

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 29 April 2025 at 08.30am in the Boardroom at the National Tennis Centre, 100 Priory Lane, Roehampton, SW15 5JQ

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

Apologies Rachel Baillache

In attendance Jon Hughes (item 8.2), David Humphrey (item 7), William Jackson (observing), Georgina Land-Wilkins (minutes), Jenny McAneny-Vincent (item 8.1), Richard Nunn (item 7), Oly Scadgell (items 7 and 8), Vicky Williams (item 8.2) and Pamela Woodman (Company Secretary)

1. Welcome and Declaration of Interests

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. To confirm the minutes of the meetings held on 11 February 2025, 17 March 2025 and 2 April 2025

The minutes of the meeting held on 11 February 2025 were approved as a correct record. The minutes of the meeting held on 17 March 2025 were approved. The minutes of the meeting held on 2 April 2025 were approved.

3. Actions and Matters Arising

Otherwise, all matters arising were either complete or would be covered during this meeting.

4. AELTC

The paper included in the Board pack was taken as read. Lord Davies updated the Board on the recent meeting which he and Rachel Baillache had with Debbie Jevans and Bruce Weatherill.

[Sara Bennison left the meeting]

5. 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:

Padel participation. Scott Lloyd noted that there was now sufficient volume of data to add padel into the LTA's own participation tracking and highlighted a significant increase in annual participation.

Active Lives survey. Scott Lloyd noted that the report had been published since the Board pack was circulated and that tennis was the main "traditional" sport showing growth in participation in the relevant period.

Coach engagement. Scott referenced the highest score ever recorded at 78% which he referenced as a testament to the digital investment in coach hub.

Corporate communications. Scott Lloyd updated the Board on his Select Committee appearance and the All Party Parliamentary Group dinner, followed by the LTA's first public positioning of the indoor covered court proposition to government that appeared in The Times during the same week.

Local authority initiatives. Scott Lloyd informed the Board of a new initiative with the Greater London Authority ("GLA")

Players. There was a short discussion around player availability for Davis Cup and Billie Jean King Cup and the Board was reminded that the LTA provided players with world leading support.

Professional Tennis Players Association (PTPA) claim. The Board discussed the claim and the background to and stated basis for it, but noted that the LTA was not directly involved.

2025 Business Dashboard. It was noted that this was in good shape to Q1.

Update on court stock. Scott updated the Board on the LTA investment in park courts.

Pickleball. There was a discussion around the challenges facing LTA registered venues which were trying to accommodate pickleball in relation to the additional lines required on tennis courts (and the colour of those lines). It was noted that the LTA was trying to support those venues but was not responsible for pickleball.

6. Finance Matters

6.1 Finance Report

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

6.2 Management Accounts

The management accounts for March 2025 were noted.

6.3 Risk Register

Simon Steele presented the risk register to the Board for discussion, highlighted the changes made and noted that the Audit Committee had reviewed the full register.

6.4 2024 Finance & Governance Report

Simon Steele noted that two versions of the LTA group's 2024 Finance & Governance Report ("F&G Report") had been provided in the pack, namely the text only version (updated to take account of the comments previously made by the Board, including before and at its meeting on 2 April 2025) which would be submitted to Companies House and the full "glossy" version, which would be the document uploaded onto the LTA website.

After discussion, the Board (a) approved the text only version of the F&G Report (comprising the financial statements of the Company and the financial statements of the Company and its subsidiaries (LTA Group) for the year ended 31 December 2024), as attached in Appendix 1 to the paper; (b) approved the full "glossy" version of the F&G Report for the year ended 31 December 2024, as attached in Appendix 2 to the paper; and (c) approved the management representation letter from the directors of the Company to the auditors (PriceWaterhouseCoopers LLP) in respect of the Company and the LTA Group for the year ended 31 December 2024, in the terms of the draft attached as Appendix 3 to the paper.

Lord Davies, Scott Lloyd and Simon Steele confirmed that they would sign the relevant sections of the F&G Report and then confirm their approvals to the auditors.

6.5 LTA Tennis Foundation 2024 Annual Review

The LTA Tennis Foundation 2024 Annual Report and Financial Statements had been shared with the Board for information only and it was noted that approval from the LTA Tennis Foundation trustees would be sought at their meeting on 30 April 2025.

It was suggested that consideration should be given to how some of the achievements within the report should be shared more broadly as there were some amazing stories. It was also noted that the LTA Tennis Foundation Parliamentary Reception would take place on 6 May 2025.

7. Safeguarding & Integrity

[Olly Scadgell, David Humphrey & Richard Nunn joined the meeting]

7.1 Safeguarding Report (including case analysis)

Ahead of this session starting, Lord Davies thanked Dave Humphrey and the team and highlighted the progress made as extraordinary. He referenced the position being quite different when he had first joined the Board in 2018 and that the journey had been significant, referencing the LTA as now being a leader in the safeguarding field. Olly Scadgell thanked Lord Davies and the Board for the support of their work which had been recognised by Sport England.

The paper provided in the Board pack was taken as read. Dave Humphrey noted that this would be an extended session to include a cross-sport case analysis, as requested by the Board. The Board was updated on the forthcoming Child Protection in Sport Unit annual inspection.

Dave Humphrey noted that there had been an upward trend in lower-level code of conduct matters being reported. He thought that this may be as a result of increased awareness and that this was positive in preventing more serious abuse before it starts. He noted that this experience was also reflected in other sports.

7.2 Anti-Doping Update

The paper provided in the Board pack was taken as read and Richard Nunn informed the Board of the UK Anti-Doping (“UKAD”) assurance review meeting taking place on 30 April 2025 at the National Tennis Centre, with Sir David Tanner representing the Board as part of the review process.

In light of recent high profile doping cases in tennis globally across the last year or so, Richard Nunn confirmed that he had met with the Performance team to discuss the LTA’s practices and noted that players were educated regularly. Richard Nunn confirmed that all the LTA top players were tested regularly through the International Tennis Integrity Agency (“ITIA”) programme, and it was recommended that the LTA’s funding for the testing of the lower ranked and younger up-and-coming players (who were not subject to the testing through the ITIA programme) be maintained for 2026. This was agreed by the Board. He highlighted the media attention around several cases for which the ITIA had received some critique.

[Dave Humphrey and Richard Nunn left the meeting]

Key Business Areas

[Jenny McAneny-Vincent joined the meeting]

7.3 Competition Review and Plan

Olly Scadgell prefaced this section by highlighting that competition was a participation retention tool, supporting both the grass roots and performance levels of the sport.

Jenny McAneny Vincent provided the Board with an overview of the review and the process undergone to build the plan, and presented the slides that were shared in the Board pack.

There was a request that a “Connect” webinar be provided on the competition review and plan.

[Jenny McAneny-Vincent left the meeting]

7.4 Equity, Diversity and Inclusion (“EDI”) Plan

[Jon Hughes and Vicky Williams joined the meeting]

The paper included in the Board pack was taken as read. Vicky Williams explained that the new EDI plan was intended to build on, and be an evolution of, the first plan which was approved in 2021. In developing the new EDI plan, Vicky Williams noted that they had been conscious of the changing landscape on EDI both nationally and internationally.

Lord Davies thanked Vicky Williams, Jon Hughes and the team for the excellent work that had been carried out to build the plan which was shared in draft and noted during the meeting.

The paper provided in the Board pack in relation to the Supreme Court decision in the *For Women Scotland Ltd. V The Scottish Ministers* case was noted.

[Jon Hughes, Olly Scadgell and Vicky Williams left the meeting]

8. Reports for noting

8.1 Business Update

The paper included in the Board pack was noted.

8.2 Inclusion Update

This had been covered earlier in the meeting.

8.3 DTAG Update

The update provided in the Board pack was noted. Nigel Jordan highlighted that two of the objectives were time critical and that it was difficult to limit some of the objectives to 12 month periods of time as they were longer term value adding initiatives.

8.4 International Report

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

8.5 Draft Agenda for May Council Meeting

The draft agenda included in the Board pack was noted.

8.6 Health & Safety Quarterly Report

The report included in the Board pack was noted. Simon Steele confirmed that the executive team had recently completed both the Institution of Occupational Safety and Health's "leading safely" training and competition law compliance training with Bird and Bird. He noted that a competition law compliance training for the wider employee base would also be provided.

9. Verbal updates from LTA Board Standing Committees

9.1 Nomination Committee

Lord Davies noted that there were no relevant Nomination Committee matters to be raised.

9.2 Audit Committee

Rachel Baillache noted that all relevant Audit Committee matters had been raised earlier in the meeting, namely the F&G Report, the risk register and insurance for rain delays / cancellations.

9.3 Remuneration Committee

There were no relevant Remuneration Committee matters to be raised.

10. Minutes for Noting

The Board noted the minutes of the meetings of the Council on 11 December 2024, the LTA Tennis Foundation on 29 January (in draft), the Audit Committee on 19 November 2024, the AELTC joint finance committee on 13 March 2025 (in draft) and the AELTC professional tennis committee on 19 February 2025.

11. Corporate Governance

11.1 Matters Reserved to the Board

11.1.1 Group Simplification – Voluntary Winding Up / Striking Off

The paper included in the Board pack was taken as read. Pamela Woodman explained that this matter was coming to the Board because any changes to the LTA Group structure were a matter reserved to the Board in terms of the Company's articles of association.

After due consideration, the Board (a) noted the previous approval given (in December 2023) regarding the winding up / dissolution of Local Tennis Leagues Limited, (b) approved the winding up / striking off / dissolution of LTA Events Limited, Tennis GB Limited, The Tennis Foundation (Legacy) and The Lawn Tennis Association (unincorporated association), as a matter reserved to the Board in respect of any entity in the LTA group; and (c) delegated authority to any one of Scott Lloyd and Simon Steele (acting individually) to do any matter or thing, or sign or enter into any document or contract, by or on behalf of the Company, which may be required in order to give effect to the foregoing approvals.

It was also noted that approvals from the shareholders and directors of the relevant entities, and/or the trustees of the unincorporated association, would still be required in addition to any reserved matter approval given by the Board.

11.1.2 Update on Use of Delegated Authority for Major Events Contracts 2025

The Board noted the details of the deals signed under the delegated authority as set out in the paper included as part of the Board pack.

12. Any Other Business

The Board discussed the recent LTA Awards ceremony and provided very positive feedback. The team responsible for running the awards was congratulated.

The Board was reminded that the F&G Report would not become public until after the annual general meeting on 21 May 2025.

It was confirmed that Olga Morozova would be honoured in some way during the WTA Queen's Club tournament and that she had been involved in the design of the new trophy.

There being no further business, the meeting closed at 12.50pm.

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Chair