



END OF QUADRENNIAL REPORT

WITH AUDITED INTERIM ANNUAL FINANCIAL STATEMENTS

FOR THE NINE MONTHS PERIOD ENDING 31ST DECEMBER 2024

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ENDING 31ST DEC 2024



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Mr. Tlali RAMPOOANA
PRESIDENT



FOREWORD - PRESIDENT

The Lesotho NOC has made remarkable progress in recent years, setting ambitious goals and reaching new heights of success. This report outlines some of their key achievements and milestones. The Lesotho NOC set forth a bold and ambitious vision in its 2017 – 2024 Strategic Plan to challenge the current leadership on how far can it go to push towards attaining the set vision. Through dedication and hard work, we have managed to achieve a great extent of this ambitious vision, bringing progressive positive change to the sporting landscape of Lesotho.

During then 2021 – 2024 quadrennial, the Lesotho NOC has consistently set high standards for performance, and has put measures in place through its abled Secretariat to push for optimum delivery on programming. With the Secretariat raising the bar, they have challenged athletes, coaches, and administrators to strive for excellence in all aspects of their sporting undertakings. Against all odds, the Lesotho NOC is proudly amongst the leading NOCs in the African space on Olympic Values Education Programme (OVEP) where it has started to export its human capital to support other African NOCs on dissemination of the Olympic Values.

It is not by accident or fluke that Lesotho came closer to Olympic medals than ever before in the Paris 2024 Olympic Games, when Tebello RAMAKONGOANA earned an Olympic Diploma for his 7th place in the men's Marathon. It is not a lucky coincidence that the IOC President, Dr. Thomas BACH, chose Lesotho as one of the few Countries in Africa to visit on his "fare-well tour" including the recent visit by Commonwealth Games Federation – Regional Vice Presi-

dent responsible for Africa, Col Tshenyego BOTSANG. These are the culmination of years of strategic, focused work of the NOC. The Lesotho NOC has achieved unprecedented levels of success where it has even earned a model NOC status for other NOCs to come and learn from our systems. These new strides have elevated the Country's profile in the international sporting community and inspired a new generation of athletes. The current leadership of the Lesotho NOC has broken new ground, reaching milestones that have never before been achieved in the organization's history. These accomplishments mark a turning point for Olympic movement in Lesotho.

Despite the ongoing challenges we all experienced of the economic downturn, the NOC has worked harder to reach out to the NFs with various interventions through its amplified programming where it tripled its impactful turn-around with quality deliverables and where utmost care has been given to the NOC Stakeholders. Through our achievements and positive impact, the Lesotho NOC has established itself as a reputable brand. This enhanced reputation has increased opportunities for partnerships, sponsorships, and collaborations, to benefit the entire Olympic movement in Lesotho.

The Lesotho NOC has prioritized and intentionally invested in capacity building opportunities for its various stakeholders, offering numerous opportunities for athletes, coaches, and administrators to develop their skills and knowledge. These initiatives have been implemented to the fullest extent possible, maximizing the potential for growth and improvement.

The biggest elephant still remains in the room which is for the Ministry of Sport to consider the Lesotho NOC as its strategic implementing partner and provide it with financial support towards financing its administrative processes to be able to generate more funding out of intensified programming. Instead, the NOC continue to experience deficits due to insufficient financial supports assigned towards team service delivery to the major Games.

Immediately after the new Board comes into office, the LNOC will be embarking on the development of the new 10 Years Long Term Strategic Plan. The achievements outlined in this report serve as a strong foundation for further growth and development in the years to come. The future looks bright for the Olympic sports in the Country, let us all be intentional about it. Allow me to thank my Colleagues, the out-going Executive Board Members for their support to me and their dedication during a hard period of reviving sport following the pandemic.

I wish to also thank the CEO and his Team for believing in the process and setting the bar high, indeed evidence speaks for itself. Lastly, to thank you the leadership of the Lesotho's sporting fraternity for affording me your support and for giving me an opportunity to lead your institution. I am truly thankful for being your loyal servant in this quadrennial. Thank you.



Mr. Morake RALEAKA

CEO



MESSAGE - CEO

This Report celebrates the resounding success of the Lesotho National Olympic Committee (LNOC) over the past four years. It highlights significant strides in athlete development, international recognition, corporate partnerships, community engagement through sport, youth empowerment, and the integration of Olympism within the Lesotho education system. Join us as we reflect on these accomplishments and look forward to an even brighter future for Lesotho in the Olympic movement.

Over the past quadrennial, Lesotho's athletes have demonstrated exceptional dedication and talent, resulting in impressive gains in international rankings across various sporting disciplines. Through targeted training programs, access to advanced coaching techniques, and participation in prestigious international competitions, our athletes have consistently pushed their limits and achieved remarkable results. Their achievements not only bring pride to the nation but also inspire aspiring athletes to pursue their Olympic dreams with unwavering determination.

Notably, Lesotho's long-distance runners have continued to excel on the world stage, securing top positions in renowned marathons including at the Paris 2024 Olympic Games. Furthermore, our athletes in re-emerging sports such as boxing, taekwondo and cycling have made significant progress, showcasing their potential to compete at the highest levels. These accomplishments reflect the effectiveness of the LNOC's athlete development initiatives and the unwavering support provided to our talented sportsmen and women.

The LNOC has intensified its programming on sport for social change, actively engaging with communities across the country to address pressing social issues and promote positive values. Through innovative initiatives such as sports-based lifeskills training, health awareness campaigns, and community development projects, the LNOC has effectively utilized the power of sport to empower individuals, build stronger communities, and foster a culture of peace and understanding.

These programs have focused on promoting among others gender equality, safeguarding awareness, combating substance abuse (anti-doping), and promoting environmental sustainability. By engaging with community leaders, schools, and local organizations, the LNOC has been able to tailor its programs to meet the specific needs of each community, ensuring maximum impact and sustainability. The LNOC is committed to continuing its work in sport for social change, recognizing the transformative potential of sport to create a more just, equitable, and prosperous society for all Lesotho citizens.

The LNOC has widened the platform for younger athletes to engage in competitive sports and Olympic Values Education Programme (OVEP) activations, providing them with opportunities to develop their athletic skills, learn about the Olympic values, and build character. Through school-based OVEP programs, youth sports leagues, and National Youth Games, the NOC has created a vibrant ecosystem for young athletes to thrive and pursue their sporting dreams.

The OVEP activations have played a crucial role in promoting the Olympic values of excellence, friendship, and respect among young people, instilling in them a sense of fair play, sportsmanship, and social responsibility. These programs have also provided opportunities for young people to develop leadership skills, teamwork abilities, and a commitment to healthy living.

I would like at this moment to thank the leadership of Sport in Lesotho for affording us, (the Board and the Secretariat); an opportunity to serve them in the 2021 – 2024 quadrennial. It would be remiss of me not to extent my heartfelt appreciations to my Colleagues and the Volunteers who have gone beyond a call of duty to selflessly dedicate themselves towards making the Lesotho NOC brand, a household name and a brand to associate with.

To all of you, you have made the mark and your footprint is visible...! Thank you.



EXECUTIVE SUMMARY

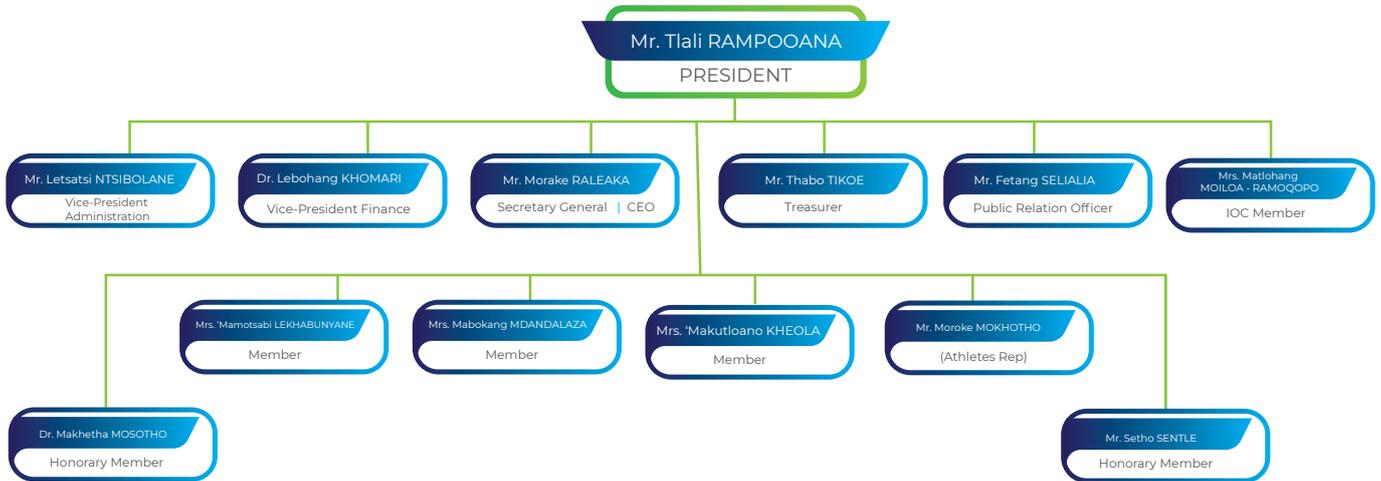
The report summaries the actual performance of the period under reporting and it outlines the output derived from implementation of the sixth year of the Long Term Strategic Plan covering period from 2017 - 2024.

The mandate of the LNOC is to promote the fundamental principles of Olympism in Lesotho in accordance with the Olympic Charter, within the framework of sports activity. It further contributes to the diffusion of Olympism in the teaching programmes of physical education and sports in schools and other institutions of higher learning.

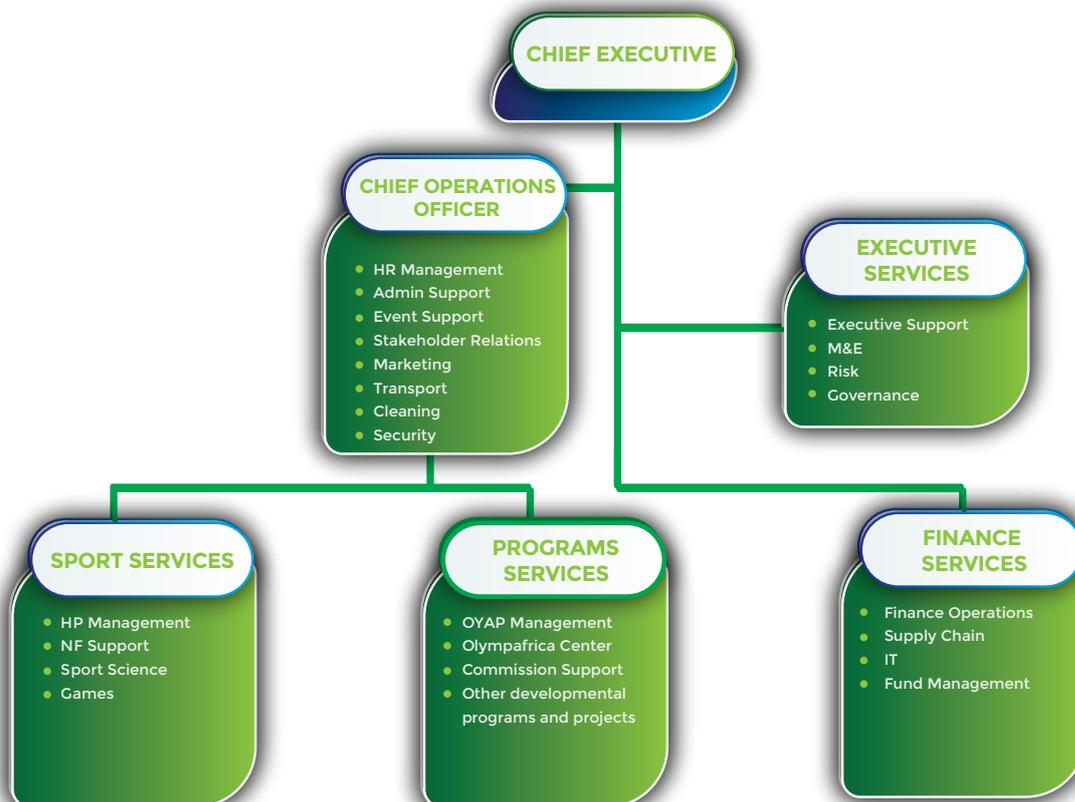




EXECUTIVE BOARD



SECRETARIAT





COMMISSIONS

THE LNOC COMMISSIONS

Development Commission	National Olympic Academy & CE Commission	Athlete Commission	Gender Equality & Diversity Commission	Olympic Legacy Commission	Sport for Social Development Commission
Sports Medicine and Protection of clean Athletes Commission	Sustainability in Sport Commission	Sport and Law, Risk and Audit Commission	Media Commission	Finance and Marketing Commission	Technology & Technical Innovation Commission
Human Resource Committee					





PRESIDENT'S CORNER

STRATEGIC DIRECTION

The Lesotho NOC has prioritized good governance, ensuring all operations adhere to the highest ethical standards. This commitment fosters transparency and accountability, building trust with stakeholders and the public alike. Stringent compliance measures are in place to guarantee adherence to international regulations and best practices.

This protects the integrity of sports and ensures fair play for all athletes, reinforcing the LNOC's dedication to ethical conduct. The LNOC's unwavering commitment to good governance and compliance establishes a strong foundation for sustainable growth and success in the sporting community. This dedication ensures that resources are managed effectively and that all activities are conducted with integrity and fairness.

The LNOC's strategic focus on empowering team sports has yielded remarkable results, elevating Lesotho's presence in the international sporting arena. This commitment not only enhances athletic performance but also fosters camaraderie and national pride. The LNOC has provided crucial support to rugby, enabling the national team to gain international recognition and compete on a global stage.

This empowerment has boosted the sport's popularity and inspired a new generation of players. Volleyball has also benefited from the LNOC's strategic investments, resulting in enhanced training programs and increased international exposure. This has led to improved performance and a stronger presence in regional competitions. The LNOC has also boosted capacity for administrators of these team sports.

The LNOC's commitment to building the capacity of sport administrators is a testament to its holistic approach to sports development. By investing in human capital, the LNOC ensures that Lesotho's sporting future is in capable hands. The LNOC has successfully capacitated the largest number of sport administrators in its history. These individuals are now equipped with the knowledge and skills necessary to effectively manage and develop sports at all levels. Through target-

ed training programs and workshops, administrators have gained expertise in areas such as governance, finance, and event management. This enhanced capacity strengthens the entire sporting ecosystem and ensures sustainable growth.

The NOC managed to increase the asset base for a number of National Federations (NFs) through strategic acquisition such as speed boats with trailers for the Lesotho Swimmers Association, and more motorized boats and a trailer for the Lesotho Rowing Federation just to mention a few. It continued to serve as an agent of service to seek tax exemptions on behalf of some of its member NFs as part of intentional support mechanisms.

The LNOC has created a dedicated platform for youth athletes to compete nationally, providing them with invaluable experience and exposure. These competitions serve as a stepping stone for aspiring athletes to reach their full potential. By nurturing young talent, the LNOC is building a pipeline of future stars who will represent Lesotho with pride on the international stage.

This investment in youth development ensures the long-term success of Lesotho's sporting programs. The LNOC's unwavering support for youth athletes is a cornerstone of its mission to promote sports excellence and national pride. By providing opportunities for young athletes to shine, the LNOC is shaping the future of Lesotho's sporting legacy.

The LNOC has fostered strong partnerships with its Sister organization, the Lesotho Sport and Recreation Commission (LSRC). These collaborations are built on mutual respect and a shared vision for sports development. Through cooperation with the LSRC, the LNOC has been able to leverage resources and expertise to maximize its impact. This collaborative approach ensures that sports programs are effectively implemented and aligned with national priorities.

The LNOC's commitment to strategic partnerships and cooperation is essential for achieving its goals and driving sustainable growth in the

sports sector. By working together with stakeholders, the LNOC is creating a stronger and more vibrant sporting community in Lesotho.

The LNOC has successfully cultivated strong relationships with the corporate world, resulting in increased financial and in-kind support for our Olympic programs and initiatives. These partnerships are a testament to the growing recognition of the value of sport in promoting national development and fostering a sense of unity and pride. The LNOC expresses its sincere gratitude to its corporate partners for their generous contributions and unwavering commitment to supporting Lesotho's athletes and the Olympic movement.

The National Federations (NFs) continue to encounter various obstacles that impede their progress and effectiveness. Ongoing disputes within the NFs often disrupt operations and hinder collaborative efforts. Insufficient funding from the government, channeled through the LSRC, limits the NFs' capacity to develop and implement programs. A critical challenge is the lack of support from the Government towards the LNOC, impacting its potential ability to foster sports development and achieve national objectives. Sadly, we lost Boxing as a recognised sport by the IOC following the its decision communicated on the 30th Sep 2024.

Overcoming these hurdles requires strategic interventions and collaborative solutions. Establishing effective dispute resolution mechanisms within NFs can mitigate conflicts and promote cohesion. Increased government funding to the LNOC and the NFs is essential. Demonstrating clear Governmental support through policy initiatives, resource allocation, and recognition of NF contributions can boost morale and enhance performance.

Looking ahead, the LNOC is poised to continue its trajectory of growth and development. By strengthening existing partnerships and forging new alliances, the LNOC aims to expand its reach and impact across Lesotho's sporting landscape. Together we can...!



MANAGEMENT OVERVIEW



The Risk Management Policy is designed to enable the Lesotho NOC to minimise the likelihood and consequences of threats risks; and to maximize the likelihood and benefit of taking opportunity risks through prioritized and targeted risk mitigation to ensure efficient and effective use of resources. As part of enhancing effective control processes, the Lesotho NOC integrated its Risk Management Policy in its Institutional Framework during the Policies and Procedures Manual review undertaken for purposes of consistence coordination. The purpose of this policy is to establish and maintain a robust risk management framework and to provide the office with standard behavioural guidance and governance with regard to risk management.

- The Lesotho NOC Objective on risk: To make residual risks significantly smaller than inherent risks.

RISK CATEGORY	KEY IDENTIFIED RISK	RISK DESCRIPTION	CURRENT RESPONSE	MITIGATION AND RECOVERY PLAN	
1. Legal & Compliance Risk	a) Regulatory Compliance	Non-compliance to regulatory compliance can lead to suspension of operating certificates/licenses.	The NOC aspires to maintain full adherence to National Statutes. The NOC has recently amended its Constitution which was adopted by the General Assembly in July 2024 and approved by the IOC in September 2024. The NOC is currently aligning its Constitution with the full requirements of Societies Act of 1966 as Amended to ensure full compliance with the National Statutes.	NOC to maintain annual check-ups with the IOC Institutional and Governance Services on Constitution alignment with the Olympic Charter. Furthermore, the NOC to embark on live-assessment of its Member's activeness where every two years certificate of recognition will be issued.	
		Non compliance to sector compliance can lead to suspension of operating certificates/licenses.	The NOC obtained approval from responsible sector body on compliance tools to be employed.	NOC to undertake periodical independent reviews with the relevant sector bodies.	
	b) Sector Body Compliance	Mis-understood of the NOC role by other National authorities.	The NOC has embarked on dialogue engagements with the National Authorities on clarification of its role(s) and mandate definitions of each other.	The NOC to continue to share and further provide education on its Constitution and the Olympic Charter with the National Authorities.	
		Non-compliance to good governance practices can lead to devaluing of organization brand and commercial value thereby resulting in disinterest from stakeholders and open the organization to litigation processes.	The NOC undertook number of critical reviews of its governing instruments which included: <ul style="list-style-type: none"> - Strategic Plan review and now embarking on developing a 10 years Strategic Plan going forward; - followed by Policies and Procedures Manual (PPM) review; another review on, - The NFIF Assessment Tool for its membership. - Amended its Constitution. 	The NOC continues to enforce a compulsory annual assessment across all the NFs including the NOC itself in line with IOC-Agenda 2020 + 5, based on the IOC Basic Universal Principles of Good Governance.	
	c) Governance Compliance				

2. Operational Risk	a) Business Continuity	The inability to continue rendering service or functioning effectively as a result of a major risk event (collapse of the HQ, eviction from HQ or full rounded soft hacking) that might affect the NOC operations.	The NOC had launched iCloud archiving and has completed integration of Risk Management Policy in the PPM on both organizational hardware and software at both our different office locations. The NOC has secured an official authorization to use the current HQ until such time it has been allocated a plot to develop its HQs.	The NOC has developed a business continuity plan, incorporating Lepereng Office as an off-site satellite office for business recovery and continuity. NOC has recently been allocated a plot by the SBO Committee at the prime area for development of its final HQ.
	b) Human Capital	The inability to continue rendering service or functioning effectively as a result of talent and knowledge loss.	The NOC introduced Performance Management System (PMS) and rolled out a talent development and retention plan. Considerable investments done on the NOC Secretariat as part of retention strategy with capacity building with MEMOS, Safeguarding and Sustainability impacts.	The NOC has engaged the office of COO to champion Employee Engagement Plan (EEP) and has introduced non-remunerative rewards to strengthen retention.
	c) Information loss & Database	The inability to continue rendering service or functioning effectively as a result of loss of key data and information. This can also open the organization to litigation processes.	The NOC strengthened its controls through implementation of related policy, launched iCloud archiving and procedure to ensure information protection.	NOC to maintain cloud archiving service as it has proven to be the best option for information flow and storage.
3. Financial Risk	a) Liquidity	The inability to continue rendering service or functioning effectively due to failure to pay the debt which may result with catastrophic loss. These may include failure to provide credible accountability to financiers such as OS which may result with rejected reports and accrued debt thereof.	The NOC recently introduced a Working Capital Management Policy while it continued to keep its liquid fund to the acceptable minimum to meet the required forecasted cashflow demands. The NOC has recently strengthened the Finance office with additional human capital to ensure strict accountability attention is given to all donor funded projected for maximum liquidation of available funding.	The NOC to maintain current liquidity management policy to manage fluctuating market appetites.
	b) Investment	The risk to the NOC to invest in high-risk investment channels.	The NOC increased its short-term investment portfolios by opening the second investment account with the Central Bank of Lesotho to minimise its financial loss risk.	The NOC has developed fund management strategy in order to enable it to activate other investment portfolios for continued investment risk management.
	c) Insolvency	The risk to the organisation to meet its liabilities in entirety and face liquidation.	The NOC enforced tight cashflow management disciplines and controls to meet periodical liabilities.	The NOC has developed a liquidity management policy and has employed new controls on liability tracking system to inform its supply chain power.

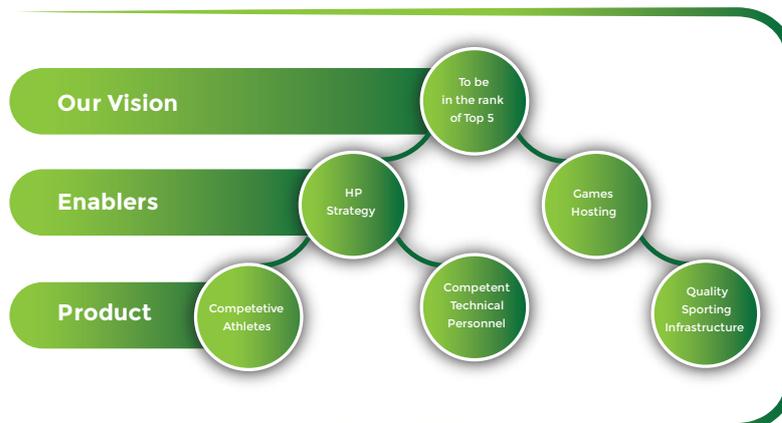
	d) Fraud	The inability to continue rendering service or functioning effectively as a result of loss of resources due to individuals capable of combining all three elements of fraud triangle.	The NOC conducted periodical reviews and tests of controls for detection of any fraudulent activities. The NOC has enrolled the Directorate on Corruption and Economic Offences as a strategic partner to conduct educational trainings to its stakeholders.	NOC to review and strengthen its fraud management policy and capacitate both finance and non-finance staff with knowledge around corporate governance and a culture of principles and living organizational values.
	e) Foreign Exchange Loss	Risk to run on a massive financial loss due to mismanagement of forex processes when dealing with foreign currencies.	The NOC has recently introduced a Forex Management Policy while it continued to use its bank's treasury forecasted market performances to plan its liquidation efforts on the expected international grants.	The NOC has developed a forex management policy to help standardize flow of liquidation and management of exchange periods against the performance of the LSL/ZAR being a risk sensitive currency as it takes a cue from global factors like US economic data.
4. Business Risk	a) Business Sustainability	The inability to continue rendering service or functioning effectively as a result of lack of funds/resources as the organization is currently heavily dependent on the IOC/ Olympic Solidarity funding.	The NOC continued to focus its efforts on exploring private donor funding to its operations/ business activities going forward. At present moment, the Government of Lesotho is not giving any form of subvention to the NOC leaving it more vulnerable to business risk.	The NOC has established and developed long-term stakeholder partnerships geared towards enabling the continued NOC primary mandate business going. Also, the NOC to continue working on strengthening its relations with the Lesotho Government in order to improve support towards NOC business activities.
5. Reputational Risk	a) Partnership & Relationships	The inability to continue rendering service or functioning effectively due to loss of key stakeholder relationships as a result of negative reputational related incidents and/or brand reviews.	<p>The NOC has solidified its relationship with the LSRC and continued to maintain good stakeholder relations with its membership and stakeholders at large. The NOC publishes its periodical performance reports including its audited AFS with clear plan on effective management of preserved negative reputational related incidents.</p> <p>However, the NOC do encounter periodical legal disputes which are indirectly infringing the sporting fraternity protocols. As always, the NOC arise from the position of support and guidance whilst very observant of the autonomy of the different organisations. Safeguarding Concerns have emerged recently and alleged perpetrators have been duly suspended.</p>	<p>NOC to undertake the following activities:</p> <ul style="list-style-type: none"> - Education on governance and legal aspects surrounding the running of the sporting organisations. - Development of a stakeholder engagement strategy and plan. - Undertake periodical reviews of its Constitution in order to align with the Olympic Charter and strengthen protection of the NOC brand.



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LNOC STRATEGIC PLAN 2017 - 2024



The Olympiad year 2024 marks the end of the 2021-2024 Quadrennial Plan as well as our NOC 2017 – 2024 Long Term Strategic Plan which now calls for a review and development of the new Long Term Strategic Plan. The LNOC should start thinking about the future it aspires as it prepares for the various lined up major Games. It is imperative to lock minds together on the kind of long term process covering all forms of necessary investments it intends to dive into as a commitment to realisation of the new vision it would have set for itself. Nonetheless, the current plan has been a good baseline which has set a good tone on how to strategically structure a road map to achieve the desired goals.

Herein below bears the Critical Success Factors enshrined as the Key Performance Areas of the 2017 – 2024 Strategic Plan:

Key Performance Area	Mission Criticality	KPIs	Goal
1. Financial Independence	Financial Independence will facilitate effective operations and execution of strategies. There is a need to diversify sources of funding especially as foreign funding may be damped by global economic threats. Currently, most funding comes from Olympic Solidarity which itself could have funding shrinking because of the new global economic phenomenon.	There are a number of KPIs depending on each objective: <ul style="list-style-type: none"> ▪ Increase in sponsorship on a year-on-year basis. ▪ Increase in diversification income channels. ▪ Increase in revenue sources. ▪ Increase in profits. ▪ Audits initiated. 	Achieve financial sustainability and independence.
2. Stakeholders Relationship Management	The LNOC business depends on the satisfaction of stakeholders. Customer Loyalty is regarded as one of the top global organizational risks. If LNOC fails to provide value to its stakeholders, then the execution of its strategies will be complex.	There are a number of KPIs depending on each objective: <ul style="list-style-type: none"> ▪ Increase in stakeholder satisfaction on a year-on-year basis. ▪ Number of projects implemented. ▪ Number of educational & awareness programs delivered. ▪ Number of athletes enrolled in ACP programs. ▪ Number of athletes adopted by the business community. 	Consistent increase in stakeholder value creation.
3. Good Governance	Stakeholders such as sponsors, NFs, Olympic Movement at large, and the general public expect the Board to fulfil its fiduciary obligations to overcome the agency problem. Where there are questions about the observance of good governance principles, then the integrity and reputation of the organization get dented. It is important that <i>Responsibility, Accountability, Fairness, and Transparency</i> are reflected in all organizational policies, processes, and values.	There are a number of KPIs depending on each objective: <ul style="list-style-type: none"> ▪ Established functional structures. ▪ Compliance to Mohlomi Code & IOC BUPGG. ▪ Number of policies developed. ▪ Reviewed Constitution. ▪ Reviewed Policy & Procedural Manual. 	Embed and maintain a culture of Good Governance.

<p>3. Good Governance</p>	<p>Stakeholders such as sponsors, NFs, Olympic Movement at large, and the general public expect the Board to fulfil its fiduciary obligations to overcome the agency problem. Where there are questions about the observance of good governance principles, then the integrity and reputation of the organization get dented. It is important that <i>Responsibility, Accountability, Fairness, and Transparency</i> are reflected in all organizational policies, processes, and values.</p>	<p>There are a number of KPIs depending on each objective:</p> <ul style="list-style-type: none"> Established functional structures. Compliance to Mohlomi Code & IOC BUPGG. Number of policies developed. Reviewed Constitution. Reviewed Policy & Procedural Manual. 	<p>Embed and maintain a culture of Good Governance.</p>
<p>4. Human Capital Management</p>	<p>Human capital leads to the creation of knowledge and facilitates innovation. One of the global organizational risks relates to succession and talent retention. Without strong human capital, the LNOC will not be able to develop winning programs and support them. Attention to human resources development from the Board level to the Secretariat, volunteers, leadership, and technical staff of NFs, as well as the development of Athletes are critical for the success of the organization. Development processes should be framed long-term as such it would relate to people today and people of the future both as relates to sports administration and leadership for both the athletes and their technical support teams, hence development needs to be ongoing.</p>	<p>There are a number of KPIs depending on each objective:</p> <ul style="list-style-type: none"> Number of development programs initiated. Number of board members developed. Number of staff members developed. Staff turnover ratio. Functional EPMDs. Number of staff meeting targets. Functional KMS Number of research studies performed. Number of study tours. Conducted. 	<p>Effective employment, retention, and development of human resource.</p>
<p>5. Olympism</p>	<p>Olympism is a philosophy of life, exalting and combining in a balanced whole the qualities of body, will, and mind. Blending sport with Culture and Education, Olympism seeks to create a way of life, based on the joy found in the effort; the educational value of a good example, and respect for universal fundamental ethical principles. This philosophy is what defines the Olympic Movement, thus what defines the LNOC. While winning medals is an important aspect, it is only done as a means to promote Olympism as an end result for the greater impact. The philosophy itself could prevent or mend wounds of social injustice, ignorance, and hostilities.</p>	<p>There are a number of KPIs depending on each objective:</p> <ul style="list-style-type: none"> Number of awareness and education events delivered. Number of Pilot Schools selected. PE program rollout. Signed agreement. 	<p>Promote Social Cohesion and Solidarity through Sport.</p>
		<ul style="list-style-type: none"> Number of exchange programs initiated. 	



<p>6. High Performance.</p>	<p>While Olympism is not about winning, medals are a symbol of active participation and understanding of sport business in the Olympic Games, meanwhile, also promoting world friendship and solidarity. Medals would promote passion laying the foundation for better promotion of the Olympic philosophy. Some stakeholders, in particular, sponsors have indicated more willingness to provide financial assistance where there are tangible symbols of commitment of athletes in the form of medals. Obtaining medals can also promote rankings of athletes which will help them to move faster to professionalism, taking sport as a career.</p>	<p>There are a number of KPIs depending on each objective:</p> <ul style="list-style-type: none"> ▪ Established technical committee. ▪ Developed Terms of Reference (ToR). ▪ Number of codes prioritized and on-boarded. ▪ Number codes supported. ▪ Number of athletes supported. ▪ Developed academy plan. ▪ Number of qualifying games participated in. ▪ Number of Athletes ranked in the Top5 in Africa. ▪ Developed LTAD Framework. 	<p>Increase the number of Athletes Qualifying for Games and Winning Medals.</p>
<p>7. Gender Equality</p>	<p>Sport is one of the most powerful platforms for promoting gender equality and empowering women and girls. LNOC as the leader of the Olympic Movement in Lesotho needs to take ongoing action to advance gender equality. To support the IOC Gender Equality mission, LNOC would need to adopt and ensure the realization of the Gender Equality and Inclusion objectives.</p>	<p>There are a number of KPIs depending on each objective:</p> <ul style="list-style-type: none"> ▪ Increase in Female participants in games and officiating. ▪ Number of Female athletes supported with career transition. ▪ Safeguarding Toolkit Implemented. ▪ Increase in Portrayal of Women's sport. ▪ Increase in women's candidatures for leadership roles. ▪ Number of Women developed for leadership roles. ▪ Increase in Women on governing boards/committees. ▪ Increase in gender equality funding. 	<p>Lead a gender-balanced Olympic Organisation and Movement.</p>
<p>8. Games and Events</p>	<p>There is no doubt that sport is a tool that never fails to bring communities and nations together. It provides a platform for national unity, pride, and economic benefit. Hosting national and international sports events is a good reason for enabling sport development and exposure, as well as economic development. By organizing and hosting viable sporting events, LNOC will not only be contributing to the advancement of sport in Lesotho but the country's national development agenda.</p>	<p>There are a number of KPIs depending on each objective:</p> <ul style="list-style-type: none"> ▪ Number of selection events hosted. ▪ Number of games/events hosted. 	<p>Organize and deliver value-adding games and events.</p>
<p>9. Sustainability</p>	<p>Sustainability is one of the pillars of the Olympic Agenda 2020+5. Following the adoption of the Olympic Agenda 2020, sustainability was included as a working principle of the Olympic Movement. It is important for LNOC to align with the IOC sustainability plan and Agenda 2020+5, including sustainability as a strategic performance area means that LNOC must maximize positive impact and minimize negative impact in the social, economic, and environmental spheres.</p>	<p>There are number of KPIS depending on each objective:</p> <ul style="list-style-type: none"> ▪ Developed plan. ▪ Established carbon footprint. ▪ % carbon reduction. ▪ Signed and adopted framework. ▪ Developed strategy. ▪ No of partners onboarded. ▪ Established advisory committee. 	<p>Lead a sustainable Olympic Organisation and Movement.</p>



ONE YEAR AT GLANCE

MILESTONES ACHIEVED

MILESTONES PER KPA:

1. FINANCIAL INDEPENDENCE

- Over 15 short term sponsors onboarded;
- Onboarded one-long term sponsor on Games team apparel;
- Deed of Trust with the LSRC successfully registered;
- Fully compliant with the Revenue Services Lesotho and able to secure exemptions on behalf of our memberships;
- Conducted three external audits within a period of six months with clean opinions.

2. STAKEHOLDERS RELATIONSHIP MANAGEMENT

- Commemorated Olympic Day 2024 in Qacha's Nek, Ha Mpiti fostering community engagement and sporting spirit;
- Semi-Annual Reporting delivered to level the stakeholders with the most to date developments;
- Signed an MOU with the Italy Olympic Committee;
- Co-partnered on World Walk Day with the Lesotho Baseball and Softball Association (LBSA);
- Delivered Refugees, Orphans and Venerable Children Intervention at Lepereng;
- On-boarded the Directorate on Corruption and Economic Offences at various events;
- Conducted the Athletes Forum and Athletes 365 Career + Power Up Outreach Workshop in Maseru, Mohalalito;
- Conducted the Mathomo Project and stakeholders in partnership with the National University Of Lesotho (NUL);
- Successfully hosted the inaugural Winter Extravaganza at Afri-Ski, providing a unique winter recreational opportunity to 100 children;
- Delivered Safeguarding education across various levels of sports participants to ensure a safe environment in sports;
- Safe sports education during the first-ever Mountain Marathon enhanced participant awareness and safety;
- Conducted Safeguarding training for Stakeholders and NFs Focal Points to enhance awareness and compliance;
- Secured a Mind-Zone Corner (Container) to promote mental health and provide a space for relaxation related to Safeguarding efforts;
- Delivered the CGF Games Changers Project at Boqate, Ha Majara.

3. GOOD GOVERNANCE

- Semi-Annual Reporting held to level the stakeholders with the most to date developments;
- Reviewed the PPM: additional 7 more Policies introduced;
- Held the SGs Seminar for the NFs;
- Held the President's Seminar for the NFs;
- Safeguarding Code of Conduct developed;
- NFIF Governance Tool Assessment revamped;
- Constitution amendment process concluded;
- Process to embark on the Safeguarding Policy commenced;

4. HUMAN CAPITAL MANAGEMENT

- Athlete Commission Chairperson capacitated with Postgraduate Certificate in Sports Management;
- 2 Postgraduate opportunities granted to Secretariat;
- 2 candidates from Lepereng Olympafrica Centre trained on safeguarding in Senegal;

- 120 Students enrolled on SACs;
- 1 Tennis candidate enrolled on ICECP;
- 1 Candidate enrolled on OS Women's Sport Leadership Academy in Birmingham University, UK;
- 1 Archery candidate enrolled on World Archery Resident Coach Programme in Switzerland;
- 80 Aquatics, Volleyball and Judo Coaches trained on Technical Course for Coaches;
- 82 Athletes and Athletes trained on Open Water Swimming (DNSS);
- 30 LOC Volunteers trained on safeguarding; and
- 4 athletes and 4 coaches onboarded on CGF-GAPS for Para-Sport.

5. OLYMPISM

- Conducted a Country-wide tour on Bicentennial Sports Debate and Art Exhibition within High schools from different districts with a Grand finale held in Maseru;
- 1 NOA Director participated in Greece Directors' Session;
- Facilitated the participation of the International Sports Debate Exchange Programme in Uganda by 5 Debaters (Winners from Grand Finale) representing Lesotho.
- 60 participants attended Young Olympic Ambassador's Programme in Mojira;
- 2 scholarships worth US\$500 each awarded to Iba Mbaye Fellowship recipients;

6. HIGH PERFORMANCE

- 4 individual sporting codes and 2 team sports prioritised at the elite level;
- 2 young athletes integrated into IF Training Opportunities;
- 4 athletes continuing with Winter Sport Programme;
- 1 DNSS (Swimming) project completed, 1 DNSS (Rowing) project ongoing;
- 2 of our elite high-performance programme achieved top 5 in World;
- 5 of our elite high-performance programme achieved top 5 in Africa;
- 2 Team supports grants offered to Volleyball and Rugby respectively;
- 1 Intern on eqUIP initiative and 1 intern of Paris 24 Ambassador Generation 2024 Programme;
- Extended support granted to Paralympic Committee through GAPS initiative;

7. GENDER EQUALITY

- Organized a graduation program for 30 Emerging Women's Sports Leaders programme initiative, recognizing their achievements;
- 1 event on International Day on Girl Child held at Lepereng;
- Education and advocacy sessions held during various NOC Capacity building on Gender Equality;

8. GAMES AND EVENTS

- Team Lesotho scored best results at Olympic Games with 7th place in men's marathon;
- All Lesotho athletes at Paris Olympics scored top 5 of African NOCs;
- Second edition of National Youth Games successfully staged with 543 athletes and 12 sporting codes;
- 7 sporting codes and 48 athletes attended 15 qualifying tournaments for Paris 2024 Olympic Games.

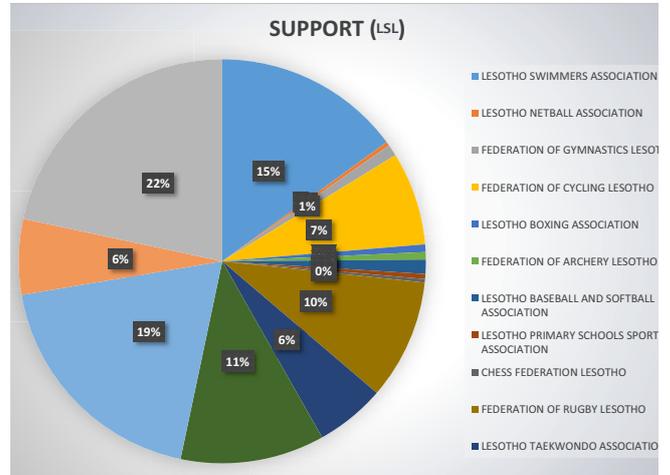
9. SUSTAINABILITY

- 30 young people engaged on Sport for Social Enterprise using recycling methods craftsmanship;
- Renovations commenced at the Lepereng Olympafrica Centre;
- Carbon Footprint % calculation commenced;
- World Clean-up Day was celebrated by cleaning Lepereng Olympafrica Centre;



National Federations Support

LESOTHO SWIMMERS ASSOCIATION	328,293.69
LESOTHO NETBALL ASSOCIATION	7,159.90
FEDERATION OF GYMNASTICS LESOTHO1	9,914.31
FEDERATION OF CYCLING LESOTHO	163,938.51
LESOTHO BOXING ASSOCIATION	13,386.80
FEDERATION OF ARCHERY LESOTHO1	3,052.35
LESOTHO BASEBALL AND SOFTBALL ASSOCIATION	24,929.61
LESOTHO PRIMARY SCHOOLS SPORT ASSOCIATION8	,763.20
CHESS FEDERATION LESOTHO	6,197.57
FEDERATION OF RUGBY LESOTHO	210,876.00
LESOTHO TAEKWONDO ASSOCIATION	121,815.38
LESOTHO ROWING FEDERATION	251,346.44
LESOTHO VOLLEYBALL ASSOCIATION	418,122.85
FEDERATION OF JUDO LESOTHO	132,525.35
FEDERATION OF ATHLETICS LESOTHO	474,664.25
	LSL 2,194,986.21



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LNOC STRATEGIC PLAN 2017 - 2024

KEY PERFORMANCE AREA 1 – FINANCIAL INDEPENDENCE

The NOC remained dedicated to prudent financial management, strategic investments, and continued support for the athletes working hand-in-hand with the National Federations. In the nine months period under review, the LNOC managed to sustain most of its strategic partners.

Other Partners and Financiers that came on board to strengthen the LNOC financial Sustainability:

- Vodacom Lesotho;
- Lesotho Flour Mills Ltd;
- Mukuru;
- Avani Lesotho Hotel;
- Maluti Mountain Brewery;
- Blue Ribbon;
- Lesotho Mounted Polices Services;
- Goshen Media;
- Scripture Union Lesotho;
- Afriski Mountain Resort;
- Sotho Kids;
- New Millennium High School;
- Montessori International School;
- Dona@Balos; and
- Bashoeshoe Pele Car Rental.

For the Paris 2024 Olympic Games, we managed to onboard one long-term partner on the Games Apparel, a global brand based in China.

- Quanzhou Peak Shoes Co. Ltd.

Tax Exemptions

As a result of our commitment and strict compliance with the Revenue Services Lesotho (RSL) regulations, the Lesotho NOC has facilitated tax exemptions to a few NFs in this period that had donations of mostly sports equipment from their IFs and/or their international partners. Such NFs includes but not limited to the following:

- Federation of Cymnastics Lesotho;
- Lesotho Volleyball Association;
- Recently, Federation of Cycling Lesotho etc.

Letlotlo Trust Fund

The Lesotho NOC in partnership with the LSRC has established the Letlotlo Trust Fund which has been successfully registered with the Registrar of Deeds recently. The Trust will soon be commencing its activities once the Trustees have finalized the models of income generation seen mostly suitable for the industry we operate in.

MOUs Signed

In preparation for the upcoming Milano and Cortina 2026 Winter Olympic Games, the Lesotho NOC has successfully signed an MOU with the Italy Olympic Committee in view of advancing the possibilities of cost effective placements of potential athletes programming in an attempt to qualify for the Olympic Games.

Audit Assurances

Within the period of nine (9) months from April to December 2024, the Lesotho NOC has undertaken three (3) external audits which included:

- Statutory audit undertaken in June 2024 by Jeo and Associates on the previous financial year AFS;
- Spot Checks and Control audits performed by MAZARS in November 2024 on the 2021– 2024 quadrennial cycle files; and
- Interim Audit performed by Jeo and Associates for the first nine (9) months of the current financial year.

All the three audits' opinions are clean confirming consistency and commitment of the Lesotho NOC to best practices.

KEY FOCUS AREA 2 – STAKEHOLDERS RELATIONSHIP MANAGEMENT

Safeguarding Training for Secretaries General (SGs) and Focal Points of NFs

As part of our commitment to maintaining a safe environment, we organized a specialized training session for SGs and Focal Points from various NFs. This initiative aimed to enhance awareness, reinforce compliance, and equip participants with the tools to address safeguarding issues effectively. The training occurred over three consecutive days, with each NF represented by one Safeguarding (SG) representative and one Focal Point. Ten NFs participated each of the three days, resulting in 20 individuals per day and a total of 60 participants.

During the sessions, participants gained insights into safeguarding principles, the importance of a safe environment, and practical strategies for managing safeguarding concerns. The training also highlighted local regulations, best practices, and the responsibilities of stakeholders in upholding safeguarding standards including how to handle allegations/reporting.

Introducing the Safe-Zone Corner (Container): Promoting Mental Health and Well-being at the Olympic House.

As part of our ongoing commitment to safeguarding, we are excited to introduce the Safe-Zone Corner – a dedicated space designed to promote mental health and well-being. This Mind-Zone container offers a peaceful environment where individuals can relax, reflect, and recharge.

The Safe-Zone container is equipped with resources and activities aimed at reducing stress, encouraging mindfulness, and providing a quiet refuge for individuals in need. It serves as an essential tool in fostering a supportive atmosphere, where people can take a break, focus on their mental health, and regain balance. This initiative aligns with our commitment to not only safeguarding physical well-being but also prioritizing mental health as a core part of our organizational culture. The Mind-Zone container will soon be available for use in March 2025 offering a safe and calming space for all those involved. It is located at the Olympic House, Maseru West.

Refugees and Orphanage Intervention – Lepereng Olympafrica Centre

The Lesotho NOC remains committed to stakeholder management by implementing impactful initiatives for refugees and orphanages at the Lepereng Olympafrica Centre on November 16th, 2024. These programs were designed to empower vulnerable groups through meaningful engagement and community integration.

Children and young adults from various orphanage centers and refugee camps have participated in activities to enhance creativity, skill development, and physical well-being. They have engaged in arts and crafts sessions for self-expression and confidence-building, as well as sports activities.

The Lepereng Olympafrica Centre has provided an inclusive and safe environment, reflecting community collaboration. Strong support from representatives of both orphanage centers and refugee camps has fostered a sense of solidarity among participants. These initiatives underscore our dedication to improving the lives of vulnerable populations through education, creativity, and sports while nurturing resilience and hope for those in need.

Implemented interventions for refugees and orphanages at the Olympafrica Centre, demonstrating our commitment to community support. Participants were engaged in life skills events, boxing, table tennis, volleyball, teqball, as well as arts and crafts.

The event attracted well over 450 participants from different orphanage centres and the Refugees camp.

World Walking Day

In celebration of World Walking Day, the LNOC partnered with the Lesotho Baseball and Softball Association (LBSA), the Federation of Cycling, and the Federation of Archery to promote health and well-being while honoring the contributions of women in sports. The event was delivered on the 16th of November 2024 and featured a variety of engaging activities, including a fun walk, various sports activities, and traditional games that encouraged physical activity and community participation.

The World Walking Day event was organized to promote women's participation in sports and encourage a healthy lifestyle for everyone in the community. Although it is celebrated globally in October, LNOC chose to commemorate it in November as part of their lead-up to the 16 Days of Activism Against Gender-Based Violence. The event aimed to foster an inclusive society through physical activity, emphasizing the importance of women's empowerment and the role of sports in building safer communities.

This vibrant event not only highlighted the importance of staying active but also celebrated the role of women in sports, fostering inclusivity and empowerment. It successfully brought the community together to enjoy physical activity while promoting a healthy and active lifestyle.

Celebrating 2024 Olympic Day at Qacha's Nek Ha Mpiti

On Olympic Day, the Qacha's Nek Mpiti community came together to celebrate the values of friendship, excellence, and respect that the Olympic Games represent. The event, organized in collaboration with local sports authorities and

community leaders, aimed to inspire both young and old to engage in physical activities, embrace the Olympic spirit, and promote a healthy lifestyle.

Held at a community sports ground, the day featured a series of fun-filled and competitive events. These included track and field activities, team sports, and cultural performances that reflected the rich traditions of the community. Special emphasis was placed on youth participation, with many schools and local clubs contributing to the day's success.

The celebrations also included educational segments about the history of the Olympic Games, encouraging the youth to dream big and pursue their athletic ambitions. The local athletes took pride in representing the community, and some even shared their personal stories of striving to compete at the highest levels, reinforcing the message of perseverance.

The event concluded with a symbolic torch relay, further embodying the Olympic ideals of unity and peace. The community's enthusiasm and dedication to promoting sports and healthy living made the Olympic Day celebration at Qacha's Nek Ha Mpitl a memorable and inspiring occasion for all involved.

Inaugural Winter Extravaganza at Afri-Ski

The inaugural Winter Extravaganza, hosted by the Lesotho National Olympic Committee (LNOC) in partnership with Afri-Ski, provided an exciting and unique recreational opportunity for students from various schools in Maseru. Held at the stunning Afri-Ski resort in the Maluti Mountains, the event aimed to introduce young people to the thrill of winter sports while promoting physical activity and sportsmanship.

The event which took place from the 30th to the 31st of July 2024 provided a unique opportunity for children aged 9 to 15 to experience winter sports, specifically skiing and snowboarding—sports that are generally underrepresented in the Southern African region.

The initiative aimed to bridge this gap by introducing these young participants to exciting, high-skill sports that are seldom accessible in the region, it was designed to offer a variety of engaging activities that encouraged students to experience the fun of winter recreation. Participants had the chance to try skiing, snowboarding, and other snow-based activities, with lessons available for beginners and more experienced athletes alike. The event proved to be an excellent platform for inspiring the youth to pursue their athletic dreams and discover new talents in winter sports.

LNOC Leads Safeguarding Awareness Trainings Across the sports fraternity

The Lesotho NOC has been at the forefront of safeguarding young people in sports, offering comprehensive training sessions aimed at empowering the youth and sports leaders across the country. These trainings, led by LNOC-trained experts, have been focused on creating a safe and supportive environment for young athletes, with a particular emphasis on safeguarding practices.

One of the key initiatives was the training provided to the young people of Ha Majara, who were selected as part of the CGF Game Changers program. The Game Changers program empowers young individuals to take on leadership roles within their communities and to be champions of positive change in the world of sports.

In addition to the Game Changers training, safeguarding awareness sessions were held at the National University of Lesotho as part of the Mathomo Project. The LNOC also extended its outreach to a wider audience through various events. At the Mountain Marathon, safeguarding awareness sessions were conducted, reaching a diverse group of participants and spectators. Further, during the Secretaries and Presidents Seminar, additional training was offered to leaders in the sports community, ensuring that safeguarding principles were integrated at all levels of sports administration.

These efforts are part of LNOC's commitment to ensuring the protection and well-being of athletes, particularly young people, in Lesotho. By raising awareness and providing critical training, the LNOC is playing a crucial role in building a safer and more inclusive sporting environment.

Athletes Forum And Athletes365 Career + Power Up Outreach Workshop In Lesotho

The Athletes Forum and Athletes365 Career+ Power Up Outreach Workshop were successfully conducted in May 25th 2024 in Maseru Lesotho, merging two pivotal initiatives designed to empower athletes in both their athletic pursuits and personal development. This event convened athletes, industry experts, and stakeholders to engage in critical discussions on topics such as career transitions, safeguarding, ethical sports practices, and leadership development. A notable highlight of the workshop was the esteemed presence of Mr. Kgotso MOKOENA, a member of the Regional Athletes' Commission and a distinguished guest speaker based in South Africa. He provided valuable insights into life beyond competition and explored various career pathways available to athletes.

The forum encompassed an array of essential topics, including Olympic Values Education, Life Beyond Competition, anti-doping and clean sport advocacy, safeguarding and competition manipulation, resume writing, and boardroom readiness.

In summary, the Athletes Forum and Athletes365 Career+ Power Up Outreach Workshop in Lesotho represented

a significant advancement in combining practical education with inspirational discourse. The contributions of Mr. Kgotso MOKOENA and other expert presenters underscored the importance of holistic development for athletes. Through deliberations on Olympic values, clean sport advocacy, and effective career planning strategies, the workshop left a profound and lasting impact on the athlete community in Lesotho, equipping them for success both in and out of the field.

Promoting Clean Sport: Education, Safeguarding, and Athlete Welfare at the Mountain Marathon21

On October 28th, 2024, the Mountain Marathon21 event not only showcased elite athleticism but also emphasised the importance of clean sport through comprehensive educational initiatives. The Lesotho National Olympic Committee (LNOC) pool of Secretariat played a key role in promoting clean sport by delivering vital sessions on safeguarding, anti-doping, Olympic values, and athlete well-being. In addition to these educational efforts, the LNOC set up a dedicated Athlete's Lounge where competitors could relax, recharge, and receive refreshments after the challenges of the marathon. Anti-doping testing and sample collection were also part of the event, reinforcing the commitment to fair play and integrity.

Safeguarding

The LNOC provided safeguarding education to athletes, coaches, officials, and support staff, ensuring everyone involved understood their responsibilities in creating a safe and supportive environment. By educating those involved in the event, the LNOC helped to foster a space where athletes could focus entirely on their performance, knowing they were in a safe and supportive atmosphere. This initiative also underscored the importance of mental and emotional well-being for athletes, extending the concept of safeguarding beyond physical safety to include mental health.

Anti-Doping

Anti-doping education was another cornerstone of the event, helping athletes understand the significance of competing cleanly and fairly. Athletes learned how to ensure they remain compliant with anti-doping regulations and avoid unintentional violations.

As part of the anti-doping efforts, on-site testing and sample collection were conducted throughout the event. This initiative reinforced the commitment to a level playing field for all participants. Athletes were informed about the testing procedures and their rights, with random testing ensuring that the competition maintained its integrity and fairness.

Olympic Values: Respect, Excellence, and Friendship

The LNOC also used the event as an opportunity to promote the Olympic values of excellence, respect, and friendship. These values are fundamental to ensuring the integrity of sports and were integrated into the educational sessions, the competition itself, and the athletes' daily experiences. By discussing how these values relate to clean sport, athletes were encouraged to view their participation not just as a personal achievement but also as an opportunity to embody these ideals.

Athletes 365: Ongoing Support for Athletes

An essential aspect of the event was the promotion of the Athletes 365 program, designed to support athletes in various aspects of their careers. During the event, the LNOC provided valuable insights into the resources available to athletes through this program, ensuring they are well-equipped to navigate the challenges of elite sport and beyond. The program is part of the LNOC's broader commitment to supporting athletes not just as competitors but as individuals with long-term well-being and success in mind.

Athlete's Lounge: Relaxation and Refreshment

After a demanding day of competition, athletes had the chance to relax and recharge in the Athlete's Lounge, set up by the LNOC. This lounge provided a comfortable environment where athletes could unwind, share their experiences, and enjoy refreshments. Healthy snacks and hydration options were available, aiding in the athletes' physical recovery after the marathon.

More than just a rest area, the Athlete's Lounge became a social space for camaraderie and connection. This initiative provided essential mental and emotional support, allowing competitors to step away from the intensity of competition and focus on their well-being.

Mathomo - Safeguarding Adolescent Girls and their Male Counterparts at the National University of Lesotho

The Mathomo Project has made significant strides in promoting gender equality, sexual reproductive health rights (SRHR), and the prevention of violence among students at the National University of Lesotho (NUL). Through a series of impactful sessions and training programs, the project has equipped both male and female students with the tools to protect their health, challenge harmful norms, and foster positive relationships.

A key component of the project involved Focus Group Discussions (FGDs), facilitated by volunteers, which focused on

empowering adolescent boys and girls with essential knowledge and skills. The sessions for boys highlighted their responsibility to prevent violence and challenge harmful masculinities, encouraging them to play an active role in creating a safe and supportive environment for all students. For the girls, the discussions centered on the importance of safeguarding their Sexual Reproductive Health Rights (SRHR), understanding their autonomy, and preventing unintended pregnancies, which remain a significant contributor to university dropout rates. These FGDs took place weekly over two months, with some sessions being broadcast via the university's radio station, reaching a wider audience of students.

In addition to the FGDs, the Mathomo Project also focused on the training of peer educators within the university's sports community. A comprehensive five-day Training of Trainers (ToT) program on Comprehensive Sexuality Education (CSE) was held at NUL, aimed at preparing young peer educators to deliver CSE to incoming first-year students, particularly those involved in sports. This initiative, which was supported by the Office of the Dean of Student Affairs, ensured that students had access to accurate information on sexual health, enabling them to make informed decisions. The training was led by three experienced facilitators who guided the peer educators in effective delivery techniques and content.

Community Leaders Dialogue and Safeguarding Training for University Leadership: A Step Toward Peaceful Protests and Community Safety

From July 24th to 26th, 2024, the LNOC conducted a significant training session on community engagement and safeguarding in partnership with the National University of Lesotho (NUL) held the stakeholder's forum in Roma to address the growing concern of non-incidental violence during student protests within the NUL surrounding communities. The initiative aimed to foster a collaborative approach to managing and mitigating violent incidents while ensuring the safety of both university students and the surrounding community. It brought together key stakeholders, including police officers, university management, student representatives, local community leaders, and experts in conflict resolution and public safety.

The main goal of the training was to enhance understanding of how to balance the rights of students to peacefully protest with the need to maintain public order and safety. The program sought to build better communication, cooperation, and conflict-resolution strategies among all involved parties.

The training brought together a diverse group of participants, including:

- Officers from the Roma Police Department, including those specializing in university riot control, who were instrumental in ensuring effective law enforcement during student protests.
- Experts in conflict resolution and community engagement, representing key organizations such as the Development for Peace Education (DPE), Lesotho Defence Force (LDF), and Lesotho Mounted Police Service (LMPS), who provided valuable insights into maintaining peace during protests and resolving conflicts.
- University Administration Management, including the Pro-Vice Chancellor, Dean of Student Affairs, Director of Security, and representatives from the Moshoeshoe Institute of Peace and Leadership, who play crucial roles in overseeing student welfare and campus security.
- Student Representative Council Members, who were integral to the discussions on student rights and protest management.
- Influential Community figures, such as business owners and Area Chiefs from surrounding communities, contributed to the dialogue on how protests affect local communities and how they can work together with the university to find peaceful solutions.

This training marked an important step toward creating a safer, more understanding environment for both university students and the surrounding community. By emphasizing collaboration, conflict resolution, and safeguarding measures, the program helped build stronger relationships among all stakeholders, ultimately aiming to reduce violence and improve communication during student protests. The session also empowered community leaders and university officials with the tools necessary to handle sensitive situations effectively while respecting the rights of individuals involved.

Through this initiative, the university community, local leaders, and law enforcement are working together toward a common goal: ensuring the safety and well-being of all while maintaining respect for the right to peaceful protest.

KEY FOCUS AREA 3 – GOOD GOVERNANCE

Semi-Annual Reporting Session

Second edition of the Reporting Session was conducted virtually to all membership where Directors of different Commissions (Board Members) each presented before membership their plans, action to date in terms of achievements as well as challenges and how they are intending to navigate around the challenges. This intervention has been brought to action to curb the gap between the interaction of the Board and the membership which is usually once in a year during the General Assemblies.

Reviewed Policies and Procedures Manual (PPM) and NFIF Tool

A team made up of representatives from the Board and Secretariat Senior Management undertook a comprehensive review of the NOC Institutional Framework (PPM) The focus was to strengthen the internal controls, align the manual

with the relevant universal, good governance, financial, human resources principles. The revised manual has been in effect from 1 May 2024.

On the other hand, the NFIF Assessment tool has been improved to incorporate the most recent inventions surrounding the sport fraternity.

Safeguarding Policy Development Process

The LNOC in collaboration with the Ministry of Sport has coordinated and appointed a team that has embarked on the Safeguarding Policy development at the National level. There will be an international capacity building interventions cutting across the different stakeholders as part of environment/landscape preparation before the actual process of policy development commences. First training was organised by the Ministry of Sport and will be followed by a series of other trainings organised by the NOC.

To date, the NOC has developed a Code of Conduct which is already under implementation.

Constitutional Amendment

The LNOC General Assembly adopted the amendments to the Constitution on the 14th July 2024 following due process of amendments. The Constitution was later approved by the IOC International Relations and Institutional Governance on the 10th September 2024. The NOC is now in a process of completing its compliance process with the Law Office to meet fully both the local requirements as well as the international expectations.

National Federations Secretaries General Seminar – 10-11 Dec 2024

A two-day activity held for National Federations Secretaries General held at the Olympic House. In attendance were 21 National Federations and 1 Athletes Commission Secretary General with a total representation of 8 females and 14 males. The following were covered:

- 2024 NOC Business Plan in action: Mr Morake RALEAKA
- Electioneering: Mr Kagisho LEKHELA;
- Constitution Registration Requirements: Mr Lesaoana MOLAPO (Law Office);
- Attention to Gender Equality Demand: Ms Mathato MAKHOROLE
- OS programs and opportunities for the NFs 2025/2028: Ms Mathato MAKHOROLE;
- Next Quadrennial Upcoming Games: Mr Mark WEST;
- NF Management: Annual Activity Planning, Implementation and Reporting: Mr Morake RALEAKA;
- The role of Leadership in Safeguarding: Ms Nthona TSOANYANE;
- Financial Planning and Accountability: Mr Sello MALATALIANA; and
- Stakeholder satisfactory session.

National Federations Presidents' Seminar – 12-13 Dec 2024

A two-day activity held for National Federations Presidents held at the Olympic House. In attendance were 19 National Federations and 1 Athletes Commission Secretary General with a total representation of 5 females and 15 males. The following were covered:

- Role of the NF President: Mrs Motlohang MOILOA-RAMAQOPO (IOC)
- Constitution Registration Requirements: Mr Lesaoana MOLAPO (Law Office);
- Competition Manipulation: Adv. Teboho MASIMONG;
- The role of Leadership in Safeguarding: Ms Nthona TSOANYANE;
- How to effectively Manage the NF: Mr Morake RALEAKA
- OS programs and opportunities for the NFs 2025/2028: Ms Mathato MAKHOROLE;
- Next Quadrennial Upcoming Games: Mr Mark WEST;
- Electioneering: Mr Kagisho LEKHELA;
- NF Management: Annual Activity Planning, Implementation and Reporting: Mr Morake RALEAKA;
- Financial Planning and Accountability: Mr Sello MALATALIANA; and
- Usability and Usefulness of the M&E within the NFs: Mr. Maaola KHESA.

KEY FOCUS AREA 4 – HUMAN CAPITAL MANAGEMENT

Lepereng Olympafrica Delegates

The Lepereng Olympafrica Centre Coordinator – Mr. Khotso MAHLOKO and one Volunteer – Ms Mamotena MOIMA where enrolled in a safeguarding training in Senegal around safe sport and how best to create and manage a safe environment space for the children and other stakeholders using the Centre. This training was organised by the Olympafrica Foundation.

Athletes Representative Capacitation

Athletes Commission Chairperson - Mr. Moroke MOKHOTHO under the Commonwealth Games Federation (CGF)

Scholarship for Postgraduate Certificate with the University of London in Sports Management starting February 2024, a one year Programme.

Secretariat Capacitation

Both staff members, the Chief Operations Officer (Mrs. Mathato MAKHOROLE) and the High Performance Coordinator (Ms. Likeleko LEPITLA) graduated for MEMOS with distinctions. Both Candidates are now officially Sports Administrations Course Directors on shadow for the next one year.

Technical Capacitation

LOCAL					
Course	Dates	Level	Females	Males	Total
Aquatics TCC*	11-15 June 2024	Learn to Swim	8	17	25
Volleyball TCC*	24-31 Aug 2024	2	3	22	25
The above was a Regional TCC with participants from Lesotho, Botswana, Zimbabwe and South Africa					
Judo TCC*	09-13 Dec 2024	1	8	22	30
Open Water Swimming DNSS*	Jan '23 – Apr '24		35	47	82
Rowing DNSS*	Jan '23 – Jan '25		Ongoing		
TCC*: Technical Course for Coaches					
DNSS*: Development of National Sports System					

INTERNATIONAL				
Beneficiary	Course	Dates	Country	M/F
Neo MAKHAKHE (Tennis)	ICECP*	Mar '23 – Apr '24	USA & Switzerland	M
Moliehi MATSEPE (coach), Paul MOFOKA (coach), Sebolela MABEA, Lehlohonolo MAHOBE	GAPS* Birmingham Training Camp	08-20 June 2024	University of Birmingham, UK	2M/2F
Mapule MOKOENA	Women's Sport Leadership Academy	08-13 Sep 2024	University of Chichester, UK	F
ICECP*: International Coaching Enrichment Certificate Program				
PAISAC*: International Support Program to African and Caribbean Sport				
GAPS*: Gather Adjust Prepare Sustain – Commonwealth Sport Programme for Para Sports				

Admin Courses Capacitation

Course	Dates	Level	Females	Males	Total
SAC* LMPS Level II	24-28 Jun 2024	2	12	16	28
SAC* LDF Level II	11-15 Nov 2024	2	12	16	28
SAC* Qacha Level I	29 Jul – 02 Aug 2024	1	19	18	37
SAC* Qacha Level II	18-22 Nov 2024	2	15	12	27
SAC*: Sports Administrators' Course					
ASMC*: Advanced Sports Management Course (successful candidates)					

KEY FOCUS AREA 5 - OLYMPISIM

Bicentenary Sports Debate and Art Exhibition: Celebrating Lesotho's Heritage and Olympic Values

As part of the bicentennial celebrations, the NOC hosted two major events that offered young people a platform to explore and express the country's rich history, heritage, and culture through sports debate and art. The Bicentenary Sports Debate and National Art Exhibition provided an exciting opportunity for students to engage critically with their past and present while promoting Olympism and its core values.

The Debate focused on Lesotho's history and national milestones, encouraging students to reflect on the importance of cultural legacy and Olympic ideals. It was organised in three zonal regions (South, North, and Central), with 102 High Schools Olympic Academies participating. These schools had previously been trained under the Olympic Values Education Program (OVEP) in 2022. The grand finale took place at the Manthabiseng Convention Centre in Maseru, where the top three schools from each region competed, showcasing their understanding of heritage and Olympism.

In addition to the debate, the national art exhibition celebrated Basotho's cultural heritage and the Olympic values. Involving 58 schools from across the Country, the exhibition saw students present their artistic interpretations through various forms such as paintings, sculptures, and installations. The theme focused on the legacy of the Basotho people, along with the celebration of Olympic ideals like excellence, friendship, and respect.

A dedicated Coordination Team, made up of adjudicators, LNOG representatives, experts from the Ministry of Tourism, Sports, Arts, and Culture and the Limkokwing University of Creative Technology, oversaw the organization of both events. They also trained 102 debate coaches and 58 art coaches from participating schools, ensuring the success of the zonal competitions, which spanned two days per region.

These events not only celebrated Lesotho's cultural legacy but also provided an important space for the youth to engage with the Olympic values, fostering a spirit of respect, excellence, and friendship. The bicentennial celebrations have undoubtedly inspired a new generation to embrace their history while looking ahead to a bright future in sports and the arts.

Leربة English Medium High School (LEMHS) became the overall winner of the debates. With this win, it secured a chance to represent Lesotho in the international Continental debate.

International Sport Debate Exchange Programme -Uganda

In recognising that NOCs have a shared responsibility of promoting the fundamental principles and values of Olympism in their respective Countries, the NOCs of Uganda (Uganda Olympic Committee), and Lesotho (Lesotho National Olympic Committee) staged the Sharing Olympism Forum 2024 between 22 to 25 November 2024 at Kabojja International School in Kampala - Uganda.

The forum welcomed up to forty (40) youth delegates from three NOCs i.e. Uganda, Kenya and Lesotho co-joined by the youth from refugee communities under the Game Connect Project being Funded by ORF and Four (04) selected secondary schools (Gombe SS, Buddo SS, Bishop Cipriano Kihangire SS, and Kawempe Muslim SS) in Uganda to share, interact, dialogue and challenge each other on the contemporary issues affecting Olympic education on the Continent, as well as reflect on their role as a generation, and recommend not only their challenges but also ideas and solutions to their member NOCs.

The forum aimed at empowering and facilitating the youth to share decisions and recommendations towards Olympic education from an African perspective. With the belief that "young people have a voice, we just need to give them the space to be heard," the Forum was shaped by and for youth at every step.

The forum has brought various contests including but not limited to:

- o Debate;
- o Essay Writing;
- o Public Speaking;
- o Quiz Bowl; and
- o Poetry;

all purposed to engage the youth to challenge each other on the various educational themes of Olympism.

Results

Team Lesotho performed exceptionally well, competing against participants from eight teams in five categories, Lesotho's team exhibited outstanding talent and determination. The following are the remarkable results achieved by Team Lesotho:

- o Debate (Thabo LEBALLO, Mpho MOTLOLI, and Tsepang MOSETOANE all from LEMHS): 1st Place
- o Essay Writing (Tšepang MOSETOANE from LEMHS): 3rd Place
- o Public Speaking (Mpho MOTLOLI from LEMHS): 2nd Place
- o Quiz Bowl (Konesoang KHALIKANE from Qacha's nek High): 4th Place
- o Poetry (Thabo LEBALLO and Mpho MPHUNYETSANE from LEMHS and Molapo High):

1st Place

With these impressive performances, Lesotho proudly secured Overall

2nd Position in the competition, with Kenya taking 1st place. This achievement marks a historic milestone for Lesotho and reflects the talent, intelligence, and creativity of its young students.

Team Lesotho was represented by students from Leribe English Medium School, Molapo High School, and Qacha's Nek High School.

Young Olympic Ambassadors Session for OVEP Schools

In a landmark event, the Lesotho Olympic Academy (LOA) Commission organized the VII Young Olympic Ambassadors Session in Morija, bringing together 60 participants from OVEP (Olympic Values Education Programme) schools across Lesotho's 10 districts. This session aimed to educate and inspire youth by exploring Olympic values, cultural diversity, Olympic history, and the Olympic movement.

Promoting Olympic Values and Cultural Understanding

The session focused on the Olympic ideals of respect, excellence, and friendship. Participants learned about the Games' evolution and the significance of Olympic symbols and rituals. A cultural excursion allowed them to immerse themselves in Basotho culture, fostering connections between Olympic values and local traditions, while highlighting the importance of embracing diversity.

LOA Commission members emphasized safeguarding by teaching participants about creating a safe environment in sports and understanding their rights. Interactive activities like art, storytelling, and debates encouraged critical thinking on fair play, teamwork, and inclusion, as participants discussed issues such as equality and integrity. The young ambassadors engaged in sports activities that promoted physical fitness, teamwork, and leadership, offering opportunities for personal growth.

A Celebratory Conclusion: Certificate Awards Ceremony

The session concluded with a certificate awards ceremony, recognizing participants' dedication and hard work. This event marked the completion of an enlightening experience that empowered youth to promote Olympic values within their communities.

The VII Young Olympic Ambassadors Session was a remarkable gathering that united young people from diverse backgrounds. It equipped them with the knowledge and tools to advocate for the Olympic movement in Lesotho and beyond. Departing with certificates and a renewed sense of purpose, these ambassadors are poised to champion Olympic values and contribute to a more inclusive and fair world.

KEY FOCUS AREA 6 - HIGH PERFORMANCE

Athletes OS Scholarships

Top 5 Performances

Athlete	Sport	Discipline	Monthly Allocation USD\$	Notes
Tebello RAMAKONGOANA	Athletics	Marathon	1,200	Ended 31/08/24
Mojela KONESHE	Athletics	100m	1,200	Ended 31/08/24
Michelle TAU	Taekwondo W	-49kg	1,500	Ended 31/08/24
Tumelo MAKAE	Cycling	Mountain Bike	1,200	Ended 31/08/24
Mokulubete MAKATISI	Athletics	Marathon	1,200	Ended 31/08/24
Arena PAKELA	Boxing	71kg	1,200	Retired in March 2024

Top 5 in the World

- Michelle TAU ranked 3rd in the World Kyorugi Rankings W-46kg;

Top 5 in Africa

- Tebello RAMAKONGOANA ranked 7th in the Paris 2024 Olympic Games men's marathon (3rd in Africa).
- Michelle TAU ranked 3rd in Africa in Olympic Kyorugi Rankings W-49kg;
- Mokulubete MAKATISI ranked 31st in Paris 2024 Olympic Games women's marathon (5th in Africa);
- Lesotho ranked 3rd in 2024 African Mountain Bike Championships in Morocco and 3rd in Africa in UCI Olympic Mountain Bike rankings (June 2024).

Athletes HP Scholarships

There were no HP Scholarships awarded in 2024, due to the focus on sending athletes to qualification competitions.

International Federation Training Opportunities

The following athletes were recommended by their respective International Federations to benefit from Youth Athlete Development grants, which are directly managed by the IF.

Athlete	Sport	Discipline	Notes
Kabelo MAKATILE	Cycling	Road	UCI - Youth Training Camps in Africa and Europe.
Shobonna DALI	Winter Sport	Bobsleigh	IBSF - focus on Gangwon 2024
Baseball5 Team	Baseball	Baseball5	Retroactive support for performance at Regional Tournament

Team Support

Rugby 7s:

Assisted to compete at the Khan'Sicala International Sevens tournament, hosted in eSwatini from 14-15 Dec 2024, where they finished 2nd. The total value of the grant is \$50,000 over three years (2022-2024).

Volleyball:

Assisted to attend training camps in South Africa (24-27 May 2024) and eSwatini (21-24 Dec 2024). The total value of the grant is \$50,000 over two years (2023-2024).

KEY FOCUS AREA 7 - GENDER EQUALITY

LNOC Emerging Women Sport Leaders Programme

Through the Gender Equality and Diversity Commission, a remarkable milestone was achieved with the graduation of 30 emerging women sports leaders. These individuals completed a comprehensive six-month tutorial program designed to empower, inspire and increase the next generation of female leaders in the sporting sector. The graduation ceremony, held at Avani Lesotho Hotel on November 23rd, 2024, celebrated their dedication, hard work, and determination of these young women, who are now equipped with the knowledge and leadership skills to make a significant impact in the Lesotho's sport landscape.

Starting in April 2024, the 30 participants emanating from mostly the National Federations and other partners were trained and mentored by KBL Connection, which offered series of residential workshops as the program's core through different tailor made specific modules. Subject matter Experts were onboarded to deliver on the following modules/topics:

- o Governance in Sport;
- o Leadership;
- o Gender Equality in Sport;
- o Personal Mastery;
- o Personal Branding;
- o Team Management; and
- o Electioneering.

The workshops were facilitated by both local and international experts, including women leaders who shared their real-world experiences as part of the mentorship. The graduation ceremony was a proud moment not only for the graduates but also for the broader sports community, marking a significant step toward achieving gender balance in sports leadership roles.

These 30 young women are now poised to take on leadership positions in various sports organizations, where they will work to break barriers, inspire others, and champion the cause of women in sports.

KEY FOCUS AREA 8 - GAMES AND EVENTS

Games of the XXXIII Olympiad - PARIS 2024

For the first time in Lesotho Olympic history, one of our athletes earned an Olympic Diploma for finishing in the top eight places – Tebello RAMAKONGOANA, in the men's marathon.

The summary of results is as follows:

RESULTS	EVENT	POS	Result
Michelle TAU	Taekwondo W-49kg	1 st round loss	0-3, 0-2
Tebello RAMAKONGOANA	Men's Marathon	7 th	2:07:58
Mokulubete MAKATISI	Women's Marathon	31 st	2:30:20

All three athletes placed in top 5 in Africa:

- Michelle TAU: 2nd African NOC
- Tebello RAMAKONGOANA: 3rd African NOC
- Mokulubete MAKATISI: 5th African NOC

The Team comprised of:

Name	Role
Thabo TIKOE	Chef de Mission
Tlali RAMPOOANA	NOC President
Morake RALEAKA	NOC Secretary General
James McKIRDY	Coach – Marathon
Hugo TORTOSA	Coach - Taekwondo
Tebello LEBAJOA	LNOC Press Attaché
Nthona TSOANYANE	Welfare Officer
Likeleko LEPITLA	Administrator
Mark WEST	Olympic Attaché
Robyn JOHN	Physiotherapist (Team SA/ Lesotho partnership)
Motlatsi MAQELEPO	Hon Minister (last minute cancellation)
Pokello MAHLOMOLA	Principal Secretary
Lebohang KHOMARI	Transferrable Guest (Vice President Finance)
Moroke MOKHOTHO	Transferrable Guest (Athletes' Representative)
Lits'itso MOTS'EREMELI	Transferrable Guest (LSRC President)

National Youth Games

The National Youth Games were a showcase national sporting event that brought together young athletes from the 10 districts of Lesotho to compete in various events. 543 athletes competed in 12 competitive sports plus 1 exhibition sport (Teqball).

Objectives:

- To provide Lesotho youth athletes with a platform to prepare for various Youth Games.
- To empower National Federations in the hosting of International Federation recognised National Championships.
- To identify and develop emerging youth talent in various sport codes.
- To provide a national platform for people to come together and celebrate sport.

Sports and statistics:

The featured sport codes are listed in alphabetical order:

	Male	Female	Total
Athletics	74	68	142
Aquatics	21	12	33
Boxing	41	23	64
Chess	10	10	20
Cricket	0	42	42
Cycling	19	42	3
Rowing	7	1	8
Rugby	0	48	48
Table Tennis	17	16	33
Tennis	10	10	20
Taekwondo	34	20	54
Volleyball	0	48	48
Teqball	8	0	8
Total Number of Athletes			
Percentage	44%	56%	

Education Programme:

An Athlete and Coach Education Programme was conducted alongside the Games in partnership with Athlete's Commission, National Olympic Academy and National Anti-Doping Education Officers.

- Olympic Values Education Program (OVEP)
- Anti- Doping Education
- Athlete 365
- Safeguarding

Sporting Programme:

The Sporting Programme was overall very successful. One of the goals was to empower National Federations in the hosting of International Federation recognised Championships and the quality of the staging of competitions we witnessed exceeded expectations. Most of the competitions had the look and feel of international events.

KEY FOCUS AREA 9 - SUSTAINABILITY

• Economic Empowerment through Sustainable Craftsmanship:

LNOC's Initiative to Empower Young Girls

In a transformative initiative led by both the Sustainability and Gender Equality Commission, young girls across Lesotho are being empowered through sustainable craftsmanship. The project, which began on December 6th, 2024, is designed to equip young girls with valuable skills in crafting using recyclable materials, allowing them to generate income, achieve financial independence, and contribute to environmental sustainability.

The initiative is focused on promoting gender equality and economic independence, with 70% female representation and 30% male representation, totaling 30 participants. By fostering an inclusive approach, the LNOC aims to provide equal opportunities for both girls and boys while prioritizing the empowerment of young girls in particular. Through this program, participants have already produced stunning earrings, bracelets, and shopping bags, which will be showcased at the monthly flea markets. These markets offer the participants the chance to sell their handmade creations, turning their creative skills into a means of economic self-sufficiency.

By equipping these young girls with the ability to craft high-quality, handmade items, the project encourages self-expression and entrepreneurship. The LNOC provides them with the tools, resources, and mentorship to develop these skills, unlocking their creative potential and giving them the confidence to pursue independent livelihoods.

Through the monthly flea markets, which began in December, participants are given the chance to display and sell their creations. This not only provides them with a source of income but also fosters essential entrepreneurial skills, such as pricing, marketing, and customer relations. These hands-on business experiences help the participants devel-

op the confidence and knowledge they need to manage their small ventures, thus giving them the tools to achieve long-term financial independence.

Promoting Environmental Sustainability

Sustainability is at the core of this initiative. By focusing on the use of recyclable materials, the LNOC encourages responsible consumption and production. This approach aligns with Sustainable Development Goal 12: Responsible Consumption and Production, promoting practices that help reduce waste and promote environmental stewardship. The participants are taught how to take every day discarded items and transform them into valuable, marketable products. *By using materials that would otherwise end up in landfills, they are contributing to environmental preservation while learning about the importance of sustainability in their creations. The project instills a sense of responsibility for the environment, empowering the girls to make a positive impact on both their communities and the planet.*

World Clean Up Day Celebration

World Clean Up Day 2024 in Lepereng, Maseru, was a significant environmental initiative led by the LNOC through its Sustainability Commission, in partnership with the National Health Training Centre (NHTC) and the Lepereng Olymafrica Centre. The event aimed to address the pressing issue of waste management in local communities, promote environmental sustainability, and engage diverse participants in collective action. It took place in the community of Lepereng on September 16, 2024, with additional participation from neighbouring areas, including Mathokoane and Lithabaneng.

The event brought about 500 participants and saw a broad spectrum of participants, creating a strong sense of unity and shared responsibility. The participants included some members of NFs, local community members, local institutions of higher learning and the general public of Lepereng.

The day's activities were organized to effectively manage waste and raise awareness. These included Donga filling & fill traps, garbage collection from streets & provision of public awareness session on natural areas, focusing on sorting recyclables and reducing environmental pollution. Another session was on Waste Management Awareness: Educational sessions and demonstrations were conducted, teaching participants best practices for waste disposal, recycling, and composting. The collective effort resulted in the collection of 2 tons of waste and raised awareness about the importance of responsible waste management.

The collaboration between the Lesotho National Olympic Committee (LNOC), the NHTC and Lepereng Olymafrica Centre exemplified the power of sports organizations in driving environmental change. The event highlighted the commitment of the community to environmental stewardship and the ongoing need for such initiatives to promote sustainable living in Lesotho.

Renovations at the Lepereng Olymafrica Centre

The Lesotho NOC has been intentional about resuscitation of programming at the Lepereng Centre where a need to revamp the Centre has been prioritized. The recent renovations included changing of the doors and windows from worn-out steel to aluminum with modern burglars, roof painting, general plumbing, facelifting of the interior as well as the external walls.

The next target area is refurbishment of the multi-purpose courts, building of the retaining walls to protect the Centre building from collapsing as well as construction of other new sporting codes facilities.





SOCIAL RESPONSIBILITY PROGRAMMES

LEPERENG OLYMPAFRICA CENTRE

Report on the O!YES Mini League at St. Bernadette Primary School 08th May 2024

Introduction

The O!YES Mini League event held at St. Bernadette Primary School on Wednesday, 8th May 2024, was a highly engaging and successful soccer activity designed for students of various age groups and skill levels. The event aimed to promote physical activity, teamwork, and sportsmanship among young participants, allowing them to enjoy soccer in a friendly, competitive environment.

Event Setup and Organization

To accommodate a large number of participants and ensure that all students had an opportunity to play, 18 small goal pitches were set up across the school's sports grounds. Each pitch was specifically designed to support small-sided games, which are ideal for younger players as they offer more touches of the ball and increased involvement. This setup allowed for multiple games to take place simultaneously, maximizing the playing time for all involved.

The pitches were arranged in a way that ensured safe play while allowing for easy monitoring by coaches and volunteers. Each pitch had a small goal setup with sufficient space around it for the participants to move freely.

Participants and Teams

The event was designed for students of St. Bernadette Primary School, with participants organized into various groups based on age and ability. The mini-league format encouraged inclusivity and fair competition, ensuring that all students had the chance to play regardless of their previous soccer experience. Each of the 18 small goal pitches was used to host different games throughout the day. Teams were rotated frequently to allow all participants to compete against a variety of opponents. This format not only provided plenty of playing time but also helped foster social interaction and teamwork skills among the students.

Activity Breakdown

Warm-Up: The event began with a light warm-up session, which focused on stretching and basic ball control exercises. This helped students get prepared for the games ahead and reduce the risk of injury.

Soccer Sessions: Following the warm-up, the soccer sessions took place in the 18 small-sided games. Each game was designed to focus on specific aspects of soccer, such as passing, dribbling, and shooting, while encouraging teamwork and good sportsmanship. The small goal format helped maintain a fast-paced environment, ensuring continuous action and excitement throughout the event.

Coaching and Support: Each pitch had a designated coach or facilitator who provided guidance and support to the students during the games. Coaches offered valuable feedback on skills and tactics, helping the students improve their performance in real-time.

Breaks and Hydration: Regular breaks were scheduled for hydration, allowing participants to rest and rehydrate before returning to their games.

Conclusion and Highlights

The O!YES Mini League at St. Bernadette Primary School was an exciting and successful event. With 18 small goal pitches in action, every student had ample opportunities to play and showcase their soccer skills. The mini-league format not only kept the participants active but also fostered a sense of community and sportsmanship.

The event's success was largely due to the thoughtful organization, the enthusiastic participation of the students, and the support from coaches and staff. Feedback from both participants and spectators was overwhelmingly positive, with many students expressing their enjoyment and desire for similar events in the future.

Overall, the O!YES Mini League proved to be a fantastic opportunity for students to develop their soccer skills while having fun in a safe and supportive environment.

Sustainability Workshop at the Centre: Turning Used Car Tyres into a Fun, Eco-Friendly Play Space April 2024

In a creative and impactful sustainability workshop held at the Olympafrica Centre, children and participants had the opportunity to learn about the importance of environmental conservation while actively contributing to the creation of a fun and engaging play area. The workshop focused on transforming used car tyres into a safe, vibrant kids' park, with an emphasis on recycling and sustainability.

Reimagining Used Car Tyres for Play

The workshop kicked off with an engaging introduction to sustainability practices, highlighting the value of reusing materials to reduce waste and promote a greener environment. Participants, including the kids, were introduced to the concept of repurposing used car tyres. Instead of discarding these tyres as waste, the group saw the opportunity to transform them into colorful and functional elements for the new kids' park.

With guidance from facilitators, the participants painted the tyres in bright colors and arranged them in creative patterns to form various play structures, including swings, climbing frames, and obstacle courses. The transformation of the tyres into fun and functional play equipment was not only a hands-on learning experience for the children but also a powerful demonstration of how recycled materials can be used to create something valuable and enjoyable.

Creating a Green and Playful Space

The fun didn't stop at the tyres—participants also took part in planting trees around the newly built play park and the centre grounds. This tree planting initiative was an integral part of the workshop, reinforcing the idea that sustainability goes beyond recycling and includes improving the natural environment for future generations.

The children were actively involved in the tree planting process, learning about the importance of trees in combating climate change, providing shade, and creating healthier ecosystems. They planted a variety of trees, which will eventually grow to provide a beautiful, shaded space for both play and relaxation. This effort not only contributed to the environmental sustainability of the centre but also instilled a sense of responsibility and pride in the young participants as they watched their efforts grow over time.

Promoting Sustainability through Education and Action

The workshop emphasized hands-on learning, allowing the children to see the immediate benefits of their work. By turning used car tyres into play structures and planting trees around the centre, the workshop provided a tangible example of how sustainability practices can make a positive impact. The kids learned that even small actions, such as recycling and planting trees, can contribute to a larger effort of protecting the environment and creating sustainable spaces.

The activities also encouraged teamwork and collaboration, as the children worked together to bring their ideas to life. This experience not only allowed them to contribute to their community but also helped to foster a deeper understanding of sustainability and how it can be applied in creative and fun ways.

Safeguarding Focal Point from Olympafrica Centre Participates in International Training Program - June 08th 2024

In a significant step towards strengthening the safeguarding efforts within the Olympafrica Centre, one of the volunteers was nominated to participate in a specialized training program designed to enhance their skills in safeguarding practices. This training, which started in early May, consisted of a series of online and in-person sessions aimed at equipping the nominated safeguarding focal point with the knowledge and tools necessary to ensure the safety and well-being of participants across various programs.

Online Training: A Strong Foundation for Safeguarding

The first phase of the training program kicked off in May with an online webinar, which offered an in-depth introduction to safeguarding principles and practices. This virtual session was led by renowned experts in the field and covered essential topics such as the identification of safeguarding risks, creating a safe environment, and effective reporting mechanisms. The session allowed participants from different OlympAfrica Centres in different Countries to come together and discuss their unique challenges, fostering a sense of global collaboration in safeguarding efforts.

Alongside the webinar, participants were enrolled in an online course that further developed their knowledge of safeguarding policies and procedures. This course included modules on child protection, vulnerable groups, and risk management, ensuring that each participant had a comprehensive understanding of the subject matter before proceeding to the next stage of the training.

Face-to-Face Training in Senegal: Real-World Application

After completing the online modules, the training program culminated in a face-to-face session held in June in Dakar, Senegal. This in-person training provided participants with the opportunity to apply their newly acquired knowledge in real-world scenarios. During this session, participants engaged in hands-on workshops, case studies, and group discussions, allowing them to practice the key principles of safeguarding in a supportive, interactive environment.

The Senegal training also offered a unique platform for networking, where safeguarding focal points from different organizations and regions could share experiences, exchange best practices, and build lasting partnerships. This collaboration further strengthened the collective commitment to safeguarding vulnerable individuals in sports and other community programs.

The Role of the Safeguarding Focal Point at OlympAfrica Centre

At the OlympAfrica Centre, safeguarding is of paramount importance. The nominated safeguarding focal point will play a crucial role in implementing and monitoring the centre's safeguarding policies, ensuring that all activities conducted are safe, inclusive, and respectful for all participants. The training program has equipped the focal point with the necessary skills to respond effectively to any incidents and advocate for the protection of vulnerable individuals involved in OlympAfrica programs.

With this newly acquired knowledge, the safeguarding focal point is now better prepared to raise awareness about safeguarding issues within the organization and advocate for best practices in safeguarding across the centre's network.

Conclusion

The OlympAfrica Centre's commitment to safeguarding has been strengthened through the participation of its nominated focal point in this comprehensive training program. By combining online learning with face-to-face sessions in Senegal, the training provided valuable insights and practical tools for ensuring the safety and protection of individuals involved in the centre's activities.

As a result of this training, the OlympAfrica Centre is well-positioned to enhance its safeguarding practices and provide a safe environment for all participants. The newly trained safeguarding focal point is a key resource in this mission, bringing valuable expertise that will benefit the entire community.

November 2024 - Promotion of United Nations Sustainable Development Goals through Sports

In November 2024, the Lepereng OlympAfrica Center (LOC) organized an impactful event aligned with promoting the United Nations Sustainable Development Goals (SDGs), specifically focusing on Quality Education and Gender Equality. The event leveraged sports as a platform to encourage academic excellence and personal development among its participants while promoting these global goals.

A total of 20 participants, equally split between 10 females and 10 males, were drawn from local primary and secondary schools. All participants were regular attendees of LOC activities and were selected for a four-day intensive training program. This program covered a wide range of areas, including Olympic values, anti-doping education, and computer literacy. Additionally, the participants were trained in athletics track and field events, such as Triple and Long Jump, 50 Meters Sprint, Medicine Ball Throw, and a 20 km fun race.

On the final day of the program, participants were evaluated based on their performance throughout the training activities. After careful assessment, two winners were selected—one female and one male—who were each awarded a one-year scholarship worth \$500. The winners, Thabelang Letsatsi and Bahlakoana Makhele, emerged as the top performers in their respective categories.

This event marked the fourth edition of the Iba Mbaye scholarship program, a significant milestone in the LOC's ongoing mission to provide socio-educational activities and foster gender equality. The Iba Mbaye program aligns with the LNOC's strategic objectives and the broader goals of the United Nations SDGs, particularly in terms of promoting quality education and gender equality. The use of sports as a tool for encouraging academic excellence continues to be a cornerstone of this initiative, empowering youth to excel both in their studies and in life.

The Iba Mbaye 2021 edition stands as a testament to the LOC's commitment to making a positive social impact through sports and education, with a strong focus on supporting young girls and boys in their pursuit of academic and athletic success.

Safeguarding Training for Volunteers at Lepereng Olympafrica Center

In line with its commitment to child protection, the Lepereng Olympafrica Center (LOC), in partnership with the OlympAfrica Foundation, conducted a safeguarding training for its volunteers. The training aimed to strengthen the center's safeguarding systems and ensure a safe, child-centered environment for young participants. A total of 30 Volunteers were trained.

The training involved a safeguarding audit, capacity-building sessions, and the development of new safeguarding guidelines. Volunteers were trained on risk assessment processes and aligned these with existing safeguarding policies of the NOC. A key part of the training was a sterling well-being workshop on conducting ethical interviews with children, focusing on best practices for gathering sensitive information.

This initiative has helped establish stronger child protection mechanisms at the LOC, ensuring that the center remains a safe space for youth to engage in sports and educational activities. The training reflects the center's ongoing commitment to providing a secure and supportive environment for young people. Following this training of Volunteers, some form of safe guarding concerns towards one particular Officer were reported by anonymous volunteers to our Safeguarding Officer which led to the alleged Officer suspended with immediate effect pending investigations.

OLYMPAFRICA YOUTH AMBASSADOR PROGRAMME (OYAP)

The Commonwealth Games Federation - Game Changers Project – Let's Play

The Game Changers Project, awarded by the Commonwealth Games Federation (CGF) to the Lesotho Commonwealth Games Association (CGA), was a transformative initiative under the "Let's Play" theme. This program was designed to promote physical fitness, instill discipline, and provide youth with the unique opportunity to learn from skilled professional athletes who have competed at the highest level. Through mentorship and hands-on experience, the project aimed to inspire and equip young individuals with the tools they need to excel both in sports and in life. By fostering a strong connection between athleticism and personal growth, the Game Changers Project was set to leave a lasting impact on the next generation of leaders in Lesotho. This project was exclusively facilitated by OYAP.

Boxing Introduction

Young people in the community of Thaba-Bosiu, Boqate – Ha Majara joined the program on selected days to engage with the boxer and acquire fundamental boxing skills such as techniques, strategies, and the importance of physical fitness. This initiative also aimed to unite young people through sports and discourage idling. To support the participants' learning, the LNOC provided specific boxing equipment for practicing basic boxing skills including stances, punches, and defensive moves

Triple Jump Introduction

To diversify athletic opportunities and promote physical activity within the same community, a triple jump program was introduced which was led by our African Medalist and a former Commonwealth Games Athlete. This initiative involved the construction of a dedicated triple jump pit, which provided a safe and proper environment for young people to learn and practice this athletic discipline. The pit was construct-

ed with community support, ensuring it met safety standards and provided an appropriate environment for training. The triple jump program was aimed to introduce the fundamentals of triple jump, foster interest in track and field sports, and identify potential talent in the community of Thaba-Bosiu.

Education Sessions

Comprehensive Sexuality Education Sessions - To blend sports with education, the project allocated specific time for educational sessions integrated with sports activities. The curriculum employed for these sessions was Comprehensive Sexuality Education (CSE), aiming to impart knowledge and understanding to young individuals on various subjects including Value-Based Education, Human Rights, Goal Setting, and Sexual Reproductive Health. These educational sessions ran parallel to the regular boxing and triple jump weekly sessions, with carefully trained volunteers assuming the role of leading discussions and fostering peer education among the young participants

Sports and Play activities

Community Sports Day -the dedicated volunteers took the initiative to plan and execute a vibrant and inclusive one-day sports event within our community. The meticulously organized event attracted an impressive turnout of over 200 participants spanning various age groups. The multifaceted sports activities included engaging sessions of team handball, boxing, athletics, in addition to the incorporation of traditional indigenous games like tug of war and hula hoop challenges. These curated activities not only fostered a sense of togetherness within the community but also served to reignite a passion for sports.



AUDIT



**AUDITED INTERIM FINANCIAL STATEMENTS FOR
THE NINE MONTHS
ENDING 31ST DECEMBER 2024**



LESOTHO NATIONAL OLYMPIC COMMITTEE

Interim Financial Statements for the nine months ending 31st Dec 24

The reports and statements set out below comprise the financial statements presented to the Board of Directors:

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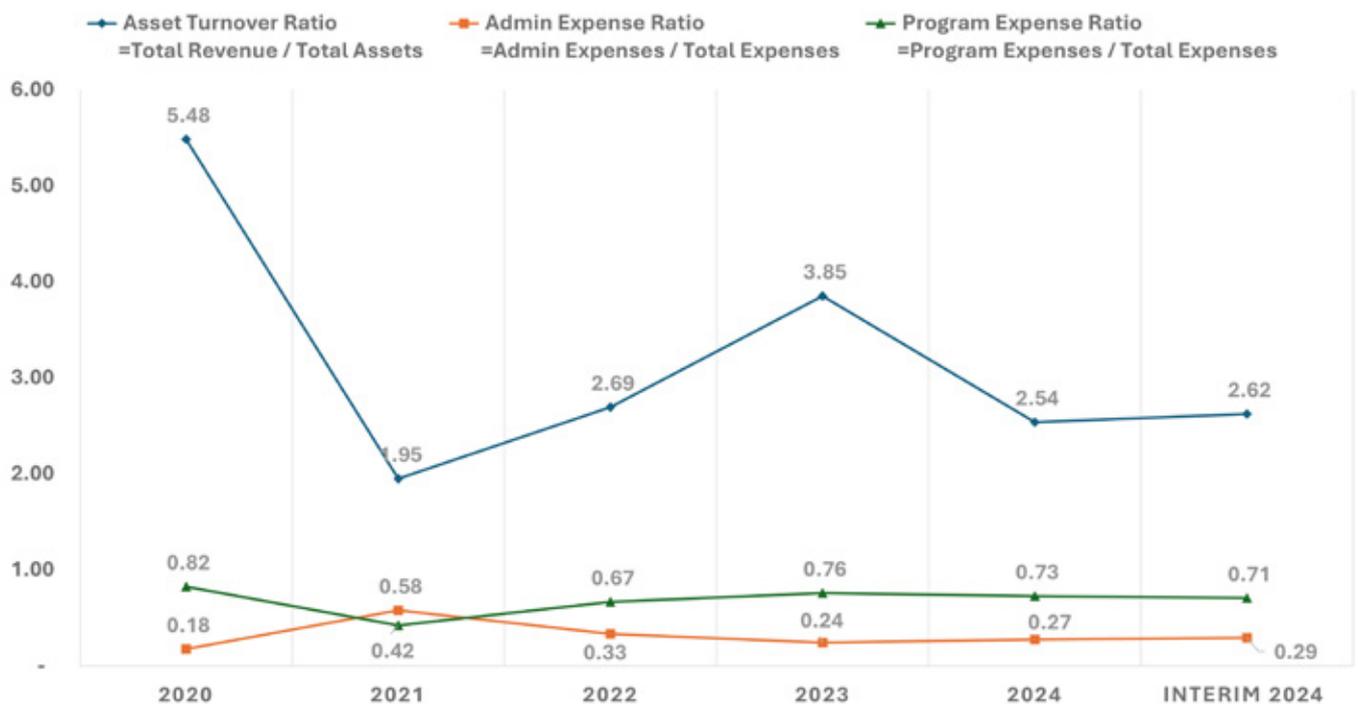
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LESOTHO NATIONAL OLYMPIC COMMITTEE

Interim Financial Statements for the nine months ending 31st Dec 24

General Information

Country of incorporation and domicile	Lesotho
1. Nature of Business and Principal Activities	To achieve development through sports
2. Board of Directors	
Names	
Mr. Tlali Rampooana	President
Mr. Letsatsi Ntsibolane	Vice President Admin
Dr. Lebohang Khomari	Vice President Finance
Mr. Morake Raleaka	Secretary General/CEO
Mr. Fetang Selialia	PRO
Mr. Thabo Tikoe	Treasurer
Dr. Makhetha Mosotho	Honorary Member
Mr. General Sentle	Honorary Member
Mrs. 'Makutloano Kheola	Member
Mrs. 'Mamotsabi Lekhabunyane	Member
Mrs. 'Mabokang Mdandalaza	Member
Mr. Moroke Mokhotho	Athlete Representative
Mrs. 'Matlohang Moiloa- Ramoqopo	IOC Member
3. Registered Office	Lancers Road House Number 160 Maseru West Maseru 100



LESOTHO NATIONAL OLYMPIC COMMITTEE

Interim Financial Statements for the nine months ending 31st Dec 24

4. Business Address

Lesotho National Olympic Committee
P.O. Box 756
Maseru 100
Lesotho

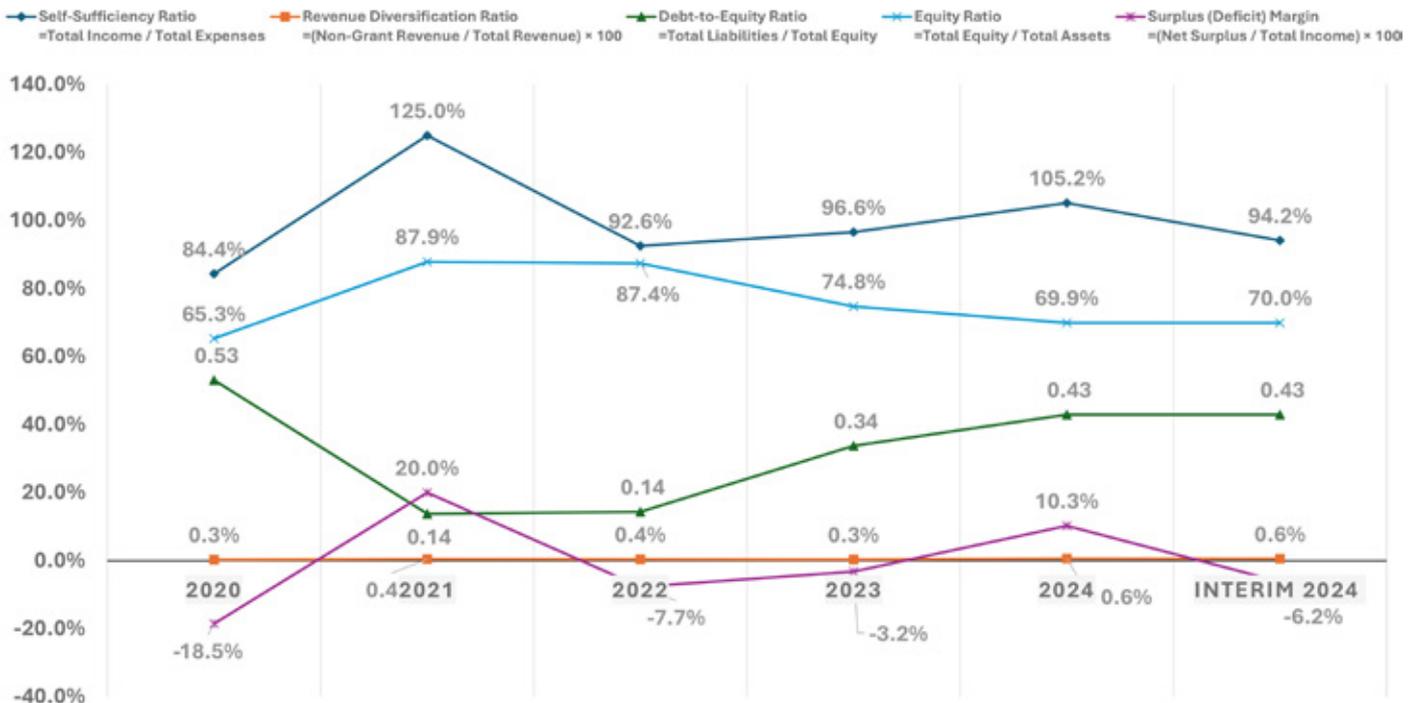
5. Bankers

Standard Lesotho Bank
Nedbank Lesotho

6. Independent Auditor's

JEO and Associates
Red Cross House
Cnr Hilton/ Nightingale Rds
Maseru, Lesotho

SUSTAINABILITY RATIOS





LESOTHO NATIONAL OLYMPIC COMMITTEE

Interim Financial Statements for the nine months ending 31st Dec 24

Directors' Responsibilities and Approval

The directors are required by the Lesotho Societies Act to maintain adequate accounting records and are responsible for the content and integrity of the financial statements and related financial information included in this report. It is their responsibility to ensure that the financial statements fairly present the state of affairs of the company as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with the International Financial Reporting Standard (IFRS). The external auditor is engaged to express an independent opinion on the financial statements.

The financial statements are prepared in accordance with the International Financial Reporting Standard (IFRS) and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

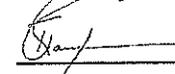
The directors acknowledge that they are ultimately responsible for the system of internal financial control established by the company and place considerable importance on maintaining a strong control environment. To enable the directors to meet these responsibilities, the board of directors sets standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the company and all members are required to maintain the highest ethical standards in ensuring the company's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the company is on identifying, assessing, managing and monitoring all known forms of risk across the company. While operating risk cannot be fully eliminated, the company endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

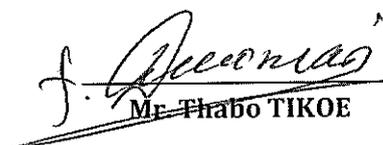
The directors are of the opinion, based on the information and explanations given by management that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

The directors have reviewed the company's cash flow forecast for the year to 31 December 2024 and, in the light of this review and the current financial position, they are satisfied that the company has or has access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently auditing and reporting on the company's financial statements. The financial statements have been examined by the company's external auditors and their report is presented on pages 4 and 6.

The financial statements set out on pages 8 to 19, which have been prepared on the going concern basis, were approved by the board of directors on the 17.02.2025 and were signed on its behalf by:


Mr. Tlali RAMPOOANA
President


Mr. Thabo TIKOE
Treasurer



JEO AND ASSOCIATES

(Chartered Accountants and Certified Auditors)

2nd Floors, Heritage House
Opposite Palace of Justice, Nightingale Road
Private Bag A150, Maseru 100, Lesotho
Tel: 22315773; 56217929; 63118890
Email: info@jeo.co.ls

Independent Auditors Report

To the Members of the Lesotho National Olympic Committee

Audit Report on the Financial Statements for the nine months ended December 31, 2024

Opinion

We have audited the financial statements of Lesotho National Olympic Committee (LNOC), set out on pages 8 to 19, which comprise the statement of financial position as at December 31, 2024, and the Income statement and statement of other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and other explanatory notes.

In our opinion, the Lesotho National Olympic Committee's financial statements present fairly, in all material respects, the financial position of Lesotho National Olympic Committee as at December 31, 2024, and its financial performance and its cash flows for the year then ended in accordance with the International Financial Reporting Standards.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section below. We are independent of Lesotho National Olympic Committee in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in Lesotho, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole and in forming our opinion thereon, and we do not provide a separate opinion on these matters. We have determined that there are no matters to report on the company's financial statements.

Other Information

The Committee's Board of Directors is responsible for other information. The other information comprises the Management report. It does not include the financial statements and our audit opinion thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance or conclusion thereon.

In connection with the audit, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed on the other information that we received prior to the date of the audit report, we consider that there is a material misstatement of this other information, we are required to report the fact. However, we have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance

Management is responsible for the preparation and fair presentation of the financial statements in accordance with IFRS and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. Those charged with governance are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance that the financial statements as a whole are free of material misstatement, whether due to fraud or error and to issue an audit report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

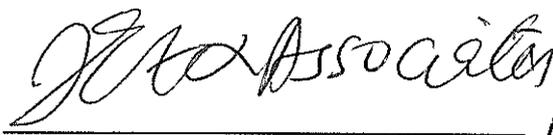
As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of

accounting estimates and related disclosures made by management.

- Evaluate the overall presentation, structure, and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient audit evidence regarding the financial information of Lesotho National Olympic Committee or business activities of the company to express an opinion on the financial statements.

We are responsible for the direction, supervision, and performance of the Lesotho National Olympic Committee audit. We remain solely responsible for our audit opinion.


_____ 17/02/2025

JEO and Associates
Per Joseph Obiahu
Engagement Partner
(Chartered Accountants and Certified Auditors)
Maseru



LESOTHO NATIONAL OLYMPIC COMMITTEE

Interim Financial Statements for the nine months ending 31st Dec 24

Directors' Report

The directors have pleasure in submitting their report on the financial statements of **Lesotho National Olympic Committee** for the interim year ended 31 December 2024.

1. Review of financial results and activities

Main Business and Operations

The principal activity of the Committee is to achieve development through sports and there were no major changes herein during the year. The operating results and statement of financial position of the Committee are fully set out in the attached financial statements and do not in our opinion require any further comment.

Surplus/ (Deficit) of the Committee for the year **(M783,638)**

2. Going Concern

The annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that realisation of the assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

3. Events after the reporting period

All the events subsequent to the date of the annual financial statements and for which the applicable financial reporting framework require adjustment or disclosure have been adjusted or disclosed.

The directors are not aware of any matter or circumstance arising since the end of the financial year to the date of this report that could have a material effect on the financial position of the Committee.



LESOTHO NATIONAL OLYMPIC COMMITTEE

Interim Financial Statements for the nine months ending 31st Dec 24

Statement of financial Position

	NOTES	2024 Dec	2024 Mar
		<u>M</u>	<u>M</u>
ASSETS			
NON-CURRENT ASSETS			
Property, plant and equipment	2	3,256,196	3,432,730
		<u>3,256,196</u>	<u>3,432,730</u>
CURRENT ASSETS			
Cash and cash equivalents	4	886,112	1,079,607
Investments	3	636,881	5,560
Other receivables	5	35,073	1,415,108
		<u>1,558,066</u>	<u>2,500,275</u>
Total		<u>4,814,263</u>	<u>5,933,005</u>
RESERVES AND LIABILITIES			
RESERVES			
Other components of equity	8	282,903	282,903
Accumulated surplus		1,730,300	2,512,778
Revaluation Reserves		1,354,387	1,354,387
		<u>3,367,590</u>	<u>4,150,068</u>
CURRENT LIABILITIES			
Other Provision	6	587,972	504,835
Deffered revenue	7	-	911,936
Other payables	6	858,701	366,165
		<u>1,446,672</u>	<u>1,782,936</u>
Total Reserves and Liabilities		<u>4,814,263</u>	<u>5,933,005</u>



LESOTHO NATIONAL OLYMPIC COMMITTEE

Interim Financial Statements for the nine months ending 31st Dec 24

Income Statement and Statement of Comprehensive Income

	NOTES	2024 Dec	2024 Mar
		<u>M</u>	<u>M</u>
Revenue	9	12,632,985	15,057,090
Operating expenses	10	<u>(13,416,623)</u>	<u>(14,314,001)</u>
Operating Surplus/(Deficit) for the year		<u>(783,638)</u>	<u>743,089</u>
Statement of Comprehensive Income:			
Surplus/(deficit) for the year		(783,638)	743,089
Other Comprehensive income			
Items that will not be reclassified to Surplus or Deficit:			
Gain on revaluation		-	803,347
Other Comprehensive Income for the Year		<u>-</u>	<u>803,347</u>
Total Comprehensive Income for the Year		<u>(783,638)</u>	<u>1,546,436</u>

LIQUIDITY RATIOS





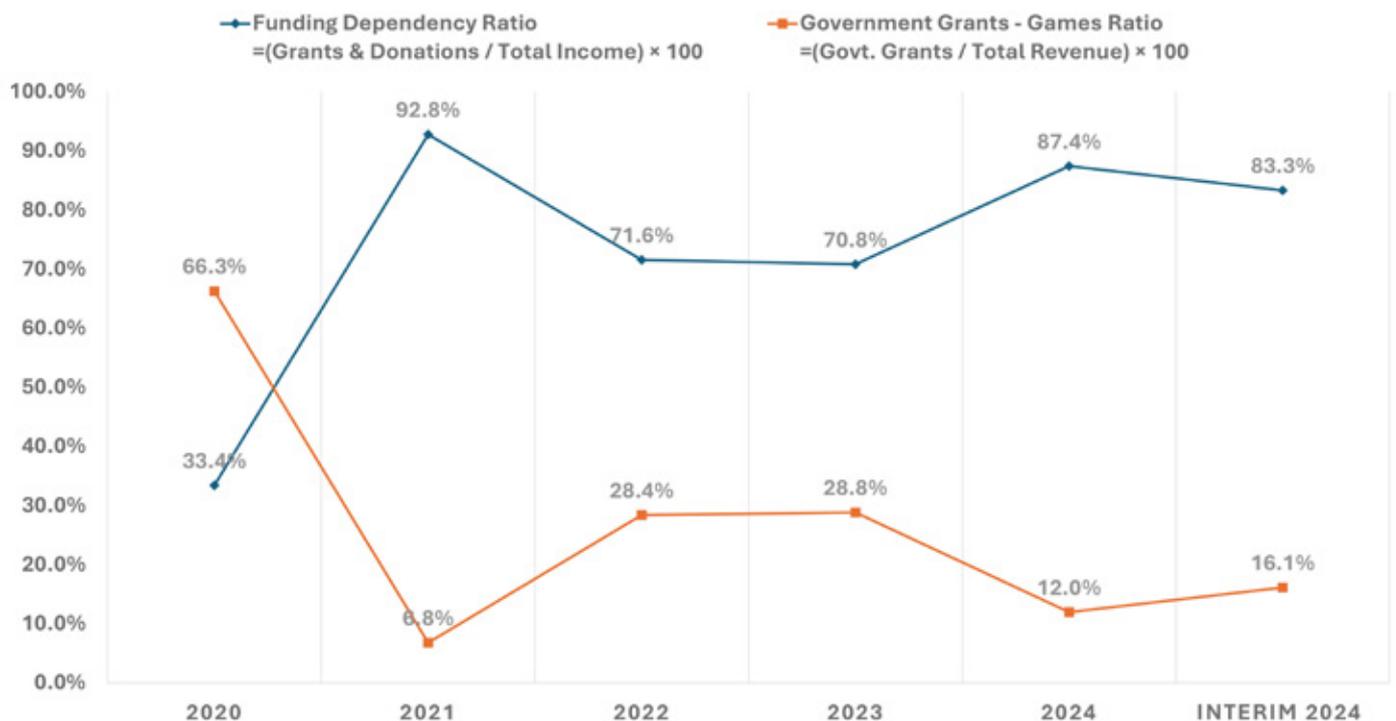
LESOTHO NATIONAL OLYMPIC COMMITTEE

Interim Financial Statements for the nine months ending 31st Dec 24

Statement of Changes in Equity

NOTES	Other Components of Equity	Revaluation Surplus	Retained Earnings	Total Equity
	M	M	M	M
Balance as at 01 April 2022	282,903	551,040	2,207,062	3,041,005
Deficit for the year	-	-	(471,206)	(471,206)
Adjustment during the year	-	-	27,789	27,789
Balance As at 31 March 2023	282,903	551,040	1,763,645	2,597,588
Balance as at 01 April 2023	282,903	551,040	1,763,645	2,597,588
Surplus/(Deficit) for the year	-	-	743,089	743,089
Adjustment during the year	-	-	6,044	6,044
Revaluation gain	-	803,347	-	803,347
Balance As at 31 March 2024	282,903	1,354,387	2,512,778	4,150,068
Balance as at 01 April 2024	282,903	1,354,387	2,512,778	4,150,068
Surplus/(Deficit) for the year	-	-	(783,638)	(783,638)
Adjustment during the year	-	-	1,160	1,160
Revaluation gain	-	-	-	-
Balance As at 31 December 2024	282,903	1,354,387	1,730,300	3,367,590

FUNDING & DEPENDENCY





LESOTHO NATIONAL OLYMPIC COMMITTEE

Interim Financial Statements for the nine months ending 31st Dec 24

Statement of Cashflows

	NOTES	2024 Dec	2024 Mar
		<u>M</u>	<u>M</u>
Cash Flow from Operation Activities			
Surplus/(deficit) for the year		(783,638)	743,089
<i>Adjustments for:</i>			
Investment Income		(58,784)	(69,775)
Depreciation of tangible assets		324,444	153,774
Movements in provisions		83,136	232,154
(Gain)/Loss on Disposal of fixed Assets		-	(16,177)
Deferred revenue		-	911,936
Operating cash flow before working capital changes		(434,842)	1,955,000
<i>Working Capital Changes:</i>			
Decrease/(Increase) in receivables		(29,514)	163,693
(Decrease)/Increase in payables		492,536	(238,126)
Net cash generated from operating activities		28,181	1,880,568
Investment Income		58,784	69,776
Net cash flow from operating activities		86,965	1,950,344
Cashflows From Investing Activities			
Property, plant and equipment acquired		(147,910)	(453,460)
Movement in investments		442,726	(188,660)
Proceeds on disposal of property, plant and equipment		(911,936)	35,000
Net cash used in investing activities		(617,120)	(607,120)
Cashflows from Financing Activites			
Prior year adjustments		1,160	6,044
Net cash flow (Used in or) from Financing Activites		1,160	6,044
Net increase/(decrease) in cash and cash equivalents		(528,996)	1,349,267
Cash and cash equivalents at beginning of the year		1,415,108	65,842
Cash and cash equivalents at end of year		886,112	1,415,108



LESOTHO NATIONAL OLYMPIC COMMITTEE

Interim Financial Statements for the nine months ending 31st Dec 24

Accounting Policies

1. General Information

Lesotho National Olympic Committee (hereinafter referred to as "the Committee") is a non-profit organisation dedicated to promoting Olympism in Lesotho and establishing an environment conducive to excellent podium performance in cooperation with key stakeholders.

2. Summary of Significant Accounting Policies

These annual financial statements have been prepared in accordance with the International Financial Reporting Standards for Small and Medium-Sized Entities issued by the International Accounting Standards Board and the requirements of the Societies Act of Lesotho. The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

These financial statements have been prepared under the historical cost convention and are presented in Loti.

2.1 Revenue Recognition

Revenue comprises the fair value of the consideration received or receivable for the Committee's activities. Revenue is shown net of value-added tax, returns, and discounts.

The Committee recognizes revenue when: the amount of revenue can be reliably measured; it is probable that future economic benefits will flow to the entity; and specific criteria have been met for each of the Committee's activities.

2.2 Donations, Sponsorships, and Funding

Donations, sponsorships, and funding received from various sources, including individuals, corporations, government grants, and the International Olympic Committee, are recognised when the Committee obtains control of the resources, and it is probable that economic benefits will flow to the organisation.

2.3 Government Grants

Grants from the government are recognised at their fair value in profit or loss where there is a reasonable assurance that the grant will be received, and the Committee has complied with all attached conditions. Grants received where the Committee has yet to comply with all attached conditions are recognised as a liability (and included in deferred income within accounts payables) and released to income when attached conditions have been complied with.



LESOTHO NATIONAL OLYMPIC COMMITTEE

Interim Financial Statements for the nine months ending 31st Dec 24

2.4 Income Taxes

The Committee has been approved as a public benefit organisation in terms of section 30 of the Income Tax Act (the Act), and the receipts and accruals are exempt from income tax in terms of section 25 (1) of the Act.

2.5 Property, Plant, and Equipment

Items of property, plant, and equipment are measured at cost less accumulated depreciation and any accumulated impairment.

Costs include costs incurred initially to acquire or construct an item of property, plant, and equipment and costs incurred subsequently to add to, replace part of, or service it. If a replacement cost is recognised in the carrying amount of an item of property, plant, and equipment, the carrying amount of the replaced part is derecognised.

The residual value, depreciation method, and useful life of each asset are reviewed at each annual reporting period if there are indicators present that there has been a significant change from the previous estimates.

Depreciation is calculated to derive cost less accumulated depreciation (Net book values) of the assets on a reducing balance method over the expected useful lives at the following rates:

Land and Buildings	5%
Motor Vehicles	20%
Furniture and Fittings	20%
Office Equipment	33%

2.6 Accounts Receivables

Trade receivables are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest rate method, less a provision for impairment. A provision for trade receivables is established when there is objective evidence that the Committee will not be able to collect all amounts due according to the original terms of the receivables.

2.7 Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, demand deposits, and other short-term highly liquid investments with original maturities of three months or less. Bank overdrafts are shown in current liabilities on the statement of financial position; however, for the purpose of the cash flow statement, cash and cash equivalents comprise cash on hand net of bank overdrafts.



LESOTHO NATIONAL OLYMPIC COMMITTEE

Interim Financial Statements for the nine months ending 31st Dec 24

2.8 Pension Obligations

The Committee has both defined benefit and defined contribution plans. The liability recognised in the statement of financial position in respect of defined benefit pension plans is the present value of the defined benefit obligation at the reporting date minus the fair value of plan assets. The defined obligation is determined by discounting the estimated future payments by reference to market yields at the reporting date on high-quality corporate bonds that are denominated in the currency in which the benefits will be paid and that have terms to maturity approximating the terms of the related pension liability.

2.9 Accounts Payables

Trade payables are recognized initially at the transaction price and subsequently measured at amortized cost using the effective interest rate method.

2.10 Provisions and Contingent Liabilities

Provisions are measured at the present value of the amount expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognized as interest expense.



LESOTHO NATIONAL OLYMPIC COMMITTEE

Interim Financial Statements for the nine months ending 31st Dec 24

Notes to the Financial Statements (continued)

NOTE	2024 Dec	2024 Mar
3 Investments	M	M
Stanlib Lesotho Unit Trust	636,881	1,079,607
	636,881	1,079,607
4 Cash and cash equivalents	M	M
Nadbank	550,410	1,276,445
Standard Lesotho Bank	335,620	137,600
Petty Cash	82	1,063
	886,112	1,415,108
	2024	2024
5 Other receivables	M	M
Prepayments	6,846	-
National Federation receivables	-	5,000
Other receivables	28,227	560
	35,073	5,560
	2024	2024
6 Other Payables	M	M
Other Accruals	858,701	366,165
	858,701	366,165
Other Provision		
Severance provision	558,050	467,766
Leave provision	29,922	37,069
	587,972	504,835
7 Deferred Income (OS Advances)		
Advances for IOC Projects	-	911,935.60
		911,935.60



LESOTHO NATIONAL OLYMPIC COMMITTEE

Interim Financial Statements for the nine months ending 31st Dec 24

Notes to the Financial Statements (continued)

8. Other components of Equity

In 2007, the Lesotho National Olympic Committee (LNOC) received a start-up grant of M282,903 from the International Olympic Committee (IOC) to develop an existing building to be granted by the Government as its Office Headquarters to deliver its mandate. The grant was classified as deferred income up until 31st March 2019 where it was fully amortized when the money was spent on the renovations of the current building that the LNOC has the unlimited right and control to use indefinitely but does not have legal title to it.

To date, the LNOC is still enjoying the full economic benefits of the start-up grant until it officially relocates to another building when so authorities decide.



LESOTHO NATIONAL OLYMPIC COMMITTEE

Interim Financial Statements for the nine months ending 31st Dec 24

NOTE	Detailed Income Statement	2024 Dec	2024 Mar
	NOTES	M	M
9	INCOME		
	Operating income	12,632,985	15,057,090
	International Olympic Committee & ANOCA Grants	9,961,854	12,540,696
	Commonwealth	125,904	121,477
	GOL grants received	2,036,189	1,801,743
	National Federations Affiliation Fees	2,401	5,600
	OlympAfrica	335,779	203,425
	Other grants	82,074	284,196
	Gain on Disposal	-	16,177
	Investment Income	58,784	69,776
	Donation Income	20,000	14,000
	Bad Debts Recovered	10,000	-
10	Operating expenses	13,416,623	14,314,001
	Accommodation meals and refreshment	2,838,059	3,236,566
	Advertising, promotion and corporate gifts	533,857	485,098
	Air Travel fares	1,132,619	2,443,853
	Audit/accounting fees	53,800	56,008
	Bank charges	48,059	80,028
	Cleaning and staff welfare	95,276	59,888
	Consulting fees	39,575	22,000
	Courier and postage	285,562	8,205
	Depreciation - tangible assets	324,444	153,774
	Domestic Taxes and Customs Duties	31,804	6,499
	Electricity	93,056	92,110
	Emoluments - Directors	177,000	177,882
	Fuel and other lubricants	196,513	242,484
	Insurance	15,699	-
	IT. and computer expenses	59,219	36,621
	Leasing & Hire Costs	130,180	67,193
	Legal and professional fees	24,792	3,000
	Media and Publicity Costs	25,000	-
	Medical costs	65,993	59,200
	Motor vehicle expenses	43,422	34,560
	Office repairs and maintenance	77,807	38,678
	Pension costs	196,956	160,867
	Perdiems and subsistence allowances	1,935,148	1,657,681
	Printing and stationery	116,564	128,984
	Provision for Bad Debts Expense	5,000	62,630
	Road travel Fares	652,549	599,425
	Salaries & Wages	2,354,623	2,470,508
	Security Costs	4,528	4,075
	Severance and Leave Provision Expense	90,284	262,745
	Softwares costs	16,596	15,296
	Sports training and equipment	968,365	957,741
	Sports/Team Attire	442,499	233,665
	Staff welfare	67,846	29,273
	Subscriptions	167,845	280,218
	Sundry expenses	676	42,669
	Telephone and fax	89,936	81,054
	Water & Sewerage	15,472	23,525
	Surplus/(deficit) for the year	(783,638)	743,089



LESOTHO NATIONAL OLYMPIC COMMITTEE

Interim Financial Statements for the nine months ending 31st Dec 24

Notes to the Financial Statements (continued)

11 Statement of Comprehensive Income:

Surplus/(deficit) for the year	(783,638)	743,089
Other Comprehensive income		
Items that will not be reclassified to Surplus or Deficit:		
General Reserve-Revaluation	-	803,347
Other Comprehensive Income for the Year	<u>-</u>	<u>803,347</u>
Total Comprehensive Income for the Year	<u>(783,638)</u>	<u>1,546,436</u>



APPENDICES LNOC MEMBERSHIP

SN		National Federation	Acronym	Votes
Olympic & Commonwealth Sports				
1	1	Federation of Cycling Lesotho	FCL	2
2	2	Federation of Lesotho Rugby	FLR	2
3	3	Federation of Athletics Lesotho	FAL	2
4	4	Lesotho National Squash Association	LNSA	2
5	5	Lesotho Rowing Federation	LRF	2
6	6	Lesotho Swimmers Association	LeSA	2
7	7	Lesotho Table Tennis Association	LeTTA	2
8	8	Lesotho Weightlifting Federation	LWF	2
9	9	Lesotho Badminton Association	LESBAD	2
10	10	Federation of Judo Lesotho	FEJULE	2
Olympic Sports				
11	1	Federation of Archery Lesotho	FARL	2
12	2	Federation of Gymnastics Lesotho	FGL	2
13	3	Lesotho Cricket Association	LCA	2
14	4	Lesotho Baseball & Softball Association	LBSA	2
15	5	Lesotho Football Association	LEFA	2
16	6	Lesotho Golf Union	LGU	2
17	7	Lesotho Lawn Tennis Association	LLTA	2
18	8	Lesotho Taekwondo Association	LTA	2
19	9	Lesotho Volleyball Association	LVA	2
20	10	Equestrian Association of Lesotho	EAL	2
Commonwealth Sports				
21	1	Lesotho Netball Association	LNA	2
Recognised Sports				
22	1	Chess Federation Lesotho	CFL	1
23	2	Federation of Dancesport Lesotho	FEDALE	1
24	3	Federation of Teqball Lesotho	FELTEQ	1
25	4	Lesotho Darts Association	LDA	1
26	5	Lesotho Cuesport Federation	LECUFE	1
Multi(School) Sports				
27	1	Lesotho Primary School Sports Association	LEPSSA	1
28	2	Lesotho Institutions Sports Association	LISA	1
29	3	Lesotho Universities & Colleges Sports Association	LUCSA	1
Undergoing Governance Process				
30	1	Lesotho Basketball Association	LBA	-
31	2	Federation of Handball Lesotho	FHL	-
Unrecognised				
32	1	Lesotho Boxing Association	LeBa	-



LNOC IMMEDIATE FAMILY MEMBERS PLACED INTERNATIONALLY



Mrs. Matlohang
MOILOA- RAMOQOPH

IOC Member
Member of OS Commission
Member ANOC Council

2nd Vice President ANOCA
Member ANOCA Zone VI
Member of Gender Equality Commission



Mr. Letsatsi
NTSIBOLANE

Vice President Admin
LNOC

Association of African National
Olympic Academies
Member



Dr. Makhetha
MOSOTHO

Hon Member and Director
Sports and Medical
Commission LNOC

Member of IBA Medical
and Anti-doping
Committee

Chair of IBA AfBC Medical
and Anti-doping Committee

Chair Legal of RADO Zone VI

Chair IBA AfBC Zone 4
Medical Commission

IBA Ringside Medical Doctor
and IBA International
Technical Official

Covid Event Medical
Manager

RADO Zone VI Country
Member Representative.



Mr. Morake
RALEAKA

Secretary General / CEO
LNOC

Sustainability Commission
ANOCA zone VI
Member





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