

Private & Confidential

LAWN TENNIS ASSOCIATION LIMITED

Company number 07459469
(the “Company”)

Minutes of a meeting of the BOARD OF DIRECTORS of the Company (the “Board”) held on Tuesday 11 February 2025 at 8.30am in the Boardroom at the National Tennis Centre, 100 Priory Lane, Roehampton, SW15 5JQ

Present Bridie Amos, Rachel Baillache (by Teams), Sara Bennison, Sanjay Bhandari, Roy Colabawalla, Richard Cutler, Lord Davies of Abersoch, Anil Jhingan, Nigel Jordan, Scott Lloyd, Sandi Procter, Simon Steele and Sir David Tanner

In attendance Tom Gibbons (item 7.2), Matt Hatton (item 7.1), Georgina Land-Wilkins (minutes), Chris Pollard (item 7.1), Olly Scadgell (items 6 & 7.2), Kim Whitty (item 7.2) and Pamela Woodman (Company Secretary)

1. Welcome and Declarations of Interest

Lord Davies welcomed everyone to the meeting.

In accordance with section 177 of the Companies Act 2006, each director present confirmed that they had no direct or indirect interest in any of the business to be transacted at the meeting. Otherwise, the declarations of interest were as previously recorded, and directors were reminded to continue to declare any interest which may arise during the meeting at the appropriate time.

2. Minutes

The minutes of the meetings respectively held on 3 December 2024 and 21 January 2025 were each approved as a correct record.

3. Actions and Matters Arising

All matters arising were either complete or carried forward in line with the timings indicated in the Board pack.

4. CEO Executive Summary

A comprehensive summary had been included in the Board pack, which was taken as read, and Scott Lloyd provided various supplementary updates in the meeting:

Investment in facilities. Scott Lloyd noted that the parks project was coming to an end and reminded the Board that around £30 million had been invested into parks over the last 3 years, with a similar amount invested into club venues in the last 6 years.

Padel. Scott Lloyd noted the significant growth in padel and highlighted that, in seeking to enhance the profile of padel further, the LTA had become a sponsor of the AD/vantage padel team at the Hexagon Cup, which was a team in which Andy Murray had also invested.

Workforce. Scott Lloyd confirmed that satisfaction and engagement scores among coaches were growing and that the launch of the LTA coach and official hubs were a huge step forward in this area.

The Queen's Club Tournaments. Scott Lloyd updated the Board on ticket sales for the WTA event and noted that the ATP event available tickets had sold out.

4.1 2024 Progress Overview

The paper included in the Board pack was taken as read and Scott Lloyd reminded the Board that this overview was produced each year and was used for a variety of purposes, including the Chair's introduction in the finance and governance report.

4.2 2025 Business Dashboard

Scott Lloyd confirmed that the 2024 business dashboard included in the Board pack had been considered and approved by the Remuneration Committee. He noted that any new or significantly changed metrics had been highlighted in red and provided the Board with more detail on a number of them.

There was a short discussion on the perception of padel a few years on, and the development of padel over that time. Scott Lloyd noted that clubs see the overlap of tennis and padel bringing benefits, including the social side of padel bringing new life to some clubs.

5. Finance Matters

5.1 Finance Report

The Board had received a report from Simon Steele in the Board pack covering finance, legal and LTA Tennis Foundation ("**LTA TF**"), which was taken as read.

The Board was reminded that the draft finance and governance report would be considered by the Audit Committee on 19 March 2025 and would be referred to the Board for approval on 2 April 2025.

5.2 Management Accounts

These had been included in the Board pack and were taken as read.

6. Safeguarding and Anti-Doping Report

[Olly Scadgell joined the meeting]

The paper included in the Board pack was taken as read.

The Board was notified that UK Anti-Doping Limited ("UKAD") would be conducting an assurance review, with a meeting due to take place at the National Tennis Centre on 30 April 2025. It was noted that the annual anti-doping report would be presented to the Board at its meeting on 29 April 2025 and it was agreed that more detailed information would be provided on the types of safeguarding cases considered by the LTA.

[Olly Scadgell left the meeting]

7. Key Business Areas

7.1 Digital Transformation Update

[Chris Pollard & Matt Hatton, Head of Digital Transformation and Technology, joined the meeting]

The presentation slides provided as part of the Board pack were taken as read.

Matt Hatton provided an update on the digital transformation journey so far, including the evolution of internal digital capabilities and digital products. He outlined the 2025 priorities.

Matt Hatton responded to various questions and comments from the Board.

Chris Pollard showed the Board the new advertisement for the WTA event at The Queen's Club, which was well received.

[Chris Pollard & Matt Hatton left the meeting]

7.2 LTA Youth Review and Plan

[Olly Scadgell, Tom Gibbons, Head of Programme and Property Strategy and Foundation Development, & Kim Whitty, Assistant Brand Marketing Manager, joined the meeting]

Tom Gibbons provided a brief history and overview of LTA Youth and updated the Board on the numbers of children participating. He explained that, as a matter of good practice, a review of LTA Youth had been undertaken, given that three years had passed since its launch. He summarised the findings of the review and noted that the resulting strategic plan for LTA Youth for 2025-2029 had been included in the Board pack.

There was a discussion around the Hartley's Jelly sponsorship of LTA Youth and the planned activation.

[Olly Scadgell, Tom Gibbons and Kim Whitty left the meeting]

8. Reports for noting

8.1 Business Update

The paper included in the Board pack was noted.

8.2 Inclusion Update

The paper included in the Board pack was noted.

8.3 DTAG Update

The update provided in the Board pack was noted.

The Board approved Sandi Procter as the temporary lead for the Volunteer Engagement & Support workstream due to ill health of the current lead.

The Board considered the proposed workstream topics and approved the specific objectives for each of the 8 workstreams.

The Board noted the composition of each DTAG workstream.

8.4 International Report

The paper included in the Board pack was taken as read.

The Board was informed that the ITF had introduced its transgender policy, which was based around testosterone suppression, and that this could be accessed on its website.

8.5 Draft Agenda for February Council Meeting

The draft agenda included in the Board pack was noted.

8.6 Health & Safety Update

The minutes of the LTA health and safety group meeting on 27 November 2024, which were included in the Board pack, were noted. It was highlighted that the usual quarterly report would be provided at the Board meeting on 29 April 2025.

9. Verbal updates from LTA Board Standing Committees

9.1 Remuneration Committee

Sara Bennison noted that most of the relevant Remuneration Committee matters had already been covered during the Board meeting but also noted that the Remuneration Committee had approved the bonus, as well as the pay rise and objectives.

9.2 Audit Committee

Rachel Baillache noted that all relevant Audit Committee matters had already been covered during the Board meeting.

9.3 Nomination Committee - Meritorious Service Awards (“MSAs”)

After discussion and, upon the recommendation of the Nomination Committee, the Board approved the award of a Meritorious Service Award to each of the following:

	Nominee name	Area / organisation
1	Bridget Naidu	Northamptonshire
2	Mike McBrien	Lancashire
3	Alan Keenan	Hampshire and IOW/UKAF
4	Richard Henshaw	Dorset
5	Steven Law	Suffolk
6	Rick Britton	Nottinghamshire
7	Joy Robinson	Cumbria
8	John Hilton	Cheshire

9	Sherrie Meaking	Warwickshire
10	Lesley Cundy	Berkshire
11	Christine Greenwood	Sussex

The Board agreed that MSAs were not an appropriate award for past presidents and so nominations of past presidents would not be considered.

10. Minutes for Noting

The Board noted the minutes of the meetings of the Council on 2 October 2024 (in draft), LTA Tennis Foundation on 16 October 2024 and the AELTC joint finance committee on 12 December 2024 (in draft), all of which had been included in the Board pack.

11. Corporate Governance – Amendment of Articles of Association of LTA Operations Limited

A comprehensive paper had been included in the Board pack, which was noted. After discussion, the Board (on behalf of the Company, as the sole shareholder in LTA Operations Limited):

- a. approved the passing by the Company of:
 - i. the special resolution in the terms set out in Appendix 4 to the paper (“**Written Special Resolution**”) to approve the adoption of the articles of association set out in Appendix 3 to the paper as the articles of association of LTA Operations Limited with effect from Wednesday 12 February 2025; and
 - ii. an ordinary resolution in the terms set out in Appendix 5 to the paper (“**Written Ordinary Resolution**”) to approve the authorisation of any direct or indirect interest of each of Scott Lloyd and Simon Steele that conflicts, or possibly may conflict, with the interests of LTA Operations Limited as a result of their holding office as a director of other companies in the LTA group;
- b. authorised any one of the directors of the Company to sign the Written Special Resolution and the Written Ordinary Resolution for and on behalf of the Company (as shareholder of LTA Operations Limited).

12. Any Other Business

The Board was notified that the process to recruit a new Chair to succeed Lord Davies was ongoing, and that an update would be provided in due course.

There being no further business the meeting closed.

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Chair