



COVID-19 Medical Operational Concept

AMS – FINAL VERSION – 26 April 2021

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1. Objective and scope

This Medical Operational Concept (hereinafter: "MOC") derives from Chapter 3, paragraph 3, of the UEFA Return to Play Protocol and establishes the governance framework of medical, sanitary and hygiene measures and procedures that are to be applied when staging EURO 2020 matches. It defines responsibilities and general principles governing the operational procedures¹ for the EURO 2020 tournament sites (hereinafter: "tournament sites") that are under the control of the host association and/or UEFA.

The EURO 2020 organisation aims to minimise the risk of spreading COVID-19 within the respective tournament sites by establishing tools and procedures to create a controlled environment to the extent possible. Within this context, the objective of this MOC is to create planning security and stability in the organisation and preparations of EURO 2020. This can only be achieved with the active involvement and cooperation of all stakeholders, including UEFA, its partners, the national government and local authorities.

UEFA has established a specific project structure together with the host association to ensure direct and efficient communication with the national government and local authorities over the upcoming months. The objective is to form the necessary framework for the successful implementation of all EURO 2020 matches based on effective medical, sanitary and hygiene measures and procedures.

The relevant authorities agree to the EURO 2020 framework established in the MOC. Therefore, the mitigation measures and procedures described herein will be anchored in operational plans and actively communicated to all relevant target groups to ensure the best possible level of compliance with this MOC and therefore the best possible protection of all individuals involved in EURO 2020.

This MOC is based on the general principles as defined in the UEFA Return to Play Protocol (as applicable from time to time), the first version of which was established in summer 2020. It has since been further developed based on best practices and significant medical advice and has enabled UEFA to successfully organise more than 1,000 UEFA competition matches all across Europe.

This MOC applies to all EURO target groups (i.e. persons holding either an accreditation or a ticket), to all tournament sites under the direct control of the host association and/or UEFA (i.e. the stadium, the training grounds and the official hotels), and to all related operating procedures. It does not apply to the host city fan zone sites, which are managed by an operator appointed by the host city and will therefore be treated separately.

¹ All such operational procedures will be implemented in accordance with local applicable laws in respect of data protection.

2. Roles and responsibilities

This section provides an overview of all relevant stakeholders and functions appointed to ensure proper implementation of the MOC, as well as the respective coordination and communication procedures.

2.1. Participating teams

- The **Team Doctor** of each team accompanies the team delegation at any time during the tournament and has the right of providing all necessary medical services to the team (not only related to COVID-19 matters) without limitation.
- Each team appoints a **Medical Liaison Officer** (MLO) who is responsible for ensuring that all the medical testing requirements of the MOC are fulfilled, for liaising with the Testing Service Provider in charge of testing, as well as for receiving all SARS-CoV-2-RNA test results and sharing the list of individuals negative results with UEFA. The MLO is someone with appropriate medical competence, preferably a team doctor. The MLO is someone of sufficient standing within the team to ensure that all persons to be tested are present at the relevant scheduled time. The MLO also organises appropriate testing facilities for each organised test. The MLO travels with the team and is tested as part of the team delegation.
- Each team appoints a **Protocol Compliance Officer** (PCO) who is responsible for ensuring the travel, accommodation and general hygiene and physical distancing measures are respected at all times. The PCO ensures that contracts with hotels and airline companies include best practice guidelines and that the measures of the MOC are strictly implemented. The PCO travels with the team and is tested as part of the team delegation.

2.2. UEFA

2.2.1. General functions

- The **UEFA Protocol Advisory Panel** (UPAP) advises UEFA on any medical questions related to SARS-CoV-2 RNA testing. The UPAP may at the request of the teams provide consultation or advice to a team MLO and/or team doctor on questions related to test results, as well as on additional alternative testing practices for players previously affected by the virus, however this is only advisory in nature and any decisions can only be taken by the relevant competent national/local authorities. The UPAP is composed of virologists, laboratory experts and medical doctors, all experienced in the management of COVID-19.
- UEFA appoints the **UEFA Chief Medical Officer** (UEFA CMO) to act as the primary medical contact person of UEFA with the Chief Medical Officers appointed by the host associations (see below) as well as the Team Doctors of the participating teams.

2.2.2. Match-specific functions

- UEFA, as competition owner, appoints a **UEFA Match Delegate** (UMD) for each EURO 2020 match. The UMD supports, amongst other tasks, the host association/stadium operator in ensuring that the MOC and hygiene measures are implemented at the stadium.
- UEFA appoints a **UPAP Representative** (UPR) for each host city who acts as advisor to the UEFA Administration and liaises with the Host Association Chief Medical Officer, the team doctors concerned and the relevant health authorities on any medical topics, including COVID-19 matters. The UPR is a medical professional with the appropriate background and knowledge on medical matters.

2.3. Host Association

- The host association appoints a **Chief Medical Officer** (CMO) to act as the primary medical contact person for UEFA. The responsibilities of the CMO are to produce an overall medical concept (not limited to COVID-19) for all EURO 2020 target groups, covering all relevant tournament sites under the direct control of the host association and/or UEFA (i.e. the stadium, the training grounds and the official hotels) and to ensure the implementation of all medical services accordingly. In this function, the CMO is responsible for liaising with UEFA's Chief Medical Officer, the relevant Hygiene Officers, as well as with UMD and the team doctors concerned and for the implementation of this MOC at each of the aforementioned tournament sites. Each CMO also needs to ensure sufficient resources to deliver all the agreed medical services.

2.4. Stadium Operator

- The stadium operator appoints an English-speaking **Hygiene Officer** (HO) with detailed functional knowledge of the stadium and its operations, whose sole responsibility is to ensure that all the principles and appropriate hygiene measures set out here are correctly implemented at the stadium. The HO has a good understanding of the local epidemiological situation and local measures in place. The HO is further responsible for implementing the defined protocol for entry to the stadium and the EURO 2020 facilities in the stadium surroundings.

2.5. Team Training Centre Operator

- Each team training centre operator appoints within its staff an English-speaking **Training Centre Hygiene Officer** (TCHO) with detailed functional knowledge of the training centre and its operations, whose responsibility is to ensure that all the principles and appropriate hygiene measures set out here are correctly implemented at the training centre. The HO has a good understanding of the local epidemiological situation and local measures in place. The HO is further responsible for implementing the defined protocol for entry to the training centre (see Section 5.3. below).

2.6. Authorities

- The **Local COVID-19 Coordination Group**, comprised of representatives of all relevant national and local authorities in charge of COVID-19 matters in the host country/city (such as the health authorities, the emergency services and immigration control, whose existing mandates and processes will apply), coordinates the involvement of all such relevant authorities with respect to all the necessary measures that are to be taken to safeguard the organisation of EURO 2020. It is also responsible for ensuring that all relevant information is channelled via its group leader to UEFA.

3. Host country entry procedures

The organisation of EURO 2020 is very complex and it will not be possible to organise matches without certain key groups on-site. These essential target groups include the participating teams, referees, UEFA match officers, UEFA staff, broadcast and sponsor partners, media representatives, suppliers and other identified groups.

Due to the exceptional setup of this particular EURO, with venues spread all across Europe, and given the international nature of this event, it is more important than ever for teams and other target groups to be able to move around – from their base camp countries or countries of origin to the host countries, as well as between host countries – in an as safe and controlled manner as possible, without entry restrictions that would prevent the playing of matches. During the bidding phase in 2014, the required hosting conditions were clearly communicated by UEFA and accepted by each host country in the form of guarantees and hosting agreements.

All target groups involved in EURO 2020 (as mentioned in 3.1 to 3.3 below) will receive an exemption from any entry restrictions and any form of COVID-related quarantine requirements imposed on entry to the host country for the tournament preparations. The exemption will also apply to previously infected persons, based on the presentation of the appropriate documentation.

3.1. Teams, referees and UEFA match officers

The travel schedules of teams, referees and UEFA match officers will be based on the published EURO 2020 match schedule and the location of their base camps prior to and during the tournament.

All individuals in this target group will be required to adhere to UEFA's testing programme for EURO 2020 as defined in Section 4.

3.2. UEFA staff with an official role in the tournament organisation

If imposed by the relevant authorities, UEFA staff will need to comply with applicable testing requirements prior to or upon arrival in the host country.

3.3. Broadcast and sponsor partners, media representatives, suppliers and other designated persons

EURO 2020 is an international event which requires the involvement of a wide range of different types of suppliers and other appointed third parties specialised in working on large-scale events. Some members of this target group will enter the host country at the beginning of their assignment and stay there for the entire duration (e.g. supplier staff), while others will need to travel to specific matches (e.g. broadcaster staff covering their national team's matches).

If imposed by the relevant authorities, members of this target group will need to comply with applicable testing requirements prior to or upon arrival in the host country.

3.4. Spectators with valid match tickets

The attendance of both local and international spectators will be vital to the success of EURO 2020. If imposed by the relevant authorities, international spectators will need to comply with applicable testing and quarantine requirements prior to or upon arrival in the host country.

Entry procedures for international spectators will need to be confirmed and communicated to all ticket holders in April 2021, once the lead operational scenario has been defined.

4. Testing procedures

Testing will be conducted in accordance with the UEFA Return to Play Protocol.

Any person presenting symptoms will be required to be tested in accordance with local regulations.

4.1. Type and definition

The identified target groups will be subject to SARS-CoV-2 RNA tests conducted by analysing swabs of an individual's nasopharyngeal and/or oropharyngeal (throat) cavities for SARS-CoV-2 nucleic acids, using a PCR (polymerase chain reaction)-based test or equivalent clinically validated test based on nucleic acid amplification technology (SARS-CoV-2 RNA Test). A SARS-CoV-2 RNA Test is defined as positive on detection of particles of viral RNA (genes) at the threshold defined in the manufacturer's instruction of the particular test cleared by UEFA. A test with at least two target genes must be used. At least two targets must yield positive signals for a sample to be determined to be positive. In principle swabs of both the nasopharyngeal and oropharyngeal (throat) cavities will be required, except when a swab of the nasopharyngeal is advised against for medical reasons (for example in case of a broken nose), such reasons being notified to UPAP for approval.

4.2. Testing Service Provider

UEFA will appoint a sample collection and laboratory diagnostics service provider (hereinafter TSP) as the entity in charge of sampling and testing for EURO 2020, including any additional testing required/imposed by the relevant national/local law. The relevant target groups must comply at all times with the instructions of UEFA and/or the TSP in relation to the implementation of efficient procedures related to the sample collection or testing. The TSP will perform all the tests by its own laboratories or locally based associated laboratories, in each case duly accredited by the relevant authorities in the Host Country or, for purposes of pre-travel tests, in the country of departure of the identified target group concerned.

4.3. Identified target groups

This MOC identifies the following target groups being subject to UEFA's testing programme for EURO 2020:

4.3.1. Group 1

- **Teams:** All players potentially participating in (a) EURO 2020 match(es) together with the technical & operational staff such as coaches, assistants, physios, doctors, press officers and administrative staff.

4.3.2. Group 2

- **Referees:** The referee, assistant referees and fourth official and reserve referee(s) when appointed.
- **UEFA match officers:** Match Delegate, Referee Observer, Security Officer, Doping Control Officer and Media Officer.

4.3.3. Group 3

- **UEFA/Local Organising Structure (LOS) staff members:** any members of the UEFA / LOS stadium team with access to Zone 10 (as defined in Section 5.4) and/or with close contact to Group 1 and/or Group 2 individuals, including:
 - **UEFA / LOS staff:** any person employed or appointed by UEFA/the LOS to work for EURO 2020 at the stadium;
 - **Local support:** relevant local liaison and support staff (e.g. Referee Liaison Officer, Delegate Liaison, Doping Control Chaperones, Team Liaison Officers etc);
 - **Host broadcast staff:** Host broadcast staff operating in Zone 10 on matchday-1 and matchday;
 - **Supplier staff:** UEFA partners and suppliers operating in Zone 10 or with close contact to Group 1 and/or Group 2 individuals.
- **Pitchside medical team:** This target group may already have been tested by the national health authorities, however if this is not the case, pitchside emergency doctor and stretcher teams will be tested as part of Group 3.

4.4. Pre-Tournament screening

To reduce the risk of positive SARS-CoV-2 RNA tests immediately before the Tournament period starts, all members of Group 1 will be strongly encouraged to undergo at least one round of pre-screening SARS-CoV-2 RNA testing before the start of their team pre-Tournament camp. Depending on the start date of the camp, additional team-organised screening tests may be advised between the start of the camp and 5 June 2021. In such case, testing must be organised by each team with a testing institute accredited by the relevant competent national/local authority.

UEFA will organise pre-screening SARS-CoV-2 RNA testing for referees and may extend this to some other Group 2 and Group 3 match participants.

4.5. Testing schedule, coordination and requirements

Testing for the identified target groups will take place at regular intervals with sample collection taking place, in principle, at least every 4 days.

- For those travelling internationally, sample collection and testing will take place before leaving their country of departure so as to ensure that any persons who tested positive are removed from the delegation that will travel.
- Testing of Group 1 and Group 2 travelling internationally once arrived in the host country will occur if the pre-departure test took place earlier than matchday-3.
- Testing of those already in the host country will occur either on matchday-2 or matchday-1 with test results delivered prior to their arrival at the stadium on respectively either MD-1 or MD.
- In terms of testing coordination, UEFA will provide to the TSP information about the match stadium, team base camps, team transfer hotels and training centres, participating teams movements and UEFA/LOS staff member movements for whom sample collection for testing should be organized so as to ensure compliance with the testing schedule. UEFA will monitor these regularly and will receive notification from the TSP with generalized testing results (no personal information) that will be followed up with the relevant MLO.

	GROUP 1	GROUP 2	GROUP 3
Pre-departure / Country of departure test (if international travel is required)	Will be tested not earlier than 48hrs before leaving their country of departure, with sample collection taking place according to the time required to organise the sample collection logistics, testing and deliver the results in the country in question prior to the departure (a list of sampling deadline by country will be produced and shared by UEFA).	Will be tested not earlier than 48hrs before leaving their country of departure, with sample collection taking place according to the time required to organise the sample collection logistics, testing and deliver the results in the country in question prior to the departure (a list of sampling deadline by country will be produced and shared by UEFA).	Will be tested not earlier than 48hrs before leaving their country of departure, with sample collection taking place according to the time required to organise the sample collection logistics, testing and deliver the results in the country in question prior to the departure.
Travelling bubble-to-bubble	YES	NO	NO
Host country test (if international travel is required)	Will be tested again in the host country if the pre-departure test took place before MD-3 with sample collection taking place in principle on MD-2 or MD-1 before the match. Results will be delivered at the latest 6 (six) hours prior to kick-off time (local time) on the day of the match.	Will be tested again in the host country if the pre-departure test took place before MD-3 with sample collection taking place in principle on MD-2 or MD-1 before the match. Results will be delivered at the latest 6 (six) hours prior to kick-off time (local time) on the day of the match.	Will be tested again in the host country if the pre-departure test took place before MD-3 with sample collection taking place in principle on MD-2 or MD-1 before the match. Results will be delivered at the latest 6 (six) hours prior to kick-off time (local time) on the day of the match.
Local bubble-to-bubble	YES	NO	NO
Host country test (if no international travel is required)	Will be tested in the host country with sample collection taking place either on MD-2 or MD-1 with results delivered at the latest 6 (six) hours prior to kick-off time (local time) on the day of the match.	Will be tested in the host country with sample collection taking place either on MD-2 or MD-1 with test results delivered prior to their arrival at the stadium on, respectively either MD-1 or MD.	Will be tested in the host country with sample collection taking place on MD-2 before the match. Results will in principle be delivered ahead of their first interaction with the tested members of Groups 1 and 2 (e.g. TLOs and RLOs to be tested in time to receive results before teams and referees arrive onsite, OR Will be tested in the host country in regular intervals with sample collection taking place every 4 days.
Local bubble-to-bubble	YES	YES	NO

Abbreviations: MD = matchday

4.6. Management of test results

All Group 1, Group 2 and Group 3 individuals shall ensure that UEFA is granted access to the individualised negative test results in a timely manner. In this respect:

4.6.1. Group 1

- Team delegations will be required to provide confirmation of a negative SARS-CoV-2 RNA test result – issued by the TSP for each person concerned – accompanied by a photo ID, on arrival at the stadium on matchday in order to be granted access (any person who has been exempted from the SARS-CoV-2 RNA testing requirement by the relevant competent national/local authorities must instead produce a written confirmation of their exemption from the relevant aforementioned authorities). Any person from Group 1 not in possession of such a confirmation will not be allowed to enter the stadium which includes persons whose results are ‘presumed positive’ or ‘inconclusive’.
- Depending on the applicable local legislation/regulations, a negative test result or confirmation from the relevant competent national/local authorities of exemption from testing may be required to enter the country where the match takes place. In such circumstances, UEFA will inform the team MLO to download and print the negative test certificates or applicable exemptions granted by the relevant competent national/local authorities for each member of the internationally travelling delegation, as well as, if existing, any related UPAP recommendations that have been provided.
- If someone in Group 1 tests positive, if so required in accordance with the applicable local regulations, the TSP will inform the relevant competent national/local authorities. UEFA will ensure that either via the TSP or otherwise, the team’s MLO will be aware of any obligations to inform the relevant competent national/local authorities either by the team MLO or the person in question. Teams must ensure that no person testing positive can travel internationally to the match or take part in the match. Test results are not subject to challenge.
- In the event of a positive test result, teams may be asked to produce the results of their contact tracing programme (as stipulated in section 5.7) and evidence of any physical distancing regimes that have been implemented within the team. About the need for further preventive measures (i.e. quarantine) the team doctor will decide based on advice received from the local authorities via the team’s MLO.
- If any person from Group 1 is notified of an ‘inconclusive’ test result, it will be strongly recommended to isolate the person in question from the rest of the team delegation until a conclusive result is delivered.
- In case of any Group 1 person(s) testing positive whilst visiting the host country the repatriation of the impacted individuals will be agreed on a case-by-case basis between the relevant national/local authorities, the host association and UEFA within the Local COVID-19 Coordination Group.

4.6.2. Group 2 and Group 3

- Group 2 and Group 3 individuals will be required to hold confirmation of a negative SARS-CoV-2 RNA test result issued by the TSP in order to travel internationally from their country of departure. Any persons who has received a positive test result will have their accreditation suspended.
- Any person who has been exempted from the SARS-CoV-2 RNA testing requirement by the relevant competent national/local authorities must instead produce a written confirmation of their exemption from the relevant aforementioned authorities and provide it to the UPR. If UEFA will not be provided with such a confirmation from a Group 2 or Group 3 member, those individuals will not travel internationally from their country of departure and/or will not be allowed to enter the stadium.
- If based on the applicable local legislation/regulations, a negative test result or confirmation from the relevant competent national/local authorities of exemption from testing is required to enter the host country where the match takes place, the relevant individual from Group 2 or Group 3 will be

required by UEFA to download and print the negative test certificate or applicable exemptions granted by the relevant competent national/local authorities, as well as, if existing, any related UPAP recommendations that have been provided.

- If any individual in Group 2 or Group 3 tests positive, the TSP shall immediately inform the concerned person and the relevant competent national/local authorities as required. The concerned Group 2 or Group 3 individual shall inform UEFA in order to expedite an efficient replacement of the person in question at the match, as well as to allow UEFA to provide any relevant support or assistance. The need for further preventive measures (i.e. quarantine) for these two groups is discussed by the local authorities and the UEFA CMO.
- If any person from Group 2 or Group 3 is notified of an 'inconclusive' test result:
 - such individual must not go to the tournament site or interact with other persons working at the match or any tournament site until a conclusive result has been delivered.
 - UEFA will take measures so that the individual is isolated until a conclusive result is delivered.

4.6.3. Retesting

In principle individuals will only be tested once at a scheduled sampling according to the testing schedule established in Section 4.5. In principle, positive tested individuals may not be retested and therefore cannot travel internationally to or participate in the relevant EURO 2020 match following the delivery of a positive COVID-19 test result.

However, individuals in the tested target groups may be retested in the following circumstances:

- (i) If the test result of the relevant individual is declared as '*inconclusive*' by the TSP; and/or
- (ii) If an additional test was ordered by the relevant competent national/local authority, for instance to retest:
 - one or more positive or '*presumed positive*' tested individuals;
 - individuals who initially returned a negative COVID-19 test result but who were isolated/quarantined as part of the contact tracing procedure of the relevant competent national/local authority;
 - individuals for any other reasons as deemed necessary by the relevant competent local/national authorities.

In both circumstances (i) and (ii), the individual (or the MLO or another representative from the relevant team delegation) is required to immediately inform UEFA of such additional testing. Furthermore, whenever a new test is ordered by the relevant competent local/national authority, the individual (or the MLO or another representative from the relevant team delegation) must provide UEFA with written confirmation of the request. Unless decided otherwise by the relevant competent national/local authority, the additional test(s) must always be conducted by the TSP.

A '*presumed positive*' result is treated as a positive result and any instructions from the relevant competent national/local authorities must be followed.

4.7. Previous confirmed cases

It is currently recognised that those who have recovered from COVID-19 may still be at risk of delivering positive SARS-CoV-2 RNA test results, despite having no contagion risk nor virus symptoms. Individuals from Group 1, Group 2 or Group 3 who have verified confirmation that they have now recovered from the virus are required to submit documentation of this to the UPAP, including the date of diagnosis of the virus, complete relevant medical history and any other medical documents in this context e.g. SARS-CoV-2 RNA test or any other laboratory tests. This must be provided at least one week before the individual's next planned UEFA sampling. This information will then be analysed

by the UPAP which may provide recommendations for the affected person to be exempted from further SARS-CoV-2 RNA testing or for other possible steps to be taken.

Any such UPAP recommendations are strictly advisory and UEFA will provide support in liaising with the relevant competent national/local authorities in the host country to obtain a final decision on the recommendation provided by the UPAP and any affected individual's further involvement in a match. Any such final decision issued by the relevant competent national/local authorities shall be communicated directly to the individual/team concerned and UEFA. Members of Group 1 with a confirmed previous infection of not older than 90days, and supported with a recommendation of the UPAP of exemption from testing, should be exempted from any SARS-CoV-2 RNA testing requirements and permitted to enter the host country and play UEFA EURO 2020 matches, unless on an individual case basis significant reasoned justification to the contrary is provided by the competent national/local authorities.

4.8. Vaccinations

Any individual member of Group 1, 2 or 3 who received vaccine against SARS-CoV-2 is not exempted from the testing requirements or other protection measures set out in this MOC. As clinical studies are on-going, UEFA will monitor the findings and may modify this policy accordingly in agreement with the relevant health authorities of the host countries.

5. Team bubble-to-bubble concept

The team bubble-to-bubble concept aims at creating a protected and contained environment for players and technical staff during their entire tournament journey. During all stages of the team's stay in the host country, including at the team hotel, training centre and stadium as well as during any transfers from one location to another, the objective is to minimise the amount of contact between team members and anyone outside the team delegation, and therefore minimise the risk of contagion.

5.1. Team transfers and ground transport

For the duration of the tournament, teams will in principle be based at their selected team base camp, which is either located in their home country or in a host country. For their scheduled matches, teams will then usually travel to the host country/city of the match on matchday-1. If air travel is required for those transfers, teams will be required to travel by charter flight.

The host association, together with the airport authorities, will make every effort to facilitate the arrival and transfer of the teams. This includes direct collection at the aircraft, private passage through customs and direct passage, avoiding public spaces where possible, to their team buses (similar procedures will apply when leaving the host country).

For ground transport in the host country, dedicated team buses and a dedicated fleet with a number of smaller vehicles will be available. Team buses and any other vehicles transporting players will be thoroughly disinfected before collecting the team and will be transporting players at 50% occupancy.

The drivers of the team buses and other drivers transporting players in smaller vehicles will be part of UEFA's testing programme for EURO 2020. They will also be equipped with appropriate face masks and remain at least 1.5m from the team members at all times e.g. middle door to be used by all players and staff to enter/leave the bus.

5.2. Team accommodation

UEFA has reserved "team transfer hotels" in the host city for the use of the participating teams. Those hotels may not always be exclusively reserved for the teams on all occasions, but the necessary measures will be taken to protect the privacy of the teams, e.g. by allocating private meeting and dining room areas to them or by securing private access routes to the team floor. Where access routes cannot be privatised, arrangements will be made to temporarily cordon off corridors when the players make their way to and from their rooms. Teams will also be instructed to allocate individual bedrooms to all delegation members.

The Protocol Compliance Officer is required to monitor that the hotel puts in place all the necessary hygiene measures as defined by UEFA, such as:

- Wearing of face masks/ Personal Protective Equipment (PPE) by hotel staff;
- Maximising physical distancing by staff;
- Cleaning regime of rooms and public spaces (elevators etc.);
- Meal arrangements;
- Their policy regarding staff who have symptoms of infection.

During the teams stay, the hotel is required to ensure thorough disinfection and cleaning of the rooms and spaces used by the team immediately before the team checks in. Teams will be recommended to serve their own food, or by as few hotel staff as possible, with food placed on a table and collected by the players/coaches/trainers. No clean-up is to take place until the players have left the dining areas so that the smallest number of hotel staff is present in the dining room during meals.

Each team is responsible for ensuring the integrity of their team bubble during their stay. Team members (both players and technical staff) will be required to not leave the hotel unless it is under previously agreed and organised conditions that do not involve coming into contact with anyone outside of their group. For longer stays, team excursions may be organised, but only if they are strictly controlled to ensure physical distancing is respected throughout the excursion and/or that appropriate personal protective equipment is used by all members of the team delegation if physical distancing is not possible. The team Protocol Compliance Officer will be responsible for ensuring that the standard hygiene measures are adhered to during any team excursion.

Where applicable, teams will also need to make appropriate laundry arrangements with their hotel, ensuring in particular that washed clothing and equipment (bibs etc) are only handled by members of the team delegation and not by hotel staff.

Teams will be instructed to make similar arrangements at their team base camps.

5.3. Team training centre

In principle, the hygiene measures applied at team training centres are similar to those applied at the stadium. This also applies to team arrival/departure procedures as outlined in Section 5.4 below.

The Training Centre Hygiene Officer will make sure that all hygiene measures are implemented at the team training centre and that the defined protocol for entry will be respected.

In terms of access to the training facilities, the procedures are as follows:

- Team delegation
 - The core members of the team delegation fall under the UEFA testing programme for EURO 2020 and will therefore not need to complete an Epidemiological Acknowledgement Form. However, if required by the relevant authorities, all persons will need to undergo a temperature check organised at the hotel, prior to departure under the guidance of the Medical Liaison Officer and the Protocol Compliance Officer.
 - If required by the authorities, any persons of the team delegation that do not fall under UEFA's testing programme for EURO 2020 will have to complete an Epidemiological Acknowledgement Form as defined in Annex D (paper version) on-site in order to be permitted access. They are also expected to wear a face mask and perform sanitary and physical distancing measures in compliance with the MOC. In addition, if required by the relevant authorities, all persons will undergo a temperature check at the entrance to the training facilities.
- Other target groups:
 - Each team will define a temporary accreditation system at the training centre. The access control will be implemented with the support of the host association.
 - Media representatives and staff from the host broadcaster will be able to enter the team training centre with their tournament accreditation. They will be assigned pre-defined areas to operate in order to avoid close contact with members of the team delegation.

- If required by the authorities, everyone will have to complete an Epidemiological Acknowledgement Form (paper version) before being able to access the training centre facilities and/or undergo a temperature check. All persons are expected to wear a face mask and perform sanitary and physical distancing measures in compliance with the MOC.

No public training sessions are foreseen, unless authorised by the public authorities.

5.4. Team procedures at the stadium

A specific team area (“Zone 10”, see Annex A) will be activated when teams are at the stadium on matchday-1 and matchday to secure the “team bubble”. This team area will be activated as of three hours before the arrival of the first team and it will only be deactivated once the last team has left the stadium. It includes all areas located in Zone 1, as well as certain areas in Zone 2, as outlined in Annex A. Access to Zone 10 will be reduced to a minimum.

Both on matchday-1 and on matchday, all team related areas in Zone 1 and 2 will be disinfected before arrival of the teams. Disinfection will start approximately 4 hours before the first team arrives, i.e. by then all other preparations in these areas will have to be completed.

The two teams will arrive at the stadium at different times to avoid mixing and crowding at the team drop-off points and in the corridors inside the stadium.

During team arrivals, the presence of any staff along the route will be kept to a minimum and with stewards in place to temporarily stop any vehicle or pedestrian traffic of other target groups. Any stewards will be instructed to maintain the minimum physical distance from the team members.

Teams may go straight to the dressing room, and may perform a pitch inspection as usual, but will be instructed to avoid congregating in indoor areas or passing through the tunnel at the same time as their opponent.

Post-match, the teams will be instructed to leave the dressing rooms as soon as possible after the completion of any media obligations as outlined in Sections 7.3.6, 7.4.3 and 7.4.4.

5.5. Team media activities outside the stadium

Teams are obliged to fulfil media obligations during the tournament, however the integrity of the “team bubble” must be preserved at all times.

Media centres that are traditionally set up at the team base camp must be located away from the team hotel itself. Teams are required to implement the following measures:

- Separate and clearly marked access routes and entrances/exits for teams and media
- Media must wear masks at the base camp media centres at all times
- All areas must be regularly cleaned and disinfected
- Hand sanitiser stations must be installed at all access points
- Minimum distances between the teams and the media:
 - Min. 3m distance for inside spaces
 - Min. 2m distance for outside spaces

- Minimum 1.5m physical distancing between working or seated positions in all media areas
- Capacity control measures to be applied to avoid overcrowding
- Male and female toilet facilities
- Sanitary measures for food preparation, packaging, distribution, consumption and waste management

In addition, teams are strongly recommended to implement the following measures:

- Separate entrance and exit to the media centre as well as any individual areas within it
- Interview sessions to be conducted outside wherever possible, especially when involving multiple players and media. To be held in a sheltered and covered location away from noise sources.
- Any food and drink to be consumed outside

5.6. Local support staff

To assist teams during the tournament, UEFA will appoint dedicated local staff to accompany each team. These individuals will have a functional role in the day-to-day running of the team's activities and will be embedded within the team delegation during the tournament.

Each team will be accompanied by a dedicated Team Liaison Officer (TLO) who will stay with the team at any time and will be the direct link between the team and UEFA. The TLO is responsible for managing the team's daily schedule and will coordinate all transfer activities.

Each team with its team base camp in a host country will be assigned a Team Security Liaison Officer (TSLO) for the duration of its participation in the tournament (exceptions may apply on a case-by-case basis). The TSLO will stay with the team at the team base camp hotel (and team transfer hotel, if applicable). Each team with its team base camp outside a host country will be assigned a TSLO during their stay at a team transfer hotel. TSLOs will, in most cases, be officers from the local police force. They will act as the link between the team, the police, UEFA and the host association regarding all safety and security matters.

All teams staying in team base camps in the host country will be allocated professional drivers for the team fleet vehicles, plus additional drivers for the team buses.

The TLO, TSLO and all drivers in direct contact with players will be included in UEFA's testing programme for EURO 2020, are expected to wear a face mask and perform sanitary and physical distancing measures in compliance with the MOC.

5.7. Contact tracing programme & best practices

In order to minimise the impact on a participating team of a positive test from a player or member of staff, every team will be required to implement a rigorous contact tracing programme for the members of its testing pool, including keeping careful note of interactions between persons in the group such as when seated on planes/buses, mealtimes, keeping track of training interactions, any medical care interactions and social exchanges.

For contact tracing of other target groups, please refer to Section 7.1.9 of this MOC.

6. Match operations

This section describes the EURO 2020 match operations procedures and mitigation measures aiming at protecting the participating teams and referees to the extent possible when they are present at the stadium. Those target groups are, in principle, only present at the stadium on matchday-1 and matchday.

6.1. Team activities

6.1.1. Pre-match warm-ups

The time spent in the dressing room should be kept to a minimum. Players may therefore access the pitch to start their pre-match warm-ups earlier than the normal allocated time. Exact timings will be agreed at the latest at the matchday organisational meeting in order to avoid any overlap with other activities such as pitch maintenance.

6.1.2. Line-up and other pre-match activities

Teams will not line up together in the tunnel as usual to avoid congestion in the tunnel area. Teams will therefore enter the pitch from the dressing room, one team at a time, for the pre-match team line-up. Players and referees will be invited to maintain at least 1.5m distance between each person during the line-up ceremony.

No additional activities may be organised once the teams have entered the pitch (e.g. player escorts, mascots, dancers, musicians, etc.), nor will there be any handshakes between teams or with the referees.

The coin toss will take place after the line-up ceremony with the two captains and the referee only, while still maintaining a 1.5m distance.

Pennants may be exchanged as agreed between the two teams.

At half-time and before the second half the teams will again be instructed to avoid congregating in the tunnel and will instead enter directly to the pitch according to the timings indicated in the match countdown.

6.1.3. Players and staff on the bench

Players and staff on the substitutes bench and technical seats will not be required to wear face masks during the match but will be required to maintain physical distancing at all times when seated, and the teams will be instructed that players should limit contact as much as possible when warming up.

Teams will be requested to organise individual labelled drink bottles for each person on the bench, as well as for each player on the field.

6.1.4. Shirt-swapping

Players will be recommended to refrain from swapping their shirts.

6.2. Ceremonies

6.2.1. Opening ceremony (ROM only)

Before the teams enter the pitch for the opening match, a ceremony will take place to open the tournament. All materials will be removed and the ceremony performers, all wearing face masks, will leave the pitch before the teams enter the field of play.

6.2.2. Pre-match ceremony

Before the teams enter the pitch for the match, a short pre-match ceremony will take place on the pitch with approximately 80 ceremony performers, all wearing face masks and keeping a minimum distance of 1.5m towards each other. Two giant shirts and a EURO 2020 banner will be displayed on the pitch during the pre-match ceremony. All materials will be removed and the ceremony performers will leave the pitch before the teams enter the field of play.

6.2.3. Closing ceremony (LON only)

Before the teams enter the pitch for the final, a closing ceremony will take place. All materials will be removed and the ceremony performers, all wearing face masks, will leave the pitch before the teams enter the field of play.

6.2.4. Cup-handover ceremony (LON only)

At the end of the final match, a trophy and medals handover ceremony will take place on the pitch.

6.3. Other activities at pitch-level

Some limited activities will need to be performed at pitch-level before, during and after the match. All target groups with match-related functions close to the teams will be instructed to wear face masks and to comply with the physical distancing requirements at any time. These activities may include:

6.3.1. Pitch maintenance

Pitch maintenance will only be performed by the greenkeepers at times when teams are not present on the pitch.

6.3.2. Ball children

Up to 12 ball children will be deployed around the pitch behind the pitch perimeter advertising boards (located in principle in Zone 2, see also Annex A).

Ball children will be instructed to:

- Wear face masks
- Keep the ball on the ground at their feet until needed
- Disinfect their hands before and after warm-up and before and after each half
- Maintain at least a 1.5m physical distance from the players at all times

In addition, all match balls will be disinfected before and at the end of the warm-up (if the same balls are to be used during the match) and during half-time.

6.3.3. Broadcast personnel and photographers

Any broadcast personnel required to operate in Zone 2 (pitch & surrounding) during the match, e.g. camera operators and technical staff, will be instructed to keep the minimum 1,5m physical distance towards the players and referees at all times as well as between each other. The same applies to photographers.

Broadcast personnel required to operate in Zone 10 (team area) during the match, e.g. Steadicam operator along the touchlines, will, in addition, be included in UEFA's testing programme for EURO 2020. For more information, see Sections 7.3.

A limited number of photographers may be permitted to enter an area close to the team benches for not more than 5 minutes, maintaining the minimum physical distance at any time, to take photos of the teams before the start of the match. The photographers will only be permitted to stand in a pre-defined location that will be cordoned off from the players and will be chaperoned at all times.

6.4. Match organisation

Apart from testing as described under Section 4.3, additional measures will be taken in order to limit direct contact between the identified target groups with access to the competitions/team area, e.g. teams will submit their match sheets via an online form (TIME).

7. Stadium operations

This section describes the procedures and mitigation measures applicable at the stadium and in its immediate surroundings, i.e. all areas included in the specific EURO 2020 overlay.

Stadium operations are categorised into two different types: back-of-house operations and front-of-house operations:

- Back-of-house operations cover all accredited persons (including members of the participating teams) and areas at the stadium that are essential for the preparation and delivery of EURO 2020 matches. Anyone involved in back-of-house operations will be subject to the EURO 2020 accreditation terms & conditions.
- Front-of-house operations cover all customer-facing activities and target groups, i.e. ticketholders and hospitality guests.

The approach to minimising the risk of spreading COVID-19 during the implementation of EURO 2020 matches is to rely on a combination of different measures, starting with physical distancing in combination with accepted hygiene measures such as the wearing of face masks. These measures are supported by specific COVID-19 signage and infrastructure, communication measures and detailed cleaning schedules and disinfection plans.

The aim is to establish a controlled environment to the extent possible, based on the following two key elements:

- Access to the stadium (within the outer security perimeter) will only be granted to holders of a ticket or an accreditation device.
- A variety of tools will be put in place to guide and manage the movement and flow of people and to reduce counter-flows and congestion, always based on the physical distancing requirements.

The overall objective is to define the most appropriate measures depending on density, usage of space and nature of activities in order to minimise the risk of spreading COVID-19 within the stadium and the areas within the outer security perimeter.

A. GENERAL PRINCIPLES

7.1. General mitigation measures and procedures

The following COVID-19 mitigation measures and procedures will apply for back-of-house and front-of-house operations during the entire EURO 2020 availability period, which is defined as the period during which the stadium will be made exclusively available for the EURO 2020 organisation (starting four weeks before the first match and ending four days after the last match at the stadium). Anyone entering the stadium perimeter during that time will be obliged, through the accreditation or the ticketing terms & conditions, to comply with these mitigation measures and procedures.

7.1.1. Physical distancing

To ensure uniformity in back-of-house operations, a standard physical distance of 1.5m (measured nose-to-nose, see Annex B), unless otherwise specified in this MOC, will need to be maintained across the 12 EURO 2020 stadiums. This minimum distance will need to be respected at all times, except when additional protective measures are installed or used (such as plexiglass dividers, partition walls

or protective shields) or when a deviation from the minimum distance is acceptable (e.g. distance between players during the line-up ceremony).

For front-of-house operations, the physical distance will vary depending on the operational lead scenario as defined by the host (see Section 7.5.5).

7.1.2. Face masks

Type IIR masks must be worn (covering the mouth and nose) by all accredited persons present at the stadium at all times once the EURO 2020 accreditation system is in place. Spectators must wear a face mask/face covering (covering the mouth and nose) in accordance with local applicable regulations. Anyone failing to do so will be reported to the Hygiene Officer and may be ejected from the stadium. Exceptions may be granted for accredited personnel seated in dedicated workplaces positioned with the necessary physical distance from each other or for hospitality guests when seated in dedicated seats within lounges or suites (skyboxes). In addition, exceptions will be granted to players and staff on the substitutes' bench (see Section 6.1.3), referees, commentators and TV presenters (see Section 7.4.1), as well as spectators while they are eating or drinking.

It will be required that everyone present on-site is equipped with their own face masks. Masks should be replaced regularly. At the stadium, there will be an additional supply of face masks available as a back-up for staff, if required. For ticketholders and guests, a reserve of 10% of the stadium capacity will be available per match.

7.1.3. Hand sanitiser stations

Hand sanitiser will be provided at all access points to the stadium and at the entry points to each of the stadium zones as defined in Annex A, as well as in specific areas within those zones, e.g. concourses, toilets, hospitality lounges.

7.1.4. Flow management

A number of physical measures will be implemented to manage people movements in common areas to avoid congestion and counter-flows and ensure that everyone at the stadium, whether back-of-house or front-of-house, respects the physical distancing requirements.

Such measures include:

- subject to the approval of the authorities, installation of queue channelling systems, e.g. in front of concession stands, merchandising outlets and the accreditation centre;
- subject to the approval of the authorities, installation of temporary barriers, partition walls or other separation measures to segregate flows, if needed;
- floor markings and stickers to facilitate one-way movements in certain narrow corridors (e.g. toilets on public concourses) to indicate the required physical distance;
- signage and posters to provide guidance and information regarding the applicable measures (see overview in Annex C);
- positioning of stewards to support flow management and ensure compliance.

7.1.5. Communication

It is planned to use a wide range of communication means to provide everyone at the stadium, whether back-of-house or front-of-house, with the necessary information and guidance, as well as to ensure that people are reminded of and respect the requirements and procedures in place.

The following communication means will be used at the stadium:

- Posters at the entrances and in common areas
- Public-announcement system
- Stadium TV and electronic displays at concession stands
- Giant screens in the stadium bowl

Key instructions and reminders, for both spectators and staff members, will include: “Keep your distance”; “Please wear your mask at all times”; “Wash your hands thoroughly”; “Use the disinfectant stations”; “Limit your contact with others”; etc. (see overview in Annex C).

7.1.6. Cleaning and disinfection

In general, all areas of the stadium that are in use during the setup period, on matchdays and on non-matchdays will be cleaned regularly. This also includes the specific disposal of face masks and other hygiene-related items.

In addition to the daily cleaning schedule, a disinfection plan will be established, taking into consideration the timeline of activities, with special focus on:

- frequently touched surfaces, especially in areas with higher traffic such as the accreditation centre;
- indoor areas reserved for the teams, referees and UEFA match officers (Zone 10);
- hospitality and catering areas, and merchandising shops and concession stands.

7.1.7. Temperature checks

If required by the relevant authorities, each person entering the stadium will undergo a temperature check.

7.1.8. Contact tracing

If required by the relevant authorities, everybody entering the stadium will be informed that they are required to download the national contact tracing app. In addition, contact tracing will be supported by the Global Access Control System (“GACS”) for back-of-house operations as outlined in Section 7.2.2. If contact tracing is required for front-of-house operations, UEFA will be able to provide contact details of all ticket buyers seated in the direct vicinity of the infected person in question.

B. BACK-OF-HOUSE OPERATIONS

7.2. Specific mitigation measures and procedures for back-of-house operations

The measures described below apply to all accredited personnel and their activities during the set-up, event and dismantling periods. Most of the back-of-house activities are confined to areas that are not accessible to ticketholders or guests.

During the set-up phase and on non-matchdays, it is planned to consider the stadium as office premises, with limited access to indoor enclosed spaces and most of the activities performed outdoors or in unenclosed spaces. On matchday, back-of-house operations will not impact the ticketholders or guests.

7.2.1. Accreditation system

For the entire stadium availability period, the EURO 2020 organisation will put in place UEFA's accreditation system to ensure that only authorised persons can access the stadium. Access to the stadium for back-of-house target groups will only be possible with a valid and activated accreditation device.

In cases where the stadium building owner has leased out certain premises within the building to tenants (such as business offices, clinics, fitness centres), or where the building owner is based in the premises (e.g. club or federation), persons working in these premises may continue to access their offices on non-matchdays if they agree to comply with the EURO 2020 accreditation terms & conditions. As such, they will be issued personalised EURO 2020 accreditation devices (and therefore considered to be accredited personnel) with the appropriate zones in order to access their offices. In principle, access is not granted on matchday-1 and matchday, unless if an exception has been granted by UEFA (applicable only to critical business staff).

Accreditation terms & conditions

Anyone requesting an accreditation is required to accept the accreditation terms & conditions, which contain a general obligation to comply with sanitary measures.

Identification of accredited personnel

For security purposes, each accredited person must be registered on UEFA's accreditation database, with their name, ID document information, nationality and a valid email address. Each accreditation device is equipped with an RFID chip that can be read by the GACS. Thanks to the GACS, and the fact that each accreditation device is linked to a specific person, it will therefore be possible to identify and contact everyone who has been in the stadium on a given day, if required.

Health and safety briefing for accredited personnel

Before receiving their EURO 2020 accreditation device, each accredited person will have to complete an online health and safety briefing, including COVID-19 matters, to familiarise themselves with the specific measures and procedures at the stadium and to receive information on how to adapt their own behaviour to protect themselves and others.

To avoid gathering large numbers of staff in any one area, the briefing will be available online only. Successful completion of the briefing will be a prerequisite for receiving an accreditation device.

Exceptions

Visitor passes

Tenants with their office premises within the stadium building may be permitted to receive customers or visitors only if a EURO 2020 visitor pass is issued for each customer or visitor. The tenants are responsible for complying with the EURO 2020 pick-up and visitor registration process at the outer security perimeter. Customers and visitors will not be permitted on matchday-1 and matchday.

Stadium operators may also organise stadium tours that will include areas that are used by the EURO 2020 organisation. These tours will not be permitted on matchday-1 and matchday and the stadium operator is responsible for ensuring that the tours will not overlap with EURO 2020 activities in the same spaces. Tour participants must wear visitor passes and the stadium operator is responsible for complying with the EURO 2020 visitor pass pick-up and visitor registration process at the outer security perimeter. The stadium operator and/or respective tenants are responsible for their visitor pass holders and the EURO 2020 organisation disclaims all responsibility for them.

Impersonalised accreditations

In principle, the staff of the public authorities will be accredited with a personalised accreditation. In the case of agencies/entities providing officers on short notice or if shifts are not known in advance for matchdays, UEFA provides a defined number of "impersonalised" accreditations. Impersonalised accreditations are of the same format as personalised accreditations and include the RFID chip to record any entry or exit to the outer security perimeters or zone.

Each agency is responsible for the distribution of the impersonalised accreditation to their staff for the relevant matchday. The responsible authority must establish a log showing the identity of each device recipient and the respective accreditation ID.

Escort pass

On the request of the UEFA management, escort passes may be issued to unaccredited persons such as sponsor senior management representatives. Escort pass holders may enter and visit the stadium, as long as they are chaperoned during their stadium visit by an accredited person belonging to the EURO 2020 organisation.

Escort pass holders are required to register at the accreditation centre in order to collect their escort pass. The pass must be returned at the end of the visit. Each pass contains an RFID chip and will be linked to the registered persons during their stadium visit.

Delivery pass

Delivery passes are issued to drivers making one-off deliveries to the stadium. The deliveries are pre-announced on UEFA's online delivery platform. Drivers are required to deposit their identification card at the logistics point in order to receive their delivery pass. The delivery pass contains an RFID chip and a log will be maintained linking the delivery passes with the respective individuals.

Epidemiological Acknowledgement Form (EPA form)

All accreditation devices will be deactivated each night and will need to be activated each day before the holder can enter the stadium. To do this, each accreditation holder will have to submit an electronic EPA form (see Annex D) using a mobile phone, tablet or computer. The relevant accreditation device will be activated only on receipt of the duly completed online form. Anyone whose accreditation device is not activated will not be permitted to enter the stadium.

The system of activation/deactivation of accreditation devices will be managed centrally by UEFA in agreement with the host association. This will give the EURO 2020 organisation full control over the access procedure and the ability deny stadium access.

The online forms will be deleted by UEFA four weeks after the last match at the stadium, unless instructed otherwise by the relevant authorities.

All accreditation holders in testing Group 1 and referees in testing Group 2 (see Section 4.3), holders of impersonalised accreditations such as law enforcement, as well as visitor, escort and delivery pass holders are exempted from the electronic EPA process.

- a. For all accreditation holders in testing Group 1 and referees in testing Group 2, a dedicated access control procedure will be put in place at the entrances to Zone 10, hence these accreditations are not deactivated overnight.
- b. In the case of the impersonalised accreditations issued to the public authorities, each agency/entity ensures according to its internal procedures that the officers accessing the stadium are compliant with the COVID-19 requirements and it is able to document to the public health authorities compliancy, if required. Therefore, impersonalised accreditations are not deactivated overnight.
- c. Visitor pass holders must complete the EPA form on paper and will only be allowed to enter the stadium if the relevant criteria are met. It is the responsibility of the stadium operator and/or tenant to store the filled paper-EPA forms for 4 weeks in order to provide information to the health authorities.
- d. Escort pass holders must fill in the EPA form on paper when they register at the accreditation centre and will only be allowed to enter the stadium if the relevant criteria are met. The EURO 2020 organisation will store the filled paper-EPA forms for four weeks in order to provide information to the health authorities, if requested.
- e. Delivery pass holders must fill in the EPA form on paper when they register at the logistics point and will only be allowed to enter the stadium if the relevant criteria are met. The EURO 2020 organisation will store the filled paper-EPA forms for four weeks in order to provide information to the health authorities, if requested.

7.2.2. Zoning and access control

A zoning system will be established at the stadium to control access to certain areas and to ensure that only people with a specific duty to perform in a particular area can access that area. While it is standard UEFA practice to apply a zoning system at its competition venues, the traditional system has been enhanced in response to COVID-19 to further restrict access and to reduce the number of people in certain sensitive zones.

During non-match days, only a few zones will be active and on matchdays all zones will be active according to the specific operational schedule throughout the day.

Access to zones is controlled by stewards using GACS readers. On matchdays, when all zones are activated, the system provides live information about the exact number of people in the stadium and in each zone at any time. Furthermore, it will be possible to retrieve the entry and exit times of each person (in relation to each zone and the stadium perimeter), if required. On non-matchdays, the zones corresponding to indoor enclosed areas will be activated in order to ensure that the maximum safe

capacity is adhered to. If required by the authorities, entry/exit times of each person in relation to such zones can be retrieved. An overview of the zones is provided in Annex A.

7.2.3. Food & beverages

The following catering services and spaces will be available in the back-of-house areas:

- Catering for the teams will be delivered directly to the dressing rooms
- Office break stations, comprising cold and hot drinks only for staff who are authorised to use the respective offices
- Broadcast compound break station, comprising cold and hot drinks only for staff who are authorised to use the broadcast office
- Broadcast compound break area, a small tent on the compound where cold and hot drinks are available at specified times of the day, for staff who are authorised to be in the broadcast compound
- Staff bistro, comprising pre-packed meals that will be handed over to staff. Staff may eat at the seating area (complying with minimum physical distance) or an assigned area in outdoor or unenclosed spaces, such as the seats in the stands. Depending on the number of staff, time slots will be assigned
- Beverages may be provided in the media and photographer working areas and pre-packed lunch bags will be available for media representatives
- Catering for other target groups (e.g. stewards)

Strict hygiene measures will be applied to the preparation, packaging, distribution and consumption of food & beverages in all of the above-mentioned areas and for the relevant target groups, in compliance with local regulations.

7.2.4. Medical response procedures of accredited personnel

Accredited personnel not feeling well and not having entered the stadium yet, will be instructed to stay at home or at the hotel room. Personnel who are already present at the stadium and who do not feel well will be instructed to inform the Hygiene Officer. Temporary isolation rooms will be available at the stadium for such personnel until further arrangements can be made. In case of a confirmed COVID-19 infection, this needs to be reported to the relevant authorities as soon as possible.

7.2.5. Use of enclosed indoor spaces

For enclosed indoor areas (event offices, volunteer centre etc.) a maximum safe-room capacity of at least 2.25m²/person will be applied. Access to such areas will be controlled and numbers will be monitored to ensure the maximum number of people per area is not exceeded. Staff will be instructed to open windows and doors (excluding fire doors) on a regular basis to aerate enclosed spaces.

7.3. Adapted overlays and organisational procedures

7.3.1. Team dressing rooms

Depending on the actual size of the dressing room, additional nearby rooms or spaces may be used to comply with the physical distancing requirements.

In addition, teams will receive the following instructions and information:

- Saunas, pools or jacuzzies will be closed or drained.
- Individual ice baths may be used if the water is disinfected and provided that after each use the water is replaced and the typical contact points around the edges of the tub are wiped down with disinfectant.
- Any fitness equipment will be disinfected before and after use and must be located either within an area of the dressing room completely separated from the changing area, or in a different room.
- Any physio equipment and massage beds will be disinfected before and after use and must be located either within an area of the dressing room completely separated from the changing area, or in a different room.

The same principles apply to the referees' dressing room. If space is limited, additional rooms or alternative solutions will be found for the referee team.

The dressing room areas, team access routes and points (corridors, door handles, handrails, etc.) team benches and technical seats (including any additional seating used to maintain physical distancing) will be thoroughly disinfected before the team arrives on matchday-1, between the team training sessions on matchday-1 and prior to the match. Once the dressing rooms have been disinfected prior to team arrivals, no one may enter until the teams arrive, with the exception of tested team support staff, e.g. team kit staff.

7.3.2. Team benches, technical seats and additional seats

Substitutes and coaching/technical staff will be instructed to remain at least 1m apart on the bench. To offer sufficient space for each team's substitute players and technical staff in accordance with the competition regulations, a segregated area will be made available in the stands.

7.3.3. Media tribune and commentary positions

The positioning of media and broadcasters in the stands will comply with the physical distancing requirements. As commentators are temporarily exempt from the obligation to wear face masks during the match (see Section 7.4.1), plexiglass dividers will be installed between the commentary positions.

7.3.4. Stadium media centre

Media and photographer working areas will be used in compliance with the physical distancing requirements. Useable desks will be clearly marked.

7.3.5. Broadcast camera positions

The exact location of each camera position has been identified. Each position will be secured and physical distancing requirements will be respected. As an additional measure for camera positions within Zone 10, camera operators will be part of UEFA's testing programme for EURO 2020.

7.3.6. Stand-up and flash interview positions

Live broadcast activities (such as matchday-1, pre-match, half-time and post-match presentation programmes, as well as interviews with players and team officials), which traditionally take place at pitch level, will be carried out in the stands, in a segregated area above the team zone, unless there is sufficient space next to the field of play, in which case these activities may be performed at pitch level, along the main touchline, in a safe distance from the team benches and player warm-up areas.

7.3.7. Tribune presentation positions and pitch-view studios

A limited number of segregated tribune presentation positions (open-air TV platforms in the stands used for pre-match, half-time and post-match stand-up presentations) and pitch-view studios (indoor TV studios with an unrestricted view of the pitch) will be installed in the stands in accordance with the physical distancing requirements.

7.3.8. Broadcast compound

The broadcast compound is the technical centre for broadcast operations at the stadium, located in close proximity to the stadium (Zone 7). It is fenced-off, guarded around the clock (24/7) and only accessible to holders of accreditations to work in this specific zone. The broadcast compound will be arranged in a way that allows sufficient space for the movement of people in order to ensure compliance with the physical distancing requirements.

7.4. Broadcast and media operations

7.4.1. Additional procedures applicable to broadcast activities

The following measures will apply during all broadcast operations:

- The microphone windshield will be disinfected or replaced after each interview.
- Commentators are temporarily exempt from the requirement to wear a mask while they are broadcasting, but they must wear one at all other times. The same applies to TV presenters and reporters conducting interviews. Commentators, presenters and interviewers must keep the required physical distance from all other members of crew (including co-commentators/co-presenters), guests and interviewees during this time.
- Each interviewer must use their own IFB earpiece (earpieces must not be shared) or speakers must be installed at the interview position. In principle, IFB earpieces may not be proposed or provided to interviewees, however in exceptional circumstances the use of single-use IFB earpieces may be permitted subject to UEFA approval.

7.4.2. Matchday-1 training

For the team training sessions at the stadium on matchday-1, media activities will take place in certain locations as pre-defined by UEFA to ensure compliance with physical distancing requirements.

7.4.3. Press conferences

Pre- and post-match press conferences will be organised using a remote press conference system managed by UEFA. This means that only a very limited number of people will be granted access to the press conference room, i.e. three team members (coach, player, press officer) and four representatives of the host broadcaster/UEFA. A minimum distance of 3m will be maintained between the press conference top table, the host broadcaster camera and the sound desk.

7.4.4. Mixed zones

UEFA will implement remote solutions for granting media access to the teams after the match (no physical gathering as in the case of traditional post-match mixed zones).

C. FRONT-OF-HOUSE OPERATIONS

This section is subject to the operational lead scenario, to be selected by the host in early April 2021.

7.5. Specific front-of-house mitigation measures and procedures

7.5.1. Spectator communication

The spectator functions within the official EURO 2020 app will enable the EURO 2020 organisers to provide detailed information and guidance on public health requirements, mitigation measures and responsibilities along the entire spectator journey. This will help both travelling and local spectators prepare their attendance by giving clear COVID-19 related advice relating to ticketing, accommodation, mobility, the host city and matchday planning.

7.5.2. Ticketing/hospitality terms & conditions

The ticketing terms & conditions or hospitality terms & conditions (as applicable) are applicable to each ticket and each ticket holder. They include the following requirements, which will enable the enforcement of specific COVID-19 mitigation measures:

- Country-specific regulations: to enter the host country, ticket holders must comply with any entry requirements in place (such as testing requirements).
- Compliance with sanitary measures: each ticket holder is required to comply with any sanitary measures in place, which will include the Spectators Code of Conduct (see Annex E).

To incentivise ticket holders not to attend a match when feeling unwell (including for symptoms of COVID-19), their ticket can be transferred to another individual as long as the personal details of the new ticket holder will be provided before the match.

7.5.3. Stadium entry/exit procedures

Spectators will cross two perimeters on entering the stadium – the outer security perimeter and the inner security perimeter.

The outer security perimeter comprises a fenced perimeter, in which there are several spectator entrances. The following processes will be implemented at each of those entrances:

- Hand sanitiser and face masks: spectators will be reminded to use the hand sanitiser and wear their masks. Spare masks will be available at each entrance in case of need.
- Mobile ticket activation or chemical pen check of paper tickets: this will be done by stewards, with volunteers providing first-line troubleshooting only. To reduce congestion, ticket holders with unresolved problems will be directed to the stadium ticketing centre.
- Body check for prohibited items: this will be done by stewards using a handheld detector. Physical body checks will only be conducted if an alarm is triggered.
- Check of a negative Covid-19 test result, if required and provided by national authorities.

Currently, no temperature checks are planned unless required by the relevant authorities, in which case they will be implemented at the outer security perimeter entrances.

The stadium walls mark the inner security perimeter, with spectators entering through turnstile gates.

The following processes will be implemented at the gates:

- Ticket scanning at turnstiles: spectators will be assisted by ticketing volunteers and stewards and directed to the nearest Ticket Information Point near the turnstiles if they experience any problems.

The following hygiene measures will be implemented for the stewarding and volunteer staff assigned to the outer and inner security perimeters:

- All stewards and volunteers will be required to wear face masks.
- A procedure will be implemented to ensure regular disinfection of hands and replacement of face masks.
- Specific bins for the disposal of face masks will be provided at all entrances.

Each ticketholder will be provided with a recommended time slot for entering the stadium. The time slot will be displayed on the ticket and is based on seating blocks. The objective is to balance the use of entrances and passageways, however, persons arriving outside of their recommended time slots will not be prevented from entering the stadium.

7.5.4. Medical preparedness and response procedures

Medical preparedness and response procedures will be agreed with the relevant authorities based on the following principles:

- Anyone who believes that they may have COVID-19 symptoms must contact the nearest steward, who will then inform medical staff on-site.
- Depending on the size of the stadium, one or several rooms will be identified in the stadium to be used as temporary isolation rooms for people with COVID-19 symptoms until further arrangements have been made for them to be evacuated. If a temperature check is required by the authorities, temporary medical relief areas will be identified and used near the outer security perimeter entrances for isolation purposes.
- After the match, spectators may be asked to report any potential symptoms or confirmed cases of COVID-19 to the relevant authorities as soon as possible.

7.5.5. Physical distancing

It is planned to apply, as a general rule, a physical distance of approximately 1.5m in the N3 scenario (as per Annex F) and 1m (or as otherwise specified by the competent authorities) in the N2 scenario (as per Annex F). Some variations may be implemented in the stands for spectator seating and in the hospitality areas. Different seating patterns (see Annex F) can be implemented depending on the operational lead scenario defined by the host and will be submitted to the authorities. Certain cities may decide not to apply seating patterns but to impose a capacity limit per defined seating sector.

7.6. Hospitality and concessions

7.6.1. General principles

Enhanced organisational measures will be put in place, including:

- the organisation of workflows to limit the crossover points between staff
- the instruction of service staff to wear FFP 2 masks

7.6.2. Hospitality

The hospitality concept is based on the following key pillars:

- Minimising touchpoints between guests in hospitality areas (e.g. no cloakroom, except for the VIP lounge)
- All lounge guests and suite guests will be seated
- Restaurant-style catering (food served at tables, drinks service at table, no bar service to reduce movements of guests)

The following hospitality distancing requirements will be implemented in lounges:

- Minimum of 4m² per person inside the lounge
- Minimum of 0.8m between guests at the same table (nose-to-nose)
- Minimum of 1.5m between adjacent tables
- Minimum of 1.3m between the back rests of chairs at adjacent tables

Hospitality suites are considered as private zones for the client and will be used at full capacity if no specific restrictions have been imposed by the authorities.

7.6.3. Food and beverage concessions

General public concessions facilities will be made available to spectators. Concessionaires are liable for being fully compliant with all relevant local legislation in respect of food hygiene and COVID-19.

Additional hygiene measures will be implemented as follows:

- Preferential use of single-use containers rather than reusable items
- Food to be wrapped or pre-packed for service
- Cashless payment systems wherever possible (recommendation to concessionaires)

Annex A: Zoning system

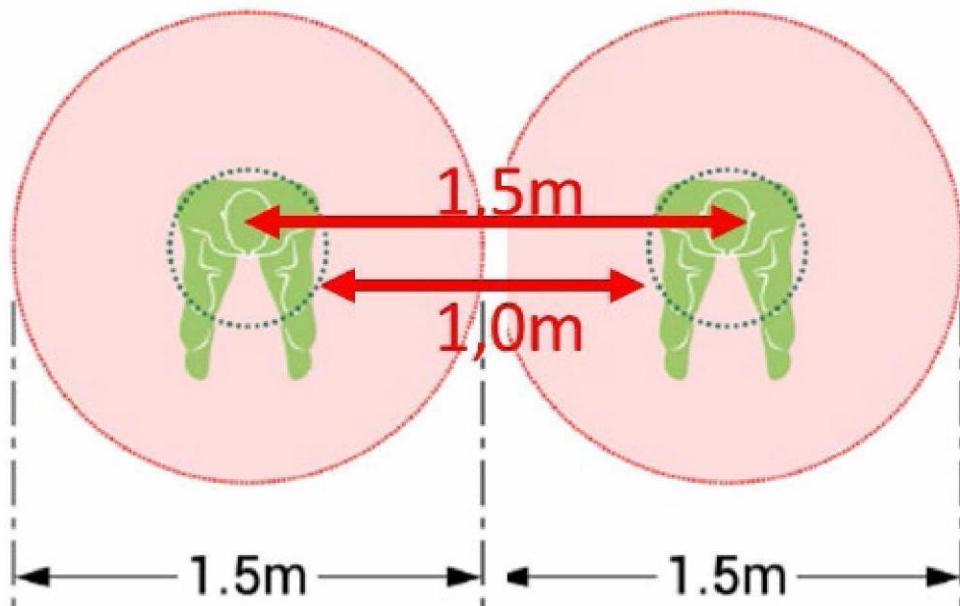
- **Zone 0: Public & Service Areas** (activated during the full availability period)
 Areas within outer security perimeter (OSP) that are open to the ticketholders, e.g. public toilets, public first aid rooms, and areas within the stadium that are not assigned to other zones, e.g. stadium stairwells, concourses, corridors, service tunnels.
- **Zone 1: Competitions Area** (activated on matchday-1 and matchday):
 Zone 1 is only active when the players are not present in the stadium and comprises the dressing rooms of the teams, referees, match officers' offices, doping control room, remote press conference room, players tunnel and linking corridors within the competitions area.
- **Zone 10: Team Area**
 When the players are present in the stadium, Zone 10 is active and comprises all the areas defined in Zone 1. In addition, when teams are present pitchside, Zone 10 also comprises the field of play (pitch), the player benches, player warm-up areas, stretcher team positions, any additional seats in the stands for substitute players and team technical staff.
- **Zone 2: Pitch & Surroundings** (activated on matchday-1 and matchday)
 Area between the pitch perimeter advertising boards and up to the demarcated area of the lower tier of the main stand. Along the side of the benches, this zone starts from 2m from the outer limit of the warm-up area. This zone is for manned camera positions, host broadcaster staff, photographers, ball children, groundskeepers, LED operators, pitch stewards, etc. When teams are not present on the pitch, Zone 2 also includes the field of play itself, the player benches, player warm-up areas, stretcher team positions and any additional seats in the stands for substitute players and team technical staff.
- **Zone 3: Public Seating Area** (activated on matchday-1 and matchday)
 Seating areas in the main stand, opposite stand and behind the goal stands as well as the media tribune, tribune presentation platforms, interview positions and camera positions in the stands. It does not include the honorary tribune.
- **Zone 4: UEFA Offices** (activated during the full availability period)
- **Zone 5: UEFA VIP Area** (activated on matchday)
 Honorary tribune and hospitality lounge serving the officials and guests seated in the honorary tribune.
- **Zone 6: Stadium Media Centre** (activated on matchday-1 and matchday)
 Working area for the accredited media and photographers.
- **Zone 7: Broadcast Compound** (activated during the full availability period)
 Area outside the stadium serving as parking area for broadcaster vehicles and technical centre for broadcast operations.
- **Zone 8: Hospitality Area** (activated on matchday)
 Hospitality suites (skyboxes) and lounges, adjacent hospitality kitchens, food preparation areas and hospitality corridors.
- **Zone 9: Volunteer Centre** (activated during the full availability period)
 Volunteers' check-in, briefing and waiting areas.
- **Zone 11: Venue Coordination Centre** (activated on matchday-1 and matchday)
 Stadium and event control room(s).

Annex B. Physical distancing

The approach of the EURO 2020 organisation in terms of physical distancing is very much in line with the **“Guide to Safety at Sports Grounds, Supplementary Guidance 02: Planning for social distancing at sports grounds”**, published in August 2020.

The circle used for calculation and planning purposes considers the width of an individual. For a seated person a 1.5m diameter circle is used to allow for a typical body width of 50cm.

The distance from nose-to-nose is 1.5m, which is similar to the 1m shoulder-to-shoulder definition as per the guidelines of the World Health Organisation.



Annex C: Posters, stickers, giant screen messages

POSTER GENERAL PUBLIC (sizes: A1, A2, A3)



Key messages: *

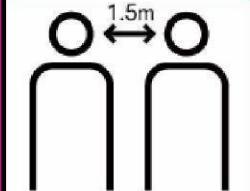
1. New coronavirus
2. Protect yourself and others
3. Keep your distance
4. Please wear your mask at all times
5. Still important
6. Wash your hands thoroughly
7. Avoid shaking hands
8. Cough and sneeze into a tissue or the crook of your arm

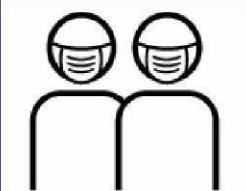
*Please note that all messages will be produced in both English and the host country's official language. Visuals used here are examples (used during UEFA SuperCup 2020 in Budapest).

POSTER STAFF (Size: A3)

New coronavirus
Az új koronavírus

PROTECT YOURSELF AND OTHERS
VIGYÁZZUNK EGYMÁSRA! 

Keep your distance.

Tartson távolságot!

Please wear your mask at all times!

Kérjük, folyamatosan viseljen arcmaszkot!

Continue to work from the hotel if possible.

Ha lehetséges, dolgozzon továbbra is a szállodából.

STILL IMPORTANT/FONTOS MÉG:

Wash your hands thoroughly.
Mosson alaposan kezét!

Avoid shaking hands.
Kerülje a kézfogást!

Cough and sneeze into a tissue or the crook of your arm.
Zsebkendőbe vagy a könyökhajlattába köhögjen és tüsszentsen!

Stay at the hotel if you experience symptoms.
Maradjon a szállodában, amennyiben bármilyen tünetet észlel magán

Key messages: *

1. New coronavirus
2. Protect yourself and others
3. Keep your distance
4. Please wear your mask at all times
5. Continue to work from the hotel if possible.
6. Still important
7. Wash your hands thoroughly
8. Avoid shaking hands
9. Cough and sneeze into a tissue or the crook of your arm
10. Stay at the hotel if you experience symptoms

STICKERS	
<p>WAIT HERE 20cm x 20cm</p> 	<p>MAX CAPACITY 20cm x 30cm</p> 
<p>WAIT HERE (VIP) 20cm x 20cm</p> 	<p>BIN 30cm x 10cm</p> 
<p>WAIT HERE LINE 70cm x 15cm</p> 	<p>BLOCKED SEAT 20cm x 20cm (only foreseen for VIP tribune)</p> 
<p>ZONE 10 70cm x 15cm</p> 	<p>WEAR MASK 20cm x 30cm</p> 
<p>NO ENTRY ROUND 30cm x 30cm</p> 	<p>SAME HOUSEHOLD 20cm x 20cm</p> 
<p>NO ENTRY- LINE 70cm x 15cm</p> 	<p>SEAT BLOCKED 20cm x 20cm</p> 
<p>ARROW 20cm x 30cm</p> 	<p>VIP BUS</p> <ul style="list-style-type: none"> • A6 

GIANT SCREEN	
01	 <p>STAY SAFE! </p>
02	 <p>STAY SAFE! </p> <p> FOLLOW INSTRUCTIONS</p> <p> QUEUE FOR TOILETS / KIOSK</p>
03	 <p>STAY SAFE! </p> <p> STAY IN YOUR SEAT</p> <p> KEEP YOUR MASK ON</p>
04	 <p>STAY SAFE! </p> <p> USE THE DISINFECTANT STATIONS</p> <p> AVOID PHYSICAL CONTACT</p>
05	 <p>STAY SAFE! </p> <p> SNEEZE / COUGH INTO YOUR ELBOW</p> <p> KEEP YOUR DISTANCE</p>

Annex D. Epidemiological acknowledgment form for accredited personnel

EPIDEMIOLOGICAL ACKNOWLEDGEMENT FORM

For UEFA EURO 2020 (“Tournament”) in the Covid-19 context

By [signing this form / submitting this online form] and entering a Tournament site, I hereby acknowledge that:

- I am **aware and informed** about the risks inherent in the Covid-19 situation.
- I am **not** suffering from any of the symptoms typically associated with an infection with SARS-CoV-2 (the “Covid-19” virus), that are not known to be from another cause, nor have I had any of these symptoms over the past 14 days.

The symptoms typically associated with Covid-19 are: dry cough, fever, shortness of breath, headache, sore throat, aching limbs, loss of the sense of smell and taste, nausea or vomiting, congestion or runny nose, diarrhoea, muscle or body aches.

- To my knowledge, I am **not** currently positive for Covid-19.
- To my knowledge, I have **not** had any contact with anyone over the past 14 days who has tested positive for Covid-19, or who is suspected to be infected with the Covid-19 virus.

If you are unable to [sign this form / submit this online form], please understand that, to protect the health of everyone involved in the organisation of the Tournament, we cannot allow you access to any Tournament site.

Please note that you shall comply with the requirements of the competent authorities if anything about your confirmation changes, for example, if you later find out that before the [date of signature / date of submission] you had contact with anyone (presumably) carrying Covid-19, or if you have symptoms within 14 days after such date. If required by law, you may be asked for additional information so that sources of infection can be traced and isolated, and potential contacts can be protected. This may include information about the people you came into personal contact with, or which zone of the Tournament site you were in.

I ACCEPT

Accreditation ID: _____

Signature: _____

Date: _____

[Data Protection Information notice follows on the next page]

Data Protection Information

Identity of the Data Controller	<p>The Union des Association Européennes de Football and UEFA Events SA (collectively "UEFA"), acting as data controllers within the meaning of the Swiss Federal Data Protection Act ("FADP") and the European General Data Protection Regulation ("GDPR"), will collect, process and use personal data in connection with the <i>Epidemiological Acknowledgment Form</i> and the admission control to any UEFA EURO 2020™ ("Tournament") site, for the purpose of providing a safe environment at the Tournament for all accredited persons ("Data Subjects") in compliance with the data protection regulations applicable in Switzerland and the host countries.</p> <p>This data protection information explains which data of the Data Subjects is collected in the course of the submission of the <i>Epidemiological Acknowledgment Form</i> in [paper format /electronic format] and its verification as well as the admission control to any Tournament site and how this data is processed.</p> <p>The Data Subjects have been or will be informed separately about other processing of their data, e.g. in connection with any accreditation device required for UEFA EURO 2020™.</p>
Which personal data is collected?	<p>In the context of the <i>Epidemiological Acknowledgment Form</i> the following data of the Data Subjects will be collected and processed:</p> <ul style="list-style-type: none"> - accreditation ID (and all related personal data, such as contact and identification data) and [date of signature /date of submission]
On what legal basis and for what purposes are these data processed?	<p>In accordance with the <i>UEFA Return to Play Protocol</i> ("RTTP") and <i>UEFA Return to Events Protocol</i> ("RTEP"), UEFA has to take the necessary measures to protect Data Subjects and avoid their exposure to the SARS-CoV-2. UEFA is only able to ensure that Data Subjects can carry out their duties if they comply with the RTTP and RTEP requirements, which include sanitary checks. In this context, the safe execution of the Tournament is only possible if all accredited persons, including the Data Subjects, provide a confirmation of non-existing symptoms.</p> <p>The processing of personal data of the Data Subjects is overall necessary to be able to organise the Tournament and to protect the health of all accredited persons, including the Data Subjects. The implementation of the <i>Epidemiological Acknowledgment Form</i> relies on these overriding public and private interests.</p> <p>In the event that a Data Subject or a contact person of the Data Subject is suspected of being infected or has been proven to be infected with the coronavirus SARS-CoV-2, some additional processing may be required to comply with legal obligations (Epidemics Act, health and labor laws, etc.). In addition to the measures that are taken by the competent public authorities, UEFA may process the information to identify and contain sources of infection.</p> <p>UEFA shall retain the completed and signed <i>Epidemiological Acknowledgment Form</i> until any claims that the Data Subjects might assert due to the use of their personal data have become statute barred. Retention is justified in order to safeguard the legitimate interest of those responsible in being able to prove that the admission control was carried out properly and that the Data Subjects have been provided with comprehensive data protection information and to assert, exercise and defend possible legal claims.</p>

To whom are the data of the Data Subjects transmitted?	Within UEFA, it is only processed by limited members of the UEFA administration to ensure the safe execution of the Tournament (including controlling). Communication of the personal data to the public authorities, based on legal provisions and obligations, is reserved.
The rights of the Data Subjects	The Data Subjects have several rights, including in particular the right of access pertaining to their personal data stored, the right to rectification of data, the right to erasure of data, the right to restriction of processing, the right to data portability, and the right to object insofar as these serve to safeguard legitimate interests. Furthermore, they have the right to lodge a complaint with the responsible supervisory authority.
Assertion of claims	The Data Subjects can assert their rights by sending an e-mail to or by letter to UEFA, Data Privacy Team, Route de Genève 46, 1260 Nyon 2, Switzerland.
How long are the personal data of the Data Subjects stored?	All personal data will be deleted four (4) weeks after the Tournament if it is no longer required for the purposes it was collected for unless the Data Subjects has explicitly consented to a longer period of storage or the data controller is entitled or obliged to store the data for a longer period due to legal requirements.

Annex E: Code of conduct for spectators

This code of conduct for spectators (“**Spectator Code**”) is applicable to all spectators (“**Ticket Holders**”) attending the UEFA European Football Championship 2020™ (“**UEFA EURO 2020**”) and is issued by Union des associations européennes de football, whose offices are located at Route de Genève 46, 1260 Nyon 2, Switzerland (“**UEFA**”).

For the avoidance of doubt, this Spectator Code applies to all categories of Ticket Holders and tickets, and all stadiums and stadium grounds (collectively, the “**Stadium**”) at which UEFA EURO 2020 matches (“**Matches**”) are staged.

Pursuant to the relevant UEFA Ticketing or Official Hospitality Terms and Conditions applicable to the Ticket Holder (“**Ticket Terms**”), all Ticket Holders agree to comply with any and all entry requirements and/or acknowledgements in the context of COVID-19 as notified to them by UEFA, and this Spectator Code is one such notification. In addition, pursuant to the Ticket Terms, entrance to the relevant Stadium is subject to compliance with the stadium regulations as applicable to the Match (“**Stadium Regulations**”), which are available at

By attending a Match and accessing the Stadium, the Ticket Holder confirms that they accept this Spectator Code and agrees to comply with it.

Any infringement of this Spectator Code may result in denial of access to the Stadium, removal from the Stadium and/or further legal action, at the discretion of UEFA.

1. Ticket Holders must attend the Stadium in compliance with all applicable laws and government guidance regarding COVID-19. By entering the Stadium, each Ticket Holder warrants that they are not breaching any such laws or guidance.
2. Ticket Holders must not attend the Stadium if they are required to self-isolate following travel to the host country in which the match they are attending takes place from another country.
3. Ticket Holders must not attend the Stadium if they are suffering from any symptoms typically associated with COVID-19 (dry cough, fever, shortness of breath, headache, sore throat, aching limbs, loss of sense of smell and taste, nausea or vomiting, congestion or runny nose, diarrhea, muscle or body aches), that are not known to be from another cause, nor if they have had any of these symptoms in the 14 days prior to the Match.
4. Ticket Holders must not attend the Stadium if they have tested positive for COVID-19 in the 14 days prior to the Match.
5. Ticket Holders must not attend the Stadium if they have had any Close Contact (as defined below) with a person who has tested positive for COVID-19 or who is suspected to be infected with the COVID-19 virus in the 14 days prior to the Match (“**Infected Person**”). For the purposes of this Spectator Code, “**Close Contact**” means the Ticket Holder in question: (a) has been within one and a half meters of an Infected Person either (i) for more than fifteen minutes; or (ii) while they were both in a confined space (e.g. a car); or (b) was in the same environment as an Infected Person (e.g. shared a workplace or was at the same gathering); or (c) provided direct care to an Infected Person without wearing appropriate personal protective equipment.
6. Ticket Holders must wear a face mask of a standard that complies with local legislation relating to COVID-19 (“**Face Mask**”) at all times covering their nose and mouth whilst within the Stadium perimeter apart from whilst eating and drinking (if permitted at the relevant Stadium). It is recommended that Ticket Holders bring additional Face Masks with them to ensure that they are

able to wear one at all times whilst at the Stadium. At the Stadium, Face Masks shall be disposed in the clinical bins.

7. Gates will usually open 3 hours before the match kick-off time. Ticket Holders are strongly recommended to arrive with sufficient time to go through the necessary entry and health and safety procedures and, if applicable, according to their recommended time slot (as indicated on the ticket).
8. Ticket Holders must make sure in advance that they know where their Stadium entry point is.
9. Ticket Holders must make themselves familiar with the Stadium Regulations, sanitary measures and policies in place in relation to the Match all of which are available on the official UEFA EURO 2020™ app.
10. Ticket Holders must maintain physical distancing of at least 1.5m while in circulation in the public areas of the Stadium and avoid close contact with anyone they are not attending the match with.
11. Ticket Holders must wash and disinfect their hands whenever possible and use sanitizer stations when available.
12. Ticket Holders must undergo a body temperature check on entry to the Stadium, if required by the relevant authorities. Ticket Holders who record a temperature of [relevant authorities to confirm, if applicable] Celsius or above will not be permitted to enter the Stadium perimeter.
13. Ticket Holders must not occupy any other seat, other than the one allocated as per their ticket.
14. Ticket Holders must avoid shaking hands, hugs, high-fives and any close contact with others.
15. Ticket Holders must maintain good hand hygiene (e.g. using the sanitizer dispensers provided), avoid touching their face whenever possible and cough and sneeze into a tissue or into the crook of their arm.
16. To the full extent possible Ticket Holders must stay seated in their seat, including during half time, and limit their movements to and from their seat. If a Ticket Holder does need to leave their seating position, they must wait for a time until the way is clear and must always follow the signs indicating which direction to go
17. If Ticket Holders need to access any of the Stadium's amenities, such as toilets, food and drink outlets, or concessions, they must check to see if any of them are not in use, and plan accordingly.
18. Ticket Holders must only eat and drink (if permitted at the relevant Stadium) whilst in their seat.
19. Ticket Holders must avoid face-to-face contact with other spectators when moving to and from their seat.
20. Ticket Holders must take extreme care and should maintain the required physical distancing when celebrating.
21. Ticket Holders must follow the directional signage and queuing systems in place at the Stadium.
22. Ticket Holders must follow any and all instructions from stewards and officials at the Stadium in relation to sanitary and hygiene measures.
23. Ticket Holders accept and acknowledge that all payments inside the Stadium may be contactless.
24. If a Ticket Holder is attending with friends and family, such Ticket Holder must ensure that they have read and understood this Spectator Code.

Annex F. Ticketing seating patterns (public stands and VIP tribune)

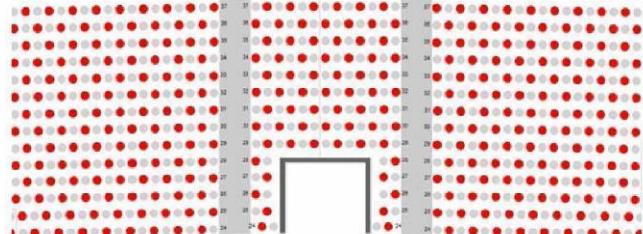
N2

Scenario

N2

~ 50% of net capacity

Every 2nd seat occupied in each row



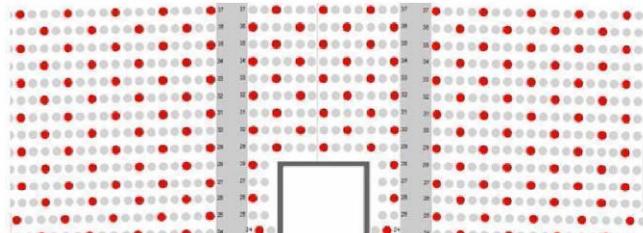
N3 fixed

Scenario

N3
Fixed

~ 25% of net capacity

Every 4th seat occupied in each row



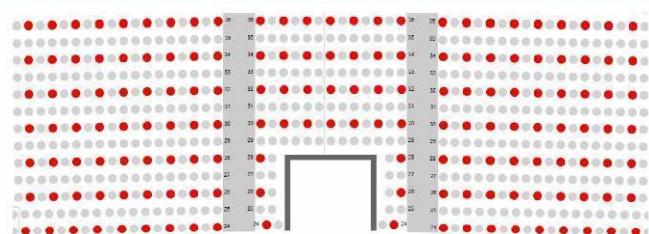
N3 flexible

Scenario

N3
Flexible

~ 25% of net capacity

Every 2nd seat occupied in every 2nd row



 Occupied seats

Annex G: Code of conduct for accredited persons

This code of conduct (the “**Accreditation Code**”) is applicable to holders of accreditation (the “**Accredited Persons**”) at UEFA EURO 2020™ and/or any pre and post events and activities (collectively, the “**Tournament**”) and is issued by Union des associations européennes de football, whose offices are located at Route de Genève 46, 1260 Nyon 2, Switzerland (“**UEFA**”).

For the avoidance of doubt, this Accreditation Code applies to all categories of Tournament accreditation (the “**Accreditation**”) and all sites for which accreditation is required including, without limitation, applicable stadium(s), grounds of the stadium(s), hotels, training venues, media centres and/or other Tournament sites (collectively, the “**Sites**”).

By accepting the Accreditation, the Accredited Person confirms that they accept this Accreditation Code and agrees to comply with it.

Any infringement of this Accreditation Code may result in the immediate withdrawal of accredited status for Tournament and any other current or future UEFA event, denial of access to the Sites, removal from the Sites and/or further legal action, at the sole discretion of UEFA.

This Accreditation Code is supplementary to the Accreditation Terms and Conditions [LINK] and the Stadium Rules (which are available at www.euro2020.com/stadiumrules).

UEFA may (acting reasonably) amend this Accreditation Code from time to time including, without limitation, if such changes are reasonably necessary to address health and safety issues or otherwise protect the legitimate interests of UEFA. Each Accredited Person undertakes to comply with any rules published by UEFA from time to time concerning the medical, sanitary and hygiene measures and procedures that are to be applied when staging Tournament matches.

Procedures and conditions for entering and exiting the host country

1. All non-resident Accredited Persons entering and/or exiting the host country must comply with the conditions, requirements and restrictions of border entry and exit (collectively, the “**Border Requirements**”).
2. If non-resident Accredited Persons have been granted exemptions to the Border Requirements (e.g. quarantine), they must provide proof of such exemptions to UEFA on request and comply fully with all special procedures related to the granting of any such exemptions including, without limitation, such Accredited Persons must comply with the following during the period of quarantine that would have applied if they were not exempted (or such other period as the local authorities in the host country may require):
 - only leave their accommodation when necessary to perform their essential function at the Sites and only for as long as strictly required;
 - only travel between their accommodation and the Sites by dedicated private transport; and
 - comply with any COVID-19 tests and other procedures required by the authorities while in the host country (including, without limitation, in order to be released at the end of quarantine).
3. While travelling, Accredited Persons must observe hygiene measures at all times, including the wearing of a face mask of a standard that complies with local legislation relating to COVID-19

(“Face Mask”) and carrying hand sanitizer on their person at all times. Upon arrival, Accredited Persons should avoid congregating at busy areas within the airport or other transport hub.

4. The procedures and conditions specific to each host country may be found in [Annex A].

Procedures and conditions for entering the Sites

5. Accredited Persons should arrive in good time to go through all the necessary entry procedures.
6. Only persons holding a valid Accreditation and who have submitted an electronic Epidemiological Acknowledgement Form (“EPA”) will be allowed to enter the Sites. The process is as follows:
 - All Accredited Persons must complete the online COVID-19 briefing [LINK] prior to collecting their Accreditation at the Sites;
 - To activate their Accreditation for the day, all Accredited Persons must complete and submit the EPA [LINK] daily at least 15 minutes prior to approaching the perimeter of the applicable Site;
 - In submitting the EPA, Accredited Persons acknowledge that:
 - they are aware and are informed about the risks inherent in the COVID-19 situation;
 - they are not suffering from any of the symptoms typically associated with the COVID-19 virus, that are not known to be from another cause, nor have they had any of these symptoms over the past 14 days. The symptoms typically associated with COVID-19 are dry cough, fever, shortness of breath, headache, sore throat, aching limbs, loss of sense of smell and taste, nausea or vomiting, congestion or runny nose, diarrhoea, muscle or body aches (the “COVID-19 Symptoms”);
 - to their knowledge, they are not currently positive for COVID-19; and
 - to their knowledge, they have not had any contact with anyone over the past 14 days who has tested positive for COVID-19, or who is suspected to be infected with the COVID-19 virus.
7. Accredited Persons should ensure that they are familiar with the Stadium Rules, emergency procedures, sanitary measures and policies in place and be prepared with sufficient personal hygienic equipment (e.g. Face Masks and hand sanitizer) for themselves and their team members before approaching the Sites.
8. All Accredited Persons are encouraged to plan their journey to and from the Sites to minimize unnecessary personal interactions. Accredited Persons are required to wear a Face Mask when sharing private dedicated transport to and from the Sites with other people. All Accredited Persons are also encouraged to familiarize themselves with their respective entry points at the outer security perimeter of the Sites.
9. If required by the authorities, Accredited Persons shall submit themselves to health checks, including any COVID-19 test on the day(s), prior to entering the Sites and/or a body temperature check upon entry to the Sites.
10. Accredited Persons are discouraged from travelling between Sites unless otherwise necessary for the performance of their work, and only then in accordance with guidance from the applicable authorities.
11. Accredited Persons acknowledge that they may be asked to wait, or be refused entry, to the Sites in the event that the specific site has reached its total capacity under governmental social distancing requirements.

Whilst in the Sites

12. It is mandatory to wear a Face Mask at all times unless superseded by a superior level of personal protective equipment ("PPE") for a safety critical task, ensuring that the nose and mouth are covered whilst within the perimeter of the Sites. It is recommended that Face Masks are replaced after 4 hours of use and that each Accredited Person should bring sufficient Face Masks for this purpose. Used Face Masks must be disposed of in the clinical waste bins provided.
13. To minimize the risks of infection across different working teams in the Sites, Accredited Persons must minimize interaction with persons outside of their own working team, especially in enclosed spaces.
14. During break times, Accredited Persons should wear their Face Masks before and after consuming food and beverages and, where possible, limit their stay in enclosed break areas to 15 minutes.
15. When electronic scanning of Accreditation zones is operational, Accredited Persons must ensure that their Accreditations are scanned when they enter and exit an Accreditation zone, thus enabling contact tracing in enclosed areas while at the Sites.
16. Accredited Persons must maintain physical distancing of at least 1.5 m at all times and comply with the maximum safe room capacity directions.
17. Accredited Persons must follow the directional signage and queuing systems in place at the Sites and instructions from stewards and officials in relation to sanitary and hygiene measures.
18. Accredited Persons must only use the elevators when moving materials and equipment or if they have a disability.
19. Accredited Persons must follow standard hygiene measures including, without limitation:
 - regular washing and disinfection of hands;
 - coughing or sneezing into the crook of one's arm, even when wearing a Face Mask; and
 - avoiding physical contact, the shaking hands with others, hugs, high-fives and any other close contact with others.
20. Any Accredited Person with COVID-19 Symptoms while at the Sites, or has a positive COVID-19 test result, or is identified as having had any Close Contact (as defined below) with a person who is or may be a person infected with COVID-19 ("Infected Person"), must report to the stadium hygiene officer immediately. Medical isolation rooms will be available at the Sites for such Accredited Persons to rest and await further medical advice. Any such Accredited Person must at all times follow the instructions of the stadium hygiene officer. For the purposes of this Accreditation Code, "**Close Contact**" means the Accredited Person in question: (a) has been within one and a half meter of an Infected Person either (i) for more than fifteen minutes; or (ii) while they were both in a confined space (e.g. a car); or (b) was in the same environment as an Infected Person (e.g., shared a workplace or was at the same gathering); or (c) provided direct care to an Infected Person without wearing appropriate PPE.

Outside of the Sites

21. To minimize the risk of infection to everyone working on the event, all Accredited Persons must observe strict hygiene measures (e.g. hand-washing hygiene, alcohol-based hand wipes and PPE) and limit their personal interactions off-duty including, without limitation, all Accredited Personnel must not participate in gatherings of more than the permitted number of persons allowed under applicable laws and must comply with such other mitigation measure as UEFA

may specify and it is strongly recommended to avoid non-essential journeys, especially on public transport and.

22. Accredited Persons with COVID-19 Symptoms should remain in their homes or accommodation, in which case they should inform their employer/contractor and take a COVID-19 real-time polymerase chain reaction (RT PCR) test ("RT PCR Test"). Subject to their fitness, such Accredited Person may come to the Sites only with valid documentary evidence of a bona fide negative RT PCR Test result.



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