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 16 June 2026 at 9.00am by Teams videoconference call

Present Bridie Amos, Rachel Baillache, Sara Bennison, Yasmin Clarke, Roy Colabawalla, Malgorzata Grzyb, William Jackson (Chair), Anil Jhingan, Scott Lloyd, Simon Steele, Sir David Tanner and Julie Wych

In attendance Michael Bourne, Jon Hughes (items 1 to 3), Georgina Land-Wilkins, Caroline Lepetit (item 5), Chris Pollard, Olly Scadgell, Vicky Williams (items 1 to 3), Ben Wiseman and Pamela Woodman (Company Secretary)

1. Welcome and Declaration of Interests

William Jackson 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 noted, and directors were reminded to continue to declare any interest which may arise during the meeting at the appropriate time.

2. HSBC Championships, The Queen's Club - Update

Scott Lloyd and Chris Pollard provided an update with regard to the WTA tournament's ticket sales, hospitality, venue set-up, tournament operations, the brand exposure for sponsors and digital visibility. The Board was reminded that rain delays and cancellations were self-insured. It was noted that there had been one day so far when there was no play.

3. Transgender and Non-Binary Individuals Policy Update

The detailed paper included in the Board pack was taken as read. Scott Lloyd introduced this item of business by noting that the existing policy (which was approved by the Board and announced in 2024) was the result of very thorough work across approximately 2 years. Vicky Williams provided the background to the existing policy and noted that the main changes which were proposed to be made were outlined in the paper.

Jon Hughes noted that the two main developments since the existing policy was published were: the Supreme Court's judgement in the *For Women (Scotland) Ltd* case; and the Secretary of State had laid before Parliament the draft *"Code of Practice for Services, Public Functions and Associations"* from the Equality and Human Rights Commission ("EHRC") – the statutory body which provides advice and guidance as part of its role as the official regulator of the Equality Act 2010.

Jon Hughes noted it was recommended that the existing policy be updated accordingly.

Jon Hughes noted that the primary change required to the existing policy was to move the level at which the existing restrictions applied, so removing the concepts of "Specified Competition" and "Unspecified Competition" and introducing a concept of "Structured Competition" which would include intra-club competitions and, based on an interpretation of what is meant by "competitive sport", a competition which has a consequence (for example, on World Tennis Number ratings) or in which a player does not choose who they play.

Jon Hughes explained that the other main change would be to the guidance for venues in relation to the use of single sex spaces, including changing rooms and gendered sessions. He noted that, in the updated guidance, it was proposed that level-based play, rather than gender-based play, would be encouraged.

The Board discussed the proposals and were supportive of the approach proposed in principle. It was agreed that the draft of the updated policy was to be referred back to the Board for approval in due course. It was also agreed that a working group would be set up to work through the various practical implementation considerations, involving Roy Colabawalla, Vicky Williams and Jon Hughes as a minimum.

Scott Lloyd reminded the Board that the draft code of practice was still going through the parliamentary process and so was not yet final.

[Jon Hughes and Vicky Williams left the meeting]

4. Grass Court Season Briefing

The briefing included in the Board pack was taken as read. Ben Wiseman updated the Board on the key topics that had arisen so far and so might be raised with Board members during the season. Ben Wiseman agreed to keep the Board updated as soon as possible on any relevant potential news stories of which the LTA became aware during the course of the season.

5. Summer Marketing Campaign Preview

[Caroline Lepetit joined the meeting]

Caroline Lepetit presented to the Board on the summer marketing campaign, including the tagline “Fancy a knock about”, the behavioural change theory behind the campaign, and the involvement of Stacey Solomon and Joe Swash in the campaign video. The Board were shown the campaign video.

[Caroline Lepetit left the meeting]

6. Any Other Business

Independent Non-executive Director (“INED”) Recruitment

William Jackson noted that, over the next year and a half, a few of the existing INEDs would reach the end of their terms of appointment. He informed the Board that Vicky Williams had started work on the recruitment process for some new INEDs.

There being no further business, the meeting closed.

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Chair