communication and may also be sent by registered mail, charges prepaid, addressed as follows:

If to Canada Soccer:

Canada Soccer  
237 Metcalfe Street  
Ottawa, ON K2P 1R2  
Attention: Kevin Blue  
Email: [REDACTED]

If to the CSPA:

Canadian Soccer Players' Association  
c/o Davies Ward Phillips & Vineberg LLP  
155 Wellington St. W, 37th floor  
Toronto, ON M5V 3J7

Attention: Maureen Littlejohn  
Email: [REDACTED]

If to the CMNSTPA:

Canada Men's National Soccer Team Players Association  
c/o Aird & Berlis LLP  
Brookfield Place  
181 Bay Street, Suite 1800  
Toronto, ON M5J 2T9  
Attention: Dasha Peregoudova  
Email: [REDACTED]

Any such notice or other communication shall be deemed to have been given and received on the day on which it was delivered or transmitted (or, if such day is not a business day or if delivery or transmission is made on a business day after 5:00 p.m. at the place of receipt, then on the next following business day) or, if mailed, on the third business day following the date of mailing; provided, however, that if at the time of mailing or within three (3) business days thereafter there is or occurs a labour dispute or other event which might reasonably be expected to disrupt the delivery of documents by mail, any notice or other communication hereunder shall be delivered or transmitted by means of recorded electronic communication as aforesaid.

Any Party may at any time change its address for service by giving notice to the other Parties in accordance with this Article 18.9.

## APPENDIX A – BASE COMPENSATION

Base compensation will be provided to Roster Players according to the following schedule:

<b>Tier</b>	<b>Competition and Stage</b>	<b>Stage</b>	<b>Fee Per Game</b>
<b>1</b>	2026 FIFA World Cup	Group Stage	\$25,000
<b>1</b>	2027 FIFA Women’s World Cup	Group Stage	\$25,000
<b>2</b>	2024 Olympics	Group Stage; Quarter Final	\$6,500
<b>2</b>	2024 Copa America	Group Stage	\$6,500
<b>3</b>	2025 Men’s Gold Cup	Group Stage; Quarter Final	\$3,500
<b>3</b>	2026 CONCACAF Women’s Championship ( <i>i.e.</i> , 2027 World Cup Qualifier and 2028 Olympics Qualifier)		\$3,500
<b>3</b>	Nations League – MNT	Finals	\$3,500
<b>4</b>	Nations League – MNT (any year)	Group and preliminary rounds	\$2,500
<b>4</b>	She Believes Cup – WNT/XNT (any year)		\$2,500
<b>4</b>	Official counting friendlies (any year)		\$2,500

## APPENDIX B – BONUS COMPENSATION

Tier	Competitions	Policy
<b>1</b>	2026 FIFA World Cup knockout rounds (after group stage)	Of prize money received for advancement in the knockout rounds ( <i>i.e.</i> , that is incremental to baseline funds received for group stage participation discussed in Appendix C) 50% will be provided to player pools to be split evenly between MNT and WNT/XNT and 50% will be retained by Canada Soccer. The WNT/XNT share shall be contingent on their qualification for the 2027 FIFA Women’s World Cup. If WNT/XNT do not qualify their share shall revert to Canada Soccer for reinvestment in grassroots soccer and youth national teams.
<b>1</b>	2027 FIFA World Cup knockout rounds (after group stage)	Of prize money received for advancement in the knockout rounds ( <i>i.e.</i> , that is incremental to baseline funds received for group stage participation discussed in Appendix C) 50% will be provided to player pool to be split evenly between MNT and WNT/XNT and 50% will be retained by Canada Soccer.
<b>2</b>	2024 Olympics	See below for bonus structure that was agreed upon and implemented in 2024.
<b>2</b>	2024 Copa America knockout rounds (after group stage)	See below for bonus structure that was agreed upon and implemented in 2024.
<b>3</b>	2025 M Gold Cup top four	Of prize money received for placement in any position in the top four ( <i>i.e.</i> , that is incremental to baseline funds received for group stage participation) 50% will be paid to the player pools to be split evenly between MNT and WNT/XNT and 50% will be retained by Canada Soccer.
<b>3</b>	2026 CONCACAF Women’s Championship ( <i>i.e.</i> , 2027 World Cup Qual and 2028 Olympics Qual)	If qualification for World Cup or Olympics is achieved through the CONCACAF Women’s Championship, Olympics playoff or any inter-confederation play-off for World Cup qualification, each participating Roster Player will receive a \$2,000 bonus for the achievement of qualifying or a \$5,000 bonus if WNT wins the Concacaf Championship ( <i>i.e.</i> , which would include the achievement of qualification).
<b>3</b>	Nations League finals (M; any year)	A \$5,000 bonus is paid to each Roster Player for winning the championship.

## **2024 Copa America and 2024 Olympic Games Bonus Structure**

The following bonus structure was agreed upon between the Parties and implemented in 2024 in respect of bonus compensation for 2024 Copa America and 2024 Olympics:

- 50% of any Prize Money earned at Copa America will go to the CSA;
- 50% of any Prize Money earned at Copa America will go the "Players' Pool";
- 100% of any Prize Money earned at the Olympics will go the Players' Pool;
- The Players' Pool will be split on the below terms, only if both teams achieve that result (*i.e.*, if both the MNT and WNT/XNT finish 2nd in their respective tournaments, sharing will occur on the below terms; however, if one team wins their tournament, while the other comes in 3rd place, sharing will occur until 3rd place on the below terms, and the team who advanced further will keep all incremental earning above 3rd place):
  - Quarter Final: No Prize Money sharing
  - 4th Place: No Prize Money sharing
  - 3rd Place:
    - Copa America: MNT receive 85%, WNT/XNT receive 15% of Players' Pool (*i.e.*, 42.5%/7.5% of total Prize Money)
    - Olympics: WNT/XNT receive 85%, MNT receive 15% of Players' Pool
  - 2nd Place:
    - Copa America: MNT receive 80%, WNT/XNT receive 20% of Players' Pool (*i.e.*, 40%/10% of total Prize Money)
    - Olympics: WNT/XNT receive 80%, MNT receive 20% of Players' Pool
  - 1st Place:
    - Copa America: MNT receive 75%, WNT/XNT receive 25% of Players' Pool (*i.e.*, 37.5%/12.5% of total Prize Money)
    - Olympics: WNT/XNT receive 75%, MNT receive 25% of Players' Pool

For clarity, if both teams achieve 3rd place and sharing begins, it will be for the entire Players' Pool, and not solely the incremental benefits earned from 4th to 3rd, notably for Copa America.

**APPENDIX C – WORLD CUP CONTINGENT COMPENSATION**

<b>Portion of cumulative group stage participation funds received by Canada Soccer for both 2026 FIFA World Cup and 2027 FIFA Women's World Cup (in USD)</b>	<b>Share to Player pool (%)</b>
Any amount above US\$12M up to US\$14M	50%
Plus any amount above US\$14M up to US\$15M	25%
Plus any amount above US\$15M	15%

## APPENDIX D – TRAVEL, PROGRAM STANDARDS, AND TICKET BENEFITS

Program standards will apply to every competition according to the Tier into which the competition falls (as specified in Appendices A and B) according to the following schedule:

Category	Tier 1	Tier 2	Tier 3	Tier 4
<b>Individual air travel</b>	Business class travel.	Business class travel for intercontinental travel. Premium economy travel on all other flights.	Business class travel for intercontinental travel. Premium economy travel on all other flights.	Business class travel for intercontinental travel. Premium economy travel on all other flights.
<b>Accommodations</b>	Single occupancy for tournament phase.  Double occupancy for pre-tournament camp. Single occupancy rooms are available for purchase.	Double occupancy. Single occupancy rooms are available for purchase.*	Double occupancy. Single occupancy rooms are available for purchase.*	Double occupancy. Single occupancy rooms are available for purchase.*
<b>Match tickets</b>  Eight (8) complimentary tickets available for any event controlled by Canada Soccer.	Four (4) per player with an opportunity to purchase more. Tickets are not transferrable to other players.	Four (4) per player with an opportunity to purchase more. Tickets are not transferrable to other players.	Availability based on envelope provided by event host organization to be negotiated ahead of event. Additional tickets above the host allotment are available for purchase by player.	Availability based on envelope provided by event host organization to be negotiated ahead of event. Additional tickets above the host allotment are available for purchase by player.

### Additional Travel Standards

For MNT, from January 1, 2026, until the start of the 2026 FIFA World Cup, business class travel will be provided for routes within a continent that are scheduled for five hours or more using the flight time database <https://www.travelmath.com/flying-time>.

For WNT/XNT, from January 1, 2027 until the start of the 2027 FIFA Women’s World Cup, business class travel will be provided for routes within a continent that are scheduled for five hours or more using the flight time database <https://www.travelmath.com/flying-time>.

\*Within seven (7) days prior to arriving in camp, provided the information is available to it, Canada Soccer will provide the cost of an upgrade to a single room in the team hotel for the duration of the camp to the Players. In the event that a Player chooses to upgrade to their own room, the Player will give notice of a single room request within a reasonable time prior to camp. Any upgrade requests will be subject to availability.

Canada Soccer agrees to:

- make reasonable commercial efforts to make travel itineraries available to Players at least two (2) weeks prior to travel;
- pay for Internet access in all hotels in which Internet is available; and

- make reasonable commercial efforts to ensure any flight booked is for the quickest available route (based on total travel time).

The following policy will be applied for air travel within a participation window:

<b>Travel situation</b>	<b>Default option and rationale</b>	<b>Exceptions <i>considered only if:</i></b>
Friendlies	<b>Commercial</b>	<ul style="list-style-type: none"> <li>• Direct flight is not available.</li> <li>• Direct flight lacks sufficient seats for the full team.</li> <li>• Charter offered as an option by a host country as part of a negotiation, where there is no cost to Canada Soccer.</li> <li>• Cost of the commercial flight and equipment shipping cost is equivalent to the cost of a charter.</li> </ul>
Pre-tournament camp	<b>Commercial</b> <ul style="list-style-type: none"> <li>• Sufficient time between arrival date and start of competition (i.e. 4+ days).</li> <li>• Pre-tournament camps should be organized within a reasonable distance from competition venue to avoid scenarios whereby a direct flight option is not available.</li> </ul>	<ul style="list-style-type: none"> <li>• Direct flight lacks sufficient seats for the full team.</li> </ul>
Between two legs of Olympic qualifying or CNL quarterfinals	<b>Charter</b> <ul style="list-style-type: none"> <li>• Gap between matches is typically short (MD-3 or shorter).</li> <li>• Match results impact future qualification and revenue opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>• Direct flight is available.</li> <li>• Option to ship equipment by ground is available.</li> </ul>
Transport provided by host during a tournament	<b>Whatever is provided by host</b> <ul style="list-style-type: none"> <li>• Host organization provides all transfers between venues.</li> </ul>	<ul style="list-style-type: none"> <li>• No exceptions.</li> </ul>

The Parties acknowledge that differences in experience or total spending may occur from time to time due to varying situational circumstances (*e.g.*, different schedules, coach or player preference), but policies for program standards should be equitable and consistently applied.

#### **Additional Ticket Terms**

Canada Soccer will make commercially reasonable efforts to provide a safe and select area for Players' match tickets.

If available, upon a Player's request, and subject to venue limitations, Canada Soccer shall provide the Player with up to two (2) complimentary passes to any VIP or Player Greeting Area for use by a Player's friends and family at any match under Canada Soccer's operational control.

The applicable Players Association shall receive four (4) complimentary tickets to all matches organized by Canada Soccer in Canada involving the MNT or the WNT/XNT, as the case may be, up to two (2) non-transferable credentials providing suite and media area access for Players Association officials only, and up to two (2) non-transferable complimentary passes for any public hospitality sessions immediately preceding and/or following the match. Players Association complimentary tickets shall be in the same section(s) as Player match tickets if seating in the section(s) is available prior to being sold to the general public. To enable Canada Soccer the best opportunity to sell any unused tickets, the applicable Players Association must notify Canada Soccer within ten (10) days of the date that Canada Soccer notifies the Players Association of the pre-sale or on-sale date if it will use its allotted tickets. If the applicable Players Association fails to notify Canada Soccer that it will use its allotted tickets, the Players Association's

allotted tickets will be made available for purchase by the public, and subsequent requests by the Players Association for complimentary allotted tickets will be honoured only to the extent (i) tickets remain available; and (ii) in whatever sections remain available.

Subject to availability, the applicable Players Association may purchase at least four (4) tickets to each CONCACAF-controlled, IOC-controlled, and FIFA-controlled event, regardless of location, in which the MNT or the WNT/XNT, as the case may be, participates, including but not limited to Copa America, Olympic, and World Cup matches (save and except the 2026 FIFA World Cup, only) at the price paid by Canada Soccer for the tickets, plus any administrative or other fees authorized by CONCACAF, IOC, and/or FIFA that are charged by Canada Soccer to everyone who purchases tickets from Canada Soccer. All tickets to CONCACAF, IOC, and/or FIFA-controlled events made available to the Players Associations pursuant to this Appendix shall be subject to any and all restrictions imposed by CONCACAF, IOC, and/or FIFA on such tickets, including but not limited to restrictions with respect to transfer, resale, or inclusion in promotions.

For credentialing, each Players Association must identify the two (2) Players Association officials at least thirty (30) days prior to the first camp of the year, and each Players Association shall be entitled to change its credentialed officials with at least thirty (30) days' notice before the applicable match, unless otherwise agreed to between the applicable Players Association and Canada Soccer.

## APPENDIX E – TICKET REVENUE SHARING

For home friendly matches only, the applicable Players Associations will receive 15% of Canada Soccer's cumulative Net Ticket Revenue (defined below) from matches held during their respective windows.

The Parties agree that Canada Soccer retains full scheduling authority for home friendlies, and may choose the timing, location, and business model of matches without considering the ticket revenue sharing opportunity for Players.

The Parties acknowledge and agree to the following:

- (a) **"Net Ticket Revenue"** is defined as (i) all revenue received by Canada Soccer that is derived from ticket sales from all matches held during a particular window, added together, minus (ii) all costs associated with all matches held during that window, added together, together with all costs of Canada's participation in all such matches held during that window, added together.
- (b) If Canada Soccer does not make positive Net Ticket Revenue for matches held during a friendly window, as calculated per subparagraph (a), Players will not receive compensation.
- (c) Ticket revenue sharing will not be pooled and shared between MNT and WNT/XNT.
- (d) Ticket revenue sharing applies only to friendly matches that are played in Canada. Matches that are played outside Canada, or are part of CONCACAF competition, World Cup or Olympics qualifying, or any other competition, are not eligible for ticket revenue sharing.
- (e) Home friendly matches may be organized by Canada Soccer in collaboration with promoters, stadium hosts, or other commercial partners in order to optimize home opponents and reduce financial risk to Canada Soccer. Based on their risk taking and investment into the events, such partners may be entitled to a share of net income. Revenue sharing with players will be based specifically on Canada Soccer's share of Net Ticket Revenue, if any.
- (f) In certain home friendly models – especially those involving high profile opponents or multiple teams in an invitational tournament format – a commercial partner may assume all risk, retain all ticket revenue, and pay Canada Soccer an appearance fee guarantee or other payments based on the commercial result of the match. In these instances, there will be no ticket revenue sharing with Players. Canada Soccer commits not to use this exemption to evade the revenue sharing arrangement.

No later than thirty (30) days prior to any domestic home friendly, Canada Soccer will advise the relevant Players Association of the nature of the organization of the related competition, and whether it will be eligible for revenue share pursuant to this Appendix E.

Where a competition is eligible for revenue sharing of Net Ticket Revenue, Canada Soccer will make commercially reasonable efforts to provide the applicable Players Association with all relevant financial

and ticket sale data no later than sixty (60) days following the competition, and distribute the relevant Players Associations' share of Net Ticket Revenue to all Roster Players for that competition within ninety (90) days, unless directed otherwise by the applicable Players Association.

## APPENDIX F – COMMERCIAL USE AND COMPENSATION OF GROUP NIL

The following select definitions and terms are derived from the representation agreement between Canada Soccer and CSME LP entered into as of January 1, 2026 (the “**CSME LP Agreement**”), to give effect to the terms and conditions of this Appendix F with such modifications as are appropriate:

“**Sponsorship Rights**” means all rights for non-CSA parties to be associated with the Core Assets (on an exclusive or non-exclusive basis).

“**Core Assets**” means the following assets of CSA:

- Canadian Men’s National Team program (for all applicable age groups);
- Canadian Women’s National Team program (for all applicable age groups);
- Canadian Championship (Professional) (men’s and women’s);
- National Championships (Amateur);
- “Active Start Soccer Fests”; and
- such other commercial assets of Canada Soccer that exist or come into existence during the Term; except those exclusions outlined herein or any other exclusions mutually agreed by the Parties in writing.

“**Adjusted Gross Revenue**” means Gross Revenue minus Cost of Sales and Service. Adjusted Gross Revenue is received by Canada Soccer according to the terms of the CSME LP Agreement.

“**Gross Revenue**” means all revenue generated from the Sponsorship Rights, Broadcast Rights, Licensing Rights, and Matchday Rights streams actually received by CSME LP during any one year of the Term (as hereinafter defined), subject to the inclusion of revenue from Matchday Rights as outlined in the CSME LP Agreement.

“**Cost of Sales and Service**” is defined for the purpose of determining Adjusted Gross Revenue, and consists of the following fixed percentage deductions applied to Gross Revenue (and will be subject to adjustment in each Look-In Period (as hereinafter defined)):

- Sponsorship Rights - 35%, Sponsorship Rights Related to Kit - 20%.

These percentage deductions do not apply to value in kind provided by the sponsor or licensee or performance bonuses related to team performance, as opposed to performance bonuses related to meeting a different form of key performance metric (“**KPI**”). For KPIs, if a KPI is achieved, the Parties agree to review, on a case-by-case basis, in good faith, any actual direct costs associated with achieving such KPI. Any identifiable direct costs shall be deducted from Gross Revenue; however, the default position of the Parties shall be that there are no identifiable direct costs.

Additionally, for clarity, the Parties agree that any revenue derived from sponsorship arrangements with the National Team’s official kit supplier, including sponsorship signing bonuses (if applicable) will be treated as revenue from Sponsorship Rights related to Kit (*i.e.*, 20% Costs of Sales and Service deduction).

The Parties agree that any signing bonuses received from commercial agreements will be amortized over the entire term of such commercial agreement for the purpose of calculating Gross Revenue and Cost of Sales and Service.

The Parties agree to act in good faith and provide transparent disclosure as to the items that should be attributed to the Cost of Sales and Service.

These percentage deductions apply only until the first Look-in Period. During the first Look-in Period, these deductions will be reviewed and re-based to a percentage based on an analysis of the actual direct Costs of Sales and Service incurred in the first three (3) years of the Term for each category and the reasonable and mutually agreed upon projected direct Costs of Sales and Service going forward.

**Revenue Share.** The Parties will share all Adjusted Gross Revenue (“**AGR**”) using a tiered share percentage method. The tiered sharing structure will be based on Gross Revenue in that year of the Term, with Canada Soccer receiving revenue according to the following percentages (the “**Revenue Share**”):

- 50% share of AGR on the first \$10,000,000 of Gross Revenue;
- 51% share of AGR on the next \$1,000,000 of Gross Revenue (prorated for any partial \$1,000,000 of Gross Revenue); and
- a continued 1% increase in the share of AGR to Canada Soccer for every additional \$1,000,000 of Gross Revenue (prorated for any partial \$1,000,000 of Gross Revenue), subject to an automatic increase to a 70% share of AGR to Canada Soccer at \$22,500,000 of Gross Revenue and above.

For greater clarity, the Parties acknowledge that the tiered share percentage is determined on Gross Revenue, while the percentage shared is applied to Adjusted Gross Revenue.

The remainder of this Appendix F consists of the agreed-to terms of this CBA relating to Group Rights.

### **Grant of Group Rights**

This Appendix F governs the provision of “**Group Rights**”, which consists of the use of the Likeness of four (4) or more Players Likenesses from any one of the national teams (*i.e.*, the MNT or the WNT/XNT), including in a series of individual Players or in a group context, provided that they are presented in generally equal prominence relative to each other. For purposes of clarity, it is agreed that “generally equal prominence” shall permit variation in size, colour, layout, duration and other parameters relating to presentation which, on an aggregate basis, do not give any one or more players a dominant or markedly disproportionate presence.

It is agreed that Group Rights do not include the right to use: (i) Player Likenesses of fewer than four (4) Players from any one national team, whether individually or together, for a commercial purpose; (ii) the Likeness of any Player on an individual basis, for any purpose.

The Players Associations hereby grant Canada Soccer the right to use Group Rights during the Term of the CBA and such grant includes the right to sublicense the Group Rights. The grant of the Group Rights and any such sublicensing is subject to the following terms and conditions:

1. Such use shall be permissible solely in connection with Canada Soccer’s marketing, advertising, and promotional purposes, and with respect to Sponsorship Rights. For clarity, the Players Associations have not granted Canada Soccer a right to use Group Rights in connection with licensed merchandise, including any commercial good or product (such as trading cards, video or

digital games, clothing, apparel, jerseys, toys, cards, collectibles, novelty items, and any other consumer goods) on or in which a Player's Likeness is depicted, incorporated, or otherwise used pursuant to a license with a third party. The grant of Group Rights herein shall not affect or impact in any way the Players Associations' use or authorization of third parties to use Group Rights in connection with such licensed merchandise.

2. The grant to Canada Soccer of the Group Rights shall be subject to timely payment of the full amounts agreed to below for each calendar year of the Term. In the event either Players Association asserts a breach by Canada Soccer of its payment obligations, Canada Soccer shall be provided with written notice of the asserted breach and shall have ten (10) business days to cure the breach or submit the asserted breach to dispute resolution in accordance with Article 17 of the CBA. The grant of Group Rights shall lapse only if Canada Soccer fails to cure a breach, or where the breach is disputed until such time as a breach is established by adjudication and Canada Soccer fails to cure the breach within ten (10) business days of it being confirmed by adjudication. The Parties agree that any delayed or missed payments due to a Players Association hereunder shall bear interest from the date such payments were originally required to be made until the date of actual payment at the prime lending rate of the Bank of Canada.

#### **Commercial Revenue Share**

3. **"Adjusted Sponsorship Revenue"** is calculated by applying the Revenue Share earned by Canada Soccer, expressed as a percentage, to the Adjusted Gross Revenue paid to Canada Soccer on an aggregated basis from Sponsorship Rights above four million Canadian dollars (CAD\$4,000,000).
4. For each of the 2026 and 2027 calendar years, the Players Associations shall be entitled to an amount equal to the greater of:
  - (a) Twenty-seven and a half percent (27.5%) of Adjusted Sponsorship Revenue; and
  - (b) the following minimum amounts (the **"Minimum Guaranteed Amounts"**):
    - (i) For 2026: \$250,000
    - (ii) For 2027: \$250,000(the **"Commercial Revenue Share"**).

In no event will the Players Associations receive less than the Minimum Guaranteed Amounts for each applicable year.

5. The total Commercial Revenue Share shall be divided equally between the WNT/XNT and MNT and such portions paid: (i) to the applicable Players Association, or (ii) directly to the Players as the applicable Players Association may direct, within ninety (90) days following the end of the applicable calendar year.

## **Audit Process**

6. Canada Soccer shall, at a minimum, meet with WNT/XNT and MNT representatives (which meeting may occur as one or separate meetings) semi-annually and no later than sixty (60) days following the end of the mid-point in the calendar year and the calendar year, respectively, to provide organizational financial reports for the respective half-year and, if applicable, annual fiscal periods last completed. Such reports shall include reasonably detailed information and projections that are directly and indirectly related to the Commercial Revenue Share and the underlying elements used in its calculation under the Agreement.
7. Canada Soccer shall prepare and provide to the Players Associations at the meeting of representatives following the close of each annual fiscal period a calculation of the total Commercial Revenue Share payable to the Players Associations/Players for the applicable completed annual fiscal year. Such fiscal year calculations may be subject to audit review upon the request of either Players Association. For greater certainty, an audit under this provision can only be requested on the annual fiscal year, and, accordingly, no more than once for each fiscal year. If such an audit is requested by a Players Association, the audit will be carried out in conjunction with the regular audit of Canada Soccer's annual financial statements, which Canada Soccer shall complete by March 31 of the following fiscal year. Canada Soccer agrees that it will request that its auditor examine, review, and report in detail on the underlying elements and the calculation of the Commercial Revenue Share, including that they are accurate, free of material error, and appropriately represent the revenues on which such calculation is based in accordance with this Appendix F.
8. The Parties agree that if a Players Association has a concern about the accuracy of Canada Soccer's reporting of the Commercial Revenue Share payable to the Players Associations/Players, a Players Association additionally may pay for an audit by an independent firm at the Players Association's expense at any point in time, but no more than once per fiscal year. Canada Soccer and its auditors (on Canada Soccer's direction) shall afford the independent auditor full access to any relevant information and records, including working papers to facilitate such process. Disclosed information shall be treated as confidential, subject to reasonable enforcement use.
9. In the event that a Player Association initiated audit (as above) identifies a material error (an error which would result in a divergence of at least five percent (5%) or more from the amount of Commercial Revenue Share otherwise payable to Players Associations/Players pursuant to the calculations of Canada Soccer, and the error is not disputed or, if disputed, substantiated following adjudication under Article 17, then Canada Soccer will reimburse the Players Association for all out-of-pocket costs associated with the audit (up to a maximum of \$25,000).

## **Group Rights Use**

### **Brand Notice**

10. Each time Canada Soccer and/or its sublicensees are considering executing or intend to execute an agreement involving the use of Group Rights with a brand that is not currently a sponsor of Canada Soccer or its programs or who has not previously been granted the ability to use Group Rights in accordance with this Agreement (a "**Brand**"), Canada Soccer may give notice to any

affected Players Association (a “**Brand Notice**”) for the purpose of implementing the expedited processes associated with a Brand’s use of Group Rights contemplated below. To the extent a Brand Notice is not provided, all Group Rights approval shall follow the default and standard process set out in the Use Notice provisions below.

11. The Brand Notice shall set out, at a commercially reasonable level of detail, at least the following information:
  - (a) the identity of the Brand;
  - (b) the industry category or categories of the Brand (*e.g.*, sports beverage, financial institution, quick-serve restaurant);
  - (c) whether the Brand is a sponsor that operates in the gambling, alcohol or cannabis/recreational drugs industries or any political party or affiliated entity (each a “**Restricted Category**”);
  - (d) the term of the agreement or proposed agreement with the Brand;
  - (e) the uses that the Brand proposes to make of Group Rights, including, to the extent known, any editorial content featuring Group Rights that the Brand proposes to run on an ongoing basis or as a series (*e.g.*, “Player of the Match” features), or Players to be included in the use(s) of Group Rights; and
  - (f) any other details reasonably necessary for the Players Associations to consider the Brand and its proposed uses of Group Rights.
  
12. Within ten (10) business days of receiving a Brand Notice, any affected Players Association shall respond to the Brand Notice (a “**Brand Response**”), advising Canada Soccer in a commercially reasonable level of detail of at least the following:
  - (a) whether any Players object to the Brand and the basis for such objection;
  - (b) whether any Players object to any specific use proposed to be made by the Brand of Group Rights and the basis for such objection;
  - (c) any Players with then-existing individual agreements, or, acting in good faith, are in *bona fide* negotiations to enter into an agreement that may conflict with the Brand, and where practicable within the timeframe, what uses of that Player’s Group Rights are permissible in light of such individual agreements or endorsements (each a “**Brand Limitation**”);
  - (d) any proposed uses of Group Rights to which the Players Association consents without requiring individual proposed Use Notices (as defined below). Each Players Association has full discretion concerning whether it is willing to provide such blanket consent to any proposed uses, and to withdraw such blanket consent at any time on reasonable notice to Canada Soccer; and

- (e) any objections or Brand Limitations raised in a Brand Response are subject to Article 13(e) of this Appendix F.

### **Use Notice**

13. Subject to Canada Soccer and the applicable Players Association agreeing otherwise through the Brand Use section of this Appendix F, Canada Soccer shall notify the respective Players Associations in advance of any proposed commercial use of Group Rights in accordance with the following process:
  - (a) A notice of intended use shall be submitted by Canada Soccer to the respective Players Association (a “**Use Notice**”). The Use Notice shall contain commercially reasonable detail and include, at minimum, the nature and extent of the proposed use of Group Rights as well as the Players to be featured through such usage. If sponsorship materials have been designed and/or conceptualized that include Group Rights, they shall be included with the Use Notice.
  - (b) Canada Soccer may provide a form Use Notice that covers a general category of Group Rights use with a particular sponsor (*e.g.*, editorial content that features Group Rights in association with a sponsor that is intended to run on an ongoing basis or as a “series” such as “Player of the Match” features). Such form of Use Notice will seek general approval for the use of Group Rights in the manner proposed (*e.g.*, a series), and shall be considered by the Players Association in the normal course. However, should there be any material deviation from the initial concept proposed through such form of Use Notice, a new Use Notice will be required.
  - (c) Notwithstanding anything contained in this Appendix F, where a sponsor belongs to a Restricted Category, Canada Soccer shall issue specific Use Notices for each intended use of Group Rights by that sponsor.
  - (d) Once a Players Association receives a Use Notice, it shall notify Canada Soccer in writing within ten (10) business days of receipt if it approves or objects to the proposed commercial use of Group Rights, along with any amended conditions or terms on which it would withdraw the objection (a “**Response**”). When providing a Response to Canada Soccer, if a Players Association objects, the Players Association shall use commercially reasonable efforts to communicate the basis for its objection to the Use Notice within such Response, including reasonable detail for the basis of its objection, and, if applicable, its reasoning for any proposed altered terms or conditions. If Canada Soccer does not receive a Response within the allotted ten (10) business days, the applicable Players Association will be deemed to have waived any objection to the Use Notice and otherwise deemed to have approved the usage proposed under the Use Notice. For clarity, if, having received a Response from a Players Association that proposes terms and conditions on which a Use Notice would be approved, Canada Soccer submits a materially revised concept for said Use Notice, the timeframe for approval under this Article 13(d) will restart. Furthermore, following approval from a Players Association, if any materials are materially changed, edited, or modified, then such materials shall be deemed new materials and must be re-submitted to the Players Association in accordance with the procedures set out herein.

- (e) A Players Association will consider all Brand Notices and Use Notices in good faith, and, in particular, may not object for the purpose or in the context of renegotiating the terms of this Agreement or seeking additional compensation.
14. The Parties agree that the following are *prima facie* grounds for valid objection or limitation to a Brand Notice or Use Notice:
- (a) *bona fide*, sincerely held values-based objections, either by the Players Association or any specific Player whose Group Rights are proposed to be used by the sponsor;
  - (b) where the proposed use presents Players in a derogatory, political or otherwise objectionable manner;
  - (c) where, at the time a Brand Notice or Use Notice is received by the relevant Players Association, a Player has a conflict under a then existing agreement, or a Player, acting in good faith, is in a *bona fide* negotiation to enter into an agreement with a third party that would conflict with the sponsorship under the Brand Notice or Use Notice, as applicable, provided that the scope of the Brand Limitation or Response is limited to the extent of the asserted conflict;
  - (d) where the proposed use creates an “**Implied Individual Endorsement**”, meaning that the proposed use of a Player’s Group Rights in a group setting could lead a consumer to reasonably believe that such individual Player is a spokesperson for, or is promoting the proposed sponsor partner’s business, brands, goods, wares or services in a personal and individual capacity (as opposed to in their capacity as an affiliate or member of Canada Soccer or their respective Team).
15. If a resolution between the applicable Parties is not reached within ten (10) business days of the provision of a Response by a Players Association disagreeing to the use of Group Rights as set out in a Use Notice, the Response shall be subject to resolution in accordance with the Expedited NIL Procedure in Article 17 of the CBA.
16. Canada Soccer shall only permit the use of Group Rights in a manner that is consistent with this Appendix F, any applicable Brand Notice and associated Brand Response, including any Brand Limitation (if applicable) therein, and any Use Notice, including any restrictions or limitations arising from a Response, which shall be subject to the Expedited NIL Procedure process in Article 17 of the CBA.
17. Upon execution of this Agreement, and every six (6) months thereafter in accordance with Article 15.2 of the CBA, the Players Associations shall take commercially reasonable efforts to provide Canada Soccer with a current list of all Players’ sponsorship agreements, and the categories such agreements cover. This list shall not be a substitute for the notice and approval processes set out herein, but rather is intended to assist Canada Soccer and its partners in selling sponsorships. Failure to provide a comprehensive list shall have no negative consequences on the Players Associations’ ability to exercise their rights set out herein, including but not limited to their rights in respect of notice, approval, objection, use limitation and dispute resolution set out above.

18. Within six (6) months of the expiry of this Agreement, Canada Soccer shall ensure that all uses of Group Rights in sponsorship materials previously approved shall be removed from the public.

19. It is acknowledged that if:

(a) either

(i) a Player asserts that they did not authorize the Use of their Likeness for Group Rights use; or

(ii) a Player knowingly enters into an exclusive agreement which interferes with Canada Soccer's previously approved use of Group Rights; and

(b) either:

(i) no objection was raised under Articles 12, 13(d) or 14 of this Appendix F; or

(ii) an objection was raised under Articles 12, 13(d) or 14 of this Appendix F but determined or adjudicated not to be a valid objection,

then that Player could cause loss or damage to Canada Soccer. In such circumstances, Canada Soccer may grieve that Player's conduct and otherwise assert that it is entitled to damages.

20. Notwithstanding any other provision of this Appendix F or the CBA:

(a) no Player or Players Association shall be liable for any failure by Canada Soccer to grant Group Rights in accordance with the terms of this Appendix F, including by ensuring that Group Rights rather than rights to any individual Player's Likeness are being assigned to Canada Soccer sponsors;

(b) no Party or Player shall be liable for any indirect, special, consequential, or punitive damages, penalties, or loss of anticipated savings in connection with this Appendix F; and

(c) in no event will the aggregate liability of a Players Association for all claims related to this Appendix F exceed the total Commercial Revenue Share actually received by such Players Association or its Players during the term of this Agreement.

**APPENDIX G – MINIMUM APPEARANCE FEE SCHEDULE**

<b>Minimum Fee (CAD)</b>	<b>Duration</b>	<b>Role(s)</b>
\$ 375	30 minutes	Autographs / Photos / Q&A
\$ 750	1 hour	Autographs / Photos / Q&A
\$ 750	1 hour	Canada Soccer Sponsor (TBD)
\$ 750	1 hour	Schools (Some schools are able to provide higher honorarium)
\$ 1,125	2 hours	Autographs / Photos / Q&A
\$ 1,500 - \$2,250	Up to 4 hours	Client Hosting (No Speaking)
\$ 1,500	15 - 30 minutes	Non-Profit Speaking
\$2,250 - \$3,750	1 - 2 hours	Non Canada Soccer Sponsor - Corporate - Trade Show Appearance - Autographs / Photos / Q&A
\$ 2,250 - \$3,000	Up to 4 hours	Client Hosting (short speech)
\$2,250 - \$7,500	Up to 30 minute speech total 1 hour appearance	Non-Canada Soccer Sponsor - Corporate Speaking (usually includes autographs / photos)
\$ 3,750	Approximately 1 day	Clinic (1 hour instruction, 2 hours autographs, photos and Q&A)

## **APPENDIX H – PARENTAL BENEFITS**

For WNT/XNT non-birth, adoptive, or birth parents, and for MNT non-birth or adoptive parents who do not have a domestic partner, parental benefits are provided as outlined below.

### **For parents with a child under the age of 2**

Subject to any tournament rules, a player with a child under the age of 2 will be provided with the following:

- Canada Soccer will cover the cost of bringing the child and a caregiver to camp, including transportation to camp, team transportation within the camp, separate accommodation for the caregiver, and team meals.
- The parent and child may stay in an individual room without a second team member.
- If three or more caregivers are present in a camp, they will be roomed in double occupancy rooms (with single occupancy rooms available for purchase). For certainty, any caregivers travelling with members of staff will not be included in calculating the number of caregivers present in camp and will not be roomed in shared accommodations with caregivers travelling with Players.
- Class of airfare for the parent will be assigned according to the normal travel policy. Caregivers will travel in economy class. The child will not receive a seat and will be a lap passenger for the player or caregiver.

### **For parents with a child of at least the age of 2 and under the age of 5**

Subject to any tournament rules, a player with a child of at least the age of 2 and under the age of 5 will be provided with the following:

- The parent may choose to have a caregiver travel to camp at the parent's own cost.
- Canada Soccer will cover the cost of bringing the child to camp, including transportation for the child to camp, team transportation within the camp for child and caregiver, accommodations within the camp for child and caregiver, and team meals for child and caregiver.
- Travel for the parent and child, if travelling together, will be either (a) one seat in the class the player is entitled to plus one economy or (b) two seats premium economy, upon consultation with the player for their preference depending on the route.
- If travelling separately, the class of travel for the parent will be assigned according to the normal travel policy and travel for the child will be economy class.
- The parent and child may stay in an individual room without a second team member.
- If three or more caregivers are present in a camp, they will be roomed in double occupancy rooms (with single occupancy rooms available for purchase). For certainty, any caregivers travelling with members of staff will not be included in calculating the number of caregivers present in camp and will not be roomed in shared accommodations with caregivers travelling with Players.