NEW FORMAT and NEW OPTIONS

A 25-YEAR HISTORY!

A CORPORATE AND SOCIALLY RESPONSIBLE EVENT

11 - 14 June of 2026

TROPHÉE DESMAN

Trophée DESMAN is a European event which gathers Corporate Teams in an international scope. Employees and colleagues of diverse companies unite in friendship and solidarity,

becoming team players for group challenges, with a variety of highly engaging sports and/or activities. It takes place in a pristine natural setting.

Since it began **25 years** ago, **Trophée DESMAN** has been creating strong relationships between people, employees and corporations.

Open to all of your employees. There are **various groups** and **sport levels** which make the challenges physically accessible for everyone. **The accommodations are very comfortable.**

*The **Desman of the Pyrenees** , a tiny mammal, strong **ecological symbol** that transcends borders: a **great inspiration** for our organisation and to act for **biodiversity,***

WHY TAKE PART?

- Increase **employee engagement, empower** your teams, promote **cooperation.**
- Develop **team building** and **cohesion,** cultivate the **feeling of belonging**
- Make lasting and meaningful **relationships** with other **companies.**
- Animate a healthy **group dynamic before, during** and **after** the gathering.
- Communicate a **positive company image** and promote your **CSR**.
- Motivate **new talent** to join your company.
- Bring the **benefits of sport** and its **values** into your company.

DELIGHT YOUR EMPLOYEES!

IN A PRISTINE NATURAL SETTING

EMPOWERMENT, COOPERATION, CONVERSATION

Participation in Trophée DESMAN is **an ideal solution** to:

- **Empower** your teams
- Strengthen **relationships**
- **Increase** employee **engagement**
- Organize and **motivate employees** as teams united **in community**
- Bring **partner organizations** and **clients** together through **joint participation**
- **Make** lasting and meaningful **relationships** with **other companies**
- Bring your **transnationals teams** together, creating **strong ties**

Participation in **Trophée DESMAN** causes team members to **come together**, **cooperate**, **trust** one another, and strategize, spontaneously leading to successful group problem-solving, **in an invigorating atmosphere**.

MANAGERIAL AND INTERNAL COMMUNICATIONS

CONSIDER THE FOLLOWING GOALS AS YOU ARE MAKING YOUR TEAMS:

- Sparking dialogue between **different offices**, **sites**, and **services**, (**interdepartmental** relationships).
- Bringing together employees **based** at a **geographical distance** from each other: **teleworkers, international** subsidiaries, regional **agencies**,...
- Bringing **company management** and **employees** closer together.
- **Integrating** new **hires.**
- **Boosting** team effort for **group projects.**
- **Training** or identifying new **leaders.**
- **Working better together.**

And **many** other **benefits** for HR based on **your own goals**.

PRIDE OF COMPANY

BELONGING

A POSITIVE, DYNAMIC COMPANY IMAGE

- **Your company shows up**. **Your teams** wear **your colors.**

- **Communicate** your team's **commitment** to:
  - implementing **Corporate Social Responsibility** and promoting **ethical** and **social concerns**.
  - spreading **company's employer brand** and attracting **new talent**
  - **prioritizing** engagement **in media** and in external relations.

Generating additional business – Forming partnerships

SAFETY FIRST

We **plan** contingencies for **different weather conditions.**

Very **precise instructions** are communicated beforehand to the teams.

Rescue units are present to ensure smooth operations.

The Organisation Committee mobilizes **skills** and **local partners** for Trophée DESMAN.

Participants have **peace of mind** while enjoying the activities.

25-year track record of leading this event has equipped us with the **experience** and **knowledge** necessary to make it **safe** and enjoyable for all participants

Acting for the Environment!

TROPHÉE DESMAN

Do you know the desman?

The **Desman of the Pyrenees** is a tiny mammal that **lives only in Pyrenees** Mountains.

You can't find it anywhere else. As it lives in the **purest waters** of the Pyrenees, this animal is considered as a strong ecological symbol. It ignores the borders men have traced between Andorra, France and Spain. It enjoys running through them.

What an emblem to **raise awareness** of respect of the **Environment** among the companies' people and to give to the Trophée DESMAN a genuine **international** character,

Support our Environmental Pledge!

We commit ourselves to being like the Desman. We are sensitive and attentive stewards of pristine waters, supporting activities that promote **conservation and respect of nature.**

By working for the Desman of the Pyrenees we are naturally acting in favor of **biodiversity.**

We ask participants **to adopt environmentally responsible behaviour**, to stay on marked paths as much as possible, to avoid walking in waterways and to minimize their noise impact...

to protect the tranquility of the Desman!

THE CHALLENGE

6 COMPETITIVE TEAMWORK EVENTS

- Trail / Orienteering hiking
- Running relay race
- Nautical Race
- Team building rally
- Photo contest
- Video contest

Participation in Trophée DESMAN is **accessible to all** of your employees

Competition events are designed with **different sport levels** and **different tracks to make** the challenge **physically accessible** for everyone

Separate **rankings** are organized for **each group level**

The general ranking is based on the total combined points from all of the competitive events

The team with the highest total points score wins (for each group level)

THE TEAMS

THE TEAMS

One team= 6 people= 5 participants + 1 assistant*

- **Each company** can register one or several **teams**
- Different companies can be on the **same team** together
- **Co-ed** or **all female teams** are given **bonus points** to ensure fair advantage
- Each team has a captain who carries out all leadership duties
- "Fans" may attend, though are not allowed to participate in their team's events

* The assistant **is able to replace** one of his/her teammates **if the team wishes to do so**

The assistant's role is **flexible** to meet the team's needs and could include supervising and/or coaching the team and coordinating **team logistics**, assisting the captain, driving/chauffeuring, reporting (blogging) on the outings, and representing the **company management**

INVEST IN YOUR TEAMS

Registration fee 2026 for each team:

2490 € HT* the equivalent of 138 € per person per day

before 30 April 2026, closing date for registrations

*HT = taxes not included

New format and new options for 2026 Gathering : accommodation (3 nights) and catering during the stay for the 6 teammates, are offered separately according to different options and are not included in the registration fee.

COUNT ON YOUR EMPLOYEES

To register one or several teams, there are 2 options :

payment of a deposit of 1000 € HT* for each registered team upon registration

and full payment of the balance before 30 April 2026

or

payment of the full registration price

*HT = taxes not included

You can **register** your teams

and set up the **composition** (name of the participants) of your teams **later** (May 2026)

PROVEN TRACK RECORD

The **Trophée DESMAN** program has **expanded every year**

Even though the main events take place in June 2026, we encourage you **to start the group dynamic and involve your teams as soon as possible.**

You can plan your participation in Trophée DESMAN from here and now,

motivate your employees, make one or more teams, begin animation and preparation, sure to reap the first benefits

Once you register, we will provide you with valuable tools to prepare for and get the most out of your Trophée DESMAN experience.

The sooner you begin the registration process, **the better.**

MAGIC PLACES

In the heart of the Pyrenees

Trophée DESMAN is organized in the Pyrenees, in Andorra, Spain and France,

Trophée DESMAN 2026 gathering will take place in the **Pyrenees of Ariège** (lands of the first gatherings) and will introduce to new ideal settings.

PYRÉNÉES ARIÉGEOISES
TOURISME

2026 GATHERING - SCHEDULE

Thursday 11 June

Reception of the teams (4 pm to 7 pm)

AX-LES-THERMES

Opening ceremony
Presentation of the companies (7 pm)

Friday 12 June

Trail / Orienteering Hike
VALLÉE D'ORLU

« Vivre Nature » event
Photographic contest during the trail/ hiking event
VALLÉE D'ORLU

Saturday 13 June

Running Relay race AX-LES-THERMES

Nautical race MERCUS - PAYS DE TARASCON

Videos transfer for the contest

Sunday 14 June

Team building rally AX 3 DOMAINES

Closing Ceremony AX-LES-THERMES
Announcement of the results
Celebration of the teams

Testimonies on LinkedIn

Eric Sarrat • 1er
Chef d'entreprise chez GT Logistics
2 h

les équipes GT Logistics sont revenues avec des étoiles dans les yeux, bravo Frédéric

Hervé Pouzac • 1er
senior consultant PLM
2 mois

It is difficult to share how the trophees desman is a great experience except if you had participate too. It builds a strong community inside your projects based on respects and good spirit on physical efforts where weaknesses are shared and not give up. I was a team member, a team coach and a volunteer several years... only great memories and crazy laugh. The sites are wonderfull and organisation is always on top for security, facilities, roadbook :). Do not hesitate to join the trophee desman, your projects and your team members will be boosted

Bertrand Girardeau • 1er
Managing director AEROSPACE & DEFENCE
1 j

Certains courraient et d'autres suivaient en moto 😉. En tout cas, ce genre d'épreuves sportives et humaines renforce les liens entre collègues et permet de découvrir ses collègues sous d'autres aspects. En plus des souvenirs inoubliables lors des différentes épreuves de nos nombreuses participations au trophée DESMAN, cela aura créé des liens qui vont bien au-delà d'une simple relation professionnelle. On s'en reparle encore souvent même des années plus tard. A faire sans la moindre hésitation!

Marta Carpena Ferreres • 1er
Executive Assistant to GSB Presses Procurement Director at HP

For sure, one of the best teambuilding a company can have...Impossible to erase from my mind my experience on this event for several years...

Jordi Serrano • 1er
Business Developer at BayWa r.e. Solar Systems S.L.U.
2 mois

Verdaderamente tengo unos grandes recuerdos de haber participado en más de una ocasión y con diferentes empresas del sector #fotovoltaico en este gran evento de naturaleza, competición y compañerismo. Lo recomiendo y espero poder volver a participar.

Karen Tippkoetter • 1er
Innovation & Communication Consultant

I had the chance to take part in 2 Desman trophy events and it's been a unique experience. Beautiful nature and a great team spirit not only within my own (transnational) team but also among all participants from different companies and countries. Highly recommend!! (modifié)

Federico Faggiano • 1er
Solution Architect at HPE Ezmeral
17 min •

People who became colleagues, colleagues that became friends, and friends who compete together as a #team!
Happy to have represented #HPE and fought side by side with you! 32Km of fun, laughs, and suffering surrounded by the beautiful mountains of Panticosa, but WE DID IT!

Michael Kirchgaessner • 1er
ENABLING YOU TO SHAPE A BETTER TOMORROW.
1 mois • Modifié •

June 2010: This was a breathtaking event, with motivated teams in beautiful nature in France and Spain, as well as challenging competitions that pushed us to our performance limits - no company event has ever left such a motivating impression on me! Thx to Airbus Cimpa and Trophée DESMAN. #airbus #cimpa #event #france #uk #spain #germany

Jorge de Diego Fernández • 1er
Inside Account Manager at HPE | Big Data Analytics at UEM
5 j •

Un grand merci à l'organisation du Trophée DESMAN, en particulier à Frédéric CRUELLS-CAPECE, pour avoir donné l'opportunité à Hewlett Packard Enterprise de participer à cette édition 2022 !

The DESMAN Trophy is a sports competition between teams of different companies that takes place in the magnificent surroundings of Lake Panticosa. There, we had the opportunity to compete in hiking, rowing, and running races, but the most important takeaway has been the team spirit and bonds created during these days.
Thank you to PATRICIA DELGADO and Filomena Bianco too, for all the effort you put into bringing HPE teams to this competition.
We will repeat!

TROPHÉE DESMAN

To request any information feel free to contact the organiser

E-mail : **contact@agathenor.com**

Trophée DESMAN is organized by:

agathenor

Créateur, promoteur et organisateur d'événements