



FIFA WORLD CUP 2026™ VOLUNTEER PROGRAM USA TERMS AND CONDITIONS

PLEASE READ THESE VOLUNTEER PROGRAM USA TERMS AND CONDITIONS (THE "**VOLUNTEER TERMS**") CAREFULLY AS THESE VOLUNTEER TERMS PROVIDE KEY TERMS AS TO YOUR PARTICIPATION IN THE FIFA WORLD CUP 2026™ VOLUNTEER PROGRAM AND MUST BE ACCEPTED FOR YOU TO BE CONSIDERED FOR THE VOLUNTEER PROGRAM.

I, the applicant, ("**I**", "**you**" or "**me**") would like to participate in the Volunteer Program to provide support and engage in related activities on a volunteer basis (the "**Volunteer Activities**") as part of the FIFA World Cup 2026™ Volunteer Program (the "**Volunteer Program**"), administered and managed by FWC2026 US, Inc. a non-profit 501(c)(4) organized and existing under the laws of the State of Delaware (the "**Local Entity**"), a subsidiary of the Fédération Internationale de Football Association ("**FIFA**"), and where applicable, with the support and participation of the relevant host city entity as defined under Annex A (the "**Host City**"). I understand that the Volunteer Program will cover a number of activities organized by or on behalf of the Local Entity and/or the Host City across the United States (including activities in specific cities for the Host City), for which I may be selected to provide Volunteer Activities.

In exchange for the opportunity to participate in the Volunteer Program as a volunteer, I hereby freely, voluntarily, and without duress agree to these Volunteer Terms and understand that participation in any stage of the Volunteer Program will be deemed as having accepted these terms in their entirety.

Your volunteer role

If you are selected by the Local Entity, you will support as a volunteer conducting Volunteer Activities in the FIFA World Cup 2026™ (the "**Competition**"), which is scheduled to take place in the United States, Canada and Mexico from 11 June to 19 July 2026.¹ The details of your Volunteer Activities (including but not limited to training, location, and dates) will be provided to you on the FIFA volunteer platform. Other information such as your volunteer hours will be shared after you confirm acceptance of your Volunteer Activities and in advance of your anticipated participation. Final determinations (including any modifications and cancellations) as to your Volunteer Activities are made solely and unilaterally by the Local Entity and where applicable, the Host City, and any requested changes will be at the sole discretion of the Local Entity and where applicable the Host City.

Your role is a volunteer role. You understand and acknowledge that you are not an employee of the Local Entity, Host City, and/or FIFA, and your participation in the Volunteer Program does not create any employment relationship between yourself and the Local Entity, the Host City, or FIFA. You should neither identify yourself as an employee of the Local Entity, Host City, and/or FIFA nor seek any benefit or entitlement reserved for employees.

You also understand and agree that as a volunteer you will receive no compensation or remuneration of any kind for the Volunteer Activities you perform and will not be eligible

¹ Volunteer Activities for certain roles may commence prior to the commencement of Competition match schedule.



for any employee benefits as well as any event-related benefits including, but not limited to, match tickets.

You further understand that by agreeing to these Volunteer Terms: (i) you are not guaranteed a volunteer position, including any specific role or length of participation in the Volunteer Program, (ii) that the Local Entity and, where applicable, the Host City, shall be solely responsible for selecting, at their sole discretion, the Volunteer Activities you are assigned; and (iii) that the Local Entity, and, where applicable, the Host City, may reassign you or end your participation in the Volunteer Program at any time, for any reason, with or without prior notice, and at their sole discretion.² You are also free to withdraw your commitment at any time, for any reason, with or without prior notice (though prior notice is preferred).³

The Local Entity and/or the Host City may arrange for reasonable insurance coverage (the availability and amount of such coverage to be determined at their sole discretion) for you while you are performing your Volunteer Activities for the Competition, and does not assume any responsibility for or obligation to provide financial assistance or other assistance, including but not limited to medical, health, or disability insurance of any nature in the event of any injury, illness, or death, or damage to you or loss of your property. You also understand that workers' compensation insurance is not available to volunteers and that the Local Entity and the Host City do not provide workers' compensation insurance for volunteers. You expressly waive any claim for compensation or liability against the Local Entity, the Host City, and FIFA in the event of any injury or medical expense.

You are responsible, at your own cost, for arranging and securing your own travel and entry into and out of the United States ("Host Country"). This may require that you apply for and obtain a visa or other forms of permission from the relevant Host Country or other governmental authorities to travel to the Host Country. Neither the Local Entity, the Host City nor FIFA is able to sponsor or support your application or compliance with the pertinent entry requirements in any of the Host Countries. Applying to participate in the Volunteer Program and/or selection for the Volunteer Program, does not grant you any right of entry into the Host Country and entry is subject to the applicable Host Country's regulations and discretion. You are not entitled to reimbursement or any other form of compensation from the Local Entity, Host City, or FIFA for any expenses you may incur while applying for or seeking the requisite permission to enter the Host Country.

Any nominal and voluntary benefits you may receive as part of the Volunteer Program are entirely at the discretion of the Local Entity, the Host City and/or FIFA, as applicable and not intended to be remuneration or wages.

Your participation in the Volunteer Program

In order to participate in the Volunteer Program, you will need to sign a waiver and release⁴ and the Local Entity will need to verify your eligibility as well as complete a background check and/or screening as required by the Local Entity. You therefore hereby authorize the Local Entity (and/or third parties authorized by the Local Entity) to conduct a background check, and/or other necessary screening⁵, in accordance with applicable laws

² Volunteers should refer to the attendance policy as repetitive no shows can result in your removal from the Volunteer Program.

⁴ A copy of the waiver and release of liability will be available on the FIFA volunteer platform.

⁴ A copy of the waiver and release of liability will be available on the FIFA volunteer platform.

⁵ This includes, but may not be limited to, a name check against relevant security databases.



and regulations, about you for the purpose of determining your suitability for providing the Volunteer Activities as well as issuing your accreditation as part of the Volunteer Program. Your participation as a volunteer and any offer of a volunteer role is contingent upon your cooperation with and the satisfactory completion of the background check and/or screening and issuance of accreditation⁶ as well as the verification of your eligibility; the provision of false and/or incomplete information may impact your eligibility.

You acknowledge and agree that if, for any reason, you do not meet the eligibility requirements, are not issued accreditation, or are not selected to be a volunteer in the Volunteer Program, you waive your right to appeal or in any way contest the decision of the Local Entity, the Host City, and/or FIFA.

You further agree that for these purposes the Local Entity and/or FIFA may, in accordance with applicable privacy laws, use, store, process and transfer your personal data that was provided as part of the application process or collected from third parties as set out in the FIFA Data Protection Portal.

In addition, if selected for the Volunteer Program you are expected to meet certain standards for appropriate conduct. These standards are set out in the FIFA World Cup 2026 Volunteer Rules of Play, provided to you under separate cover, and may be supplemented by other guidelines provided by the Local Entity and Host City via the volunteer platform or official volunteer communication channels, which you will be required to adhere to as part of the Volunteer Program.

Prior to agreeing to participate in the Volunteer Program you are therefore asked to read and agree to abide by and conform to the following standards:

Conduct

- I will be a team player.
- I will act fairly with regard to the Local Entity, Host City, and FIFA and will adhere to their values of solidarity, sharing, respect, and commitment.
- I will be welcoming and respectful towards the various stakeholders (volunteers, spectators, officials, players, the media, etc.).
- I will proudly wear my official volunteer uniform while performing Volunteer Activities with no additional items or accessories creating an association with any other brand or commercial entity. My official volunteer uniform will be clean and well-maintained to the best of my abilities while participating in Volunteer Activities.
- I will comply with all applicable laws, health and safety rules and all Competition-related regulations, policies, and procedures and any other policies and procedures notified to me by the Local Entity, Host City, and/or competent authorities.
- I will not smoke or vape, drink alcohol or be under the influence of alcohol or drugs when I am performing my Volunteer Activities nor when wearing the official volunteer uniform.

⁶ Accreditation is subject to the Accreditation Terms and Conditions, and you will be asked to consent to these terms prior to the processing of your information for accreditation purposes, if offered a volunteer role.



- I will uphold the highest standards of discretion and professionalism regarding the players, the officials, the VIP guests, the media and the spectators at all times. I will neither take or ask for photographs, videos, or autographs from any players, referees, VIP guests or officials nor will I take photographs or videos of sensitive competition areas (such as the ground, the pitch, the dressing rooms, etc.), unless explicitly requested or approved by a Local Entity member. I will strictly adhere to any social media guidelines communicated by the Local Entity.

Participation

- I will be 18 years old at the time of the provision of the Volunteer Activities.
- I will perform my Volunteer Activities to the best of my abilities and only perform Volunteer Activities I am authorised to perform.
- I will participate effectively in all Volunteer Activities required by the Local Entity, as well any trainings and information sessions related to the Competition. I may, if I wish, participate in any event(s) organised by the Local Entity.
- I will always operate under the supervision of the Local Entity and its staff and comply with reasonable directions and instructions.
- I will use any property given to me in my role appropriately and only for the purpose of my role. Upon completion of my activities and unless instructed otherwise, I will return to the Local Entity any property, including tools, documents and materials, received for the purpose of performing my role.
- Wherever reasonably possible, I will contribute to the Local Entity's sustainability efforts, including:
 - by travelling to my Volunteer assigned location using public transport or car sharing wherever possible;
 - by complying with any and all recycling guidelines in place; and
 - by ensuring that the Competition is an event that is accessible to all.
- I will comply at all times with the terms and conditions of my accreditation and carry my accreditation at all times while participating in Volunteer Activities, ensuring that my accreditation is visible at all times. I will not offer, share or provide my accreditation to anyone else under any circumstances.
- I understand that my accreditation is not a match ticket and that I will not attend matches as a spectator using my accreditation. My participation in the Volunteer Program does not entitle me to view matches of the Competition or to any Competition-related benefits, including match tickets.
- I agree to transfer and hereby assign all intellectual property rights and interests (including copyright) of any ideas or materials I may create while performing my Volunteer Activities and consent to the use by the Local Entity and/or FIFA of such creations, including any use authorized by the Local Entity and/or FIFA as to third parties such as but not limited to the Host City. I agree



not to bring any claim for infringement of my moral rights in respect of that use.

Confidentiality and Publicity

As a volunteer at a major event, the Competition, you may be exposed to confidential information and be in the public eye, which require additional considerations. You are therefore asked to read and agree to abide by the following conditions:

- I undertake not to disclose to any third party, either during or after the exercise of my Volunteer Activities, any information or facts that I come into contact with or receive as part of the activities performed for my role which may concern the Local Entity, FIFA and/or the organisation of the Competition (except where, and only to the extent, required for the proper discharge of my activities as a volunteer). I acknowledge that my duty of confidentiality will continue to apply notwithstanding the expiration or completion of my participation in the Volunteer Program.
- I confirm that I will not engage (either by myself or through any third party) in any marketing, advertising, trading, promotional or any other activities that may create an association (corporate, commercial, sponsorship, endorsement or otherwise) between (i) myself or any third party and (ii) the Competition, the Local Entity, the Host City, or FIFA. I will undertake any action, upon reasonable instruction by the Local Entity, the Host City, or FIFA to bring to an end any activity that may breach these terms.
- I acknowledge that I am not authorised to make any statements to the media on behalf of or as a representative of the Local Entity, the Host City, or FIFA and will refer any interview enquiry to the Local Entity, the Host City, or FIFA. Unauthorised communication with the media or any inappropriate social or other communication may be a cause for immediate removal of my participation of my Volunteer Activities.
- I understand that FIFA, the Local Entity, and the Host City have a zero-tolerance approach to discrimination of any kind and that FIFA, the Local Entity and the Host City strive to provide an environment in which everyone is treated with dignity and respect. I understand that FIFA, the Local Entity, and the Host City will actively fight racism, intimidation, harassment and all forms of discrimination. I will therefore report all potentially inappropriate behaviour in this regard without any delay to FIFA, the Local Entity and where applicable, the Host City. Further, I have read, acknowledge and agree to the policies as set out in the Safeguarding and Anti-Discrimination Code of Conduct. ([Safeguarding and Anti-Discrimination Code of Conduct link](#))
- I acknowledge that the Competition is a public event and that I may be photographed, filmed and/or recorded in the context of media coverage or behind-the-scenes footage of the Competition. I unconditionally agree that use may be made in perpetuity, for commercial purposes or otherwise, free of charge or any compensation, of my name, voice, image, photograph or likeness and other biographical details (by means of live or recorded audio/video display, broadcast, streaming, uploading, posting or other transmission or recording, photographs or any other current and/or future media technologies) by the Local Entity, the Host City, and/or FIFA (and their licensees and/or assignees). I



waive all rights and actions seeking to oppose such use and, subject to applicable laws, will not assert any claim to use, sell or exploit any such recordings or reproductions for any reason whatsoever.

- I have carefully read, understand, and accept the information on the FIFA Data Protection Portal. ([Volunteer Data Protection link](#))

I acknowledge and agree that the Local Entity and/or FIFA may collect, use, store, process and transfer my personal data that was provided as part of the application process or collected from third parties, for the purpose of issuing my accreditation and facilitating necessary background checks, working with children check procedures or other screening processes required in relation to my participation to the Competition, in accordance with applicable data protection laws and as set out in the FIFA Data Protection Portal and the Accreditation Terms and Conditions, which are shared along the volunteer journey. I acknowledge that although these terms and conditions may be made available in multiple languages, the English version shall prevail in the event of any dispute or conflict/ambiguity between the different versions.

Indemnification.

I hereby agree to indemnify, defend and hold harmless the Local Entity, the Host City and/or FIFA (and their subsidiaries, affiliates, officers, agents and employees) to the fullest extent permitted by applicable law from and against any and all claims, costs, proceedings, demands, damages, losses, expenses, penalties, fines and liabilities arising in connection with (i) any claim by any third party for damage to property or persons caused by my acts in connection with the performance of my role at the Competition and (ii) any breach of any provision of these terms and conditions.

Modifications.

The Local Entity and/or FIFA, at their discretion, may update, amend or modify these Volunteer Terms from time to time by providing written notice or by publishing the updated terms through any means the Local Entity deems appropriate. Any material changes to these Volunteer Terms will be communicated to Volunteers by email and/or via notice on the FIFA volunteer platform and continued participation in the Volunteer after such notice shall constitute acceptance of these revised Volunteer terms. Volunteers should visit the FIFA volunteer platform periodically to review the latest version of the Volunteer Term as well as other Volunteer Program documents.

Entire Agreement; Severability.

I hereby agree that this Agreement represents the full understanding between the Local Entity, the Host City, FIFA and me with respect to the subject matter hereof. To the extent any term or provision under this Agreement is found to be invalid by any court of competent jurisdiction, the term or provision shall be deemed modified so as to be valid and enforceable to the fullest extent permitted by applicable law. The invalidity of any such term or provision shall not otherwise affect the validity or enforceability of the remaining terms and provisions.

Governing Law.



These Volunteer Terms shall be governed and construed in accordance with the laws of the State where the Volunteer Activities are carried out, without regard to applicable conflict of laws provisions.

Agreement to Arbitrate; Class Action Waiver.

Any mediation, suit, or other proceeding relating to this Agreement and any activities covered hereby ("**Covered Claim(s)**") shall be settled by mandatory, confidential, final and binding arbitration in Miami, Florida and administered by and in accordance with rules of JAMS. I also hereby agree to pursue any Covered Claims on an individual basis, expressly waiving my right to commence, or be a party to, any class or collective actions asserting a Covered Claim or to bring jointly any Covered Claims against FIFA, the Local Entity and/or the Host City (and their respective subsidiaries, affiliates, directors, officers, agents, and employees) with any other person.

BY CHECKING THE "I hereby confirm that I have read, understood, and agree to the Volunteer Terms and Conditions" BUTTON, YOU CONFIRM YOUR UNDERSTANDING AND AGREEMENT TO ALL OF THE TERMS OF THIS VOLUNTEER PROGRAM.



ANNEX A to the FIFA WORLD CUP 2026™ VOLUNTEER PROGRAM USA TERMS AND CONDITIONS

As used in these Volunteer Terms, **Host City** refers to and incorporates the applicable host city entity, as defined herein, for the location you selected during the application process; the applicable Host City is subject to change based on any modification to your selections and/or assigned Volunteer Activities. In the event you provide Volunteer Activities at more than one Location, the appropriate Host City is incorporated for the relevant period of Volunteer Activities at the associated Location. Where Volunteer Activities are not tied to a location with a Host City entity and are performed solely for the benefit of the Local Entity, a Host City may not be involved in the management and administration of your Volunteer Activities.

| Location | Host City Entity | Entity No. / Address |
|----------------------|--|---|
| Los Angeles | Los Angeles World Cup 2026 Host Committee, LLC a non-profit 501(c)(6) organization existing under the laws of the State of California | CA SOS ID. 201804610248 / 633 West Fifth Street, 18 th Floor, Los Angeles, CA, 90071 USA |
| San Francisco | Bay Area Host Committee, Inc. a non-profit 501(c)(6) organization existing under the laws of the State of California | CA SOS ID. 4097051 / 444 Castro Street, Mountain View, CA, 94041 USA |
| Seattle | Seattle International Soccer Local Organizing Committee a non-profit 501(c)(3) organization existing under the laws of the State of Washington | WA UBI No. 604 837 549 / 220 2 nd Ave S, Seattle, WA, 98104 USA |
| Kansas City | KC2026 a non-profit 501(c)(4) organization existing under the laws of the State of Missouri | MO. No. N001692426 / KS ID. 10019172 1100 Walnut St, Suite 3450 B, Kansas City, MO 64106 USA |
| Dallas | The Dallas Convention & Visitors Bureau d/b/a the North Texas Local Organizing Committee | TX SOS No. 0124494201 / 1807 ROSS AVE STE 450 DALLAS, TX 75201 USA |
| Houston | Harris County Houston Sports Authority | 1001 Avenida de las Americas, Suite 207, Houston, Texas 77010 |
| Atlanta | Atlanta World Cup Host Committee, Inc. a non-profit 501(c)(6) organization existing under the laws of the State of Georgia | GA Control No. 18005018 / 191 Peachtree Street N.E., Ste 3400, Atlanta, GA, 30303 USA |
| Miami | Greater Miami Sports Commission, Inc. a non-profit 501(c)(3) organization existing under the laws of the State of Florida | FL Doc. No. N18000000513 / 220 Alhambra Circle, Ste 310, Coral Gables, FL, 33134 USA |
| Boston | Boston Soccer 2026 Corp., a non-profit 501(c)(4) existing under the laws of the State of Delaware | DE File No. 6713367 / MA ID 001795702 1 Patriot Place, Foxborough, MA 02035 USA |
| Philadelphia | Philadelphia Soccer 2026 a non-profit 501(c)(3) organization existing under the laws of the State of Pennsylvania | PA. Control ID. 7070751 / 1900 MARKET STREET, STE 601, PHILADELPHIA, PA 19103 |
| NY/NJ | New York New Jersey 2026 World Cup Host Committee Inc. a 501(c)(6) a non-profit corporation existing under the laws of the state of New Jersey | NJ ID. 0450968996 / NY DOS ID. 7382975 11-43 RAYMOND PLAZA WEST, STE 1420 NEWARK, NJ 07102 |