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 3 March 2026 at 8.30am in the Boardroom, National Tennis Centre, 100 Priory Lane, Roehampton, SW15 5JQ

Present	Bridie Amos, Sara Bennison, Yasmin Clarke, Roy Colabawalla, Malgorzata Grzyb, William Jackson (Chair), Anil Jhingan, Scott Lloyd, Simon Steele, Sir David Tanner and Julie Wych
Apologies	Rachel Baillache
In attendance	Georgina Land-Wilkins (minutes), Dave Humphrey (item 6), Chris Pollard (item 7), Olly Scadgell (items 6 & 7), and Pamela Woodman (Company Secretary)

1. Welcome and Declaration of Interests

William Jackson welcomed everyone to the meeting and in particular Yasmin Clarke, Malgorzata Grzyb and Julie Wych who were attending their first in person Board meeting. Apologies had been received from Rachel Baillache.

It was noted that none of the directors had any direct or indirect interest in any of the business to be transacted at the meeting.

2. Minutes

The minutes of the meetings held on 27 November 2025, 20 January 2026 and 12 February 2026 were each approved as a correct record.

3. Actions and Matters Arising

The actions and matters arising were summarised.

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:

Digital / tech projects. Scott Lloyd confirmed that investment had continued over the last few years and that work has been done with Deloitte in respect of the LTA's AI strategy which will be presented to the Board at the next meeting. The Board were advised that various use cases were now being explored.

Parks. Scott Lloyd confirmed that park bookings over January and February 2026 have held up year on year despite the weather.

Officials. Scott Lloyd noted the likelihood that all LTA tournaments will now have electric line calling (ELC).

Performance.

- Scott Lloyd referred to the additional investment made into the performance pathway and that it was assisting in keeping more players aged 14-18 on programme.
- Scott Lloyd referenced the larger number of players than ever before in the Australian Open and there followed a discussion around the expected performance of players during the Summer.

National Tennis Centre. Scott Lloyd provided an update on the history of the NTC from January 2018 and its growth in usage since then. The Board were asked to be prepared to consider investment in this area.

Participation. Scott Lloyd confirmed there would be a deeper dive on participation at one of the scheduled Board calls. In response to a question from William Jackson, Scott Lloyd reminded the Board of the all-time high participation level in 2025 and that recreational participation is expected to range between 5 and 6 million. There followed a discussion around the growth of all sports post-Covid, and it was noted that the Parks infrastructure is critical in respect of encouraging participation growth.

People matters. Further to Scott Lloyd's business update (item 8.1) in respect of the Board's responsibility re sexual harassment, Sara Bennison requested the Board look more closely at the new guidelines to understand what the responsibilities are as there has been a big shift in expectation. Scott noted that Vicky Williams would provide a more detailed paper for Board information.

4.1 2025 Progress Overview

This was included in the Board pack.

4.2 2026 Business Dashboard

The January dashboard was included in the Board pack and Scott Lloyd confirmed that the Executive team tracked many of these metrics weekly with nothing to draw out at this stage.

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, which was taken as read.

Simon Steele noted that the Finance & Governance report would require final Board approval at the April Board meeting and that the LTA Tennis Foundation website relaunch was progressing.

5.1.1 Management Accounts

The management accounts for December 2025 were noted.

[Olly Scadgell and Dave Humphrey joined the meeting]

6. Safeguarding & Integrity

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

Dave Humphrey noted the good indication of a significant increase in awareness.

He provided a real live case study of an example of improved awareness. He noted encouraging data around support visits.

In respect of anti-doping, Dave Humphrey confirmed that everything had been submitted to achieve UKAD recognition for this year and confirmation is currently awaited.

Dave Humphrey referenced the Padel action plan (appendix B in the Board papers). The Board were informed that dedicated padel venues have been identified for safeguarding registration and support.

Sir David Tanner thanked Dave Humprhey for his continued support in this important area and highlighted the importance of this agenda item and where it sits on the agenda.

William Jackson concluded the session by referencing keeping children and adults safe as the LTA's number one priority.

[Dave Humphrey left the meeting]
[Chris Pollard joined the meeting]

7. Key Business Areas

7.1 Padel update

Scott Lloyd reminded the Board of the engagement with OC&C to assess the padel sector and the 3 areas of focus noted below.

- **CITCs**.
  Scott Lloyd confirmed that, of the network of 92 CITCs, some have been at risk of being converted for other use and specifically 3 CITCs were considering some conversion from tennis to padel courts last year which were paused. Scott Lloyd noted the report was a very early desk top indication and no modelling had yet taken place. He highlighted the interdependency with the covered court proposal.

  The Board were notified that the delivery team have been working with local authorities on the demand for padel geographically.

  There was a discussion around LTA involvement as the NGB.

  The Board provided approval to explore the approach further.

- **Digital**
  Deloitte's response to our brief for the review of the digital ecosystem for padel was included in the Board pack.

  The Board confirmed their support of this targeted consultancy project.

- **Events**
  Scott Lloyd provided the Board with an overview of the padel oriented competitions, events and the volume of different leagues that are being established.

7.2 Covered court proposal update

The paper included in the Board pack was taken as read and a short verbal update was provided. It was confirmed that we continue to lobby DCMS. The Board were updated on the two processes that are running in parallel: 1) submission of potential sites in the DCMS target locations and 2) working up 40 stage 1 investment cases to demonstrate the opportunity for accelerated investment across the UK.

[Chris Pollard and Olly Scadgell 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 with specific reference to participation growth within disabled tennis being encouraging.

8.3 DTAG Update

The paper included in the Board pack was noted. Malgorzata Grzyb confirmed that the workstream composition had been agreed along with their measurable outcomes. She highlighted the county cup review in respect of ensuring it is fit for purpose across the board, ie age, location and season.

8.4 International Report

The paper included in the Board pack was noted and Scott Lloyd referenced the ITF's consideration for admittance of Russian and Belarusian teams.

8.5 Agenda for 4 March 2026 Council Meeting

The draft agenda included in the Board pack was noted.

8.6 Health & Safety Update

The quarterly report for February 2026 which had been included in the Board pack was noted.

9. Verbal Updates from LTA Board Standing Committees

9.1 Remuneration Committee

Thanks were given to Sara Bennison and Vicky Williams for their work and Sara confirmed the Committee's approval of the business objectives for 2026.

9.2 Audit Committee

It was noted that an Audit Committee meeting had not taken place since the last Board meeting and so there was no update. The Board was informed that the next Audit Committee meeting was scheduled for two weeks hence.

9.3 Nomination Committee

William Jackson confirmed that the Nomination Committee had met and dealt with the following matters.

9.3.1 LTA Board Standing Committees

The paper included in the Board pack was taken as read. Upon the recommendation of the Nomination Committee, the Board (a) temporarily waived the nine-year limit in the Audit Committee's terms of reference (rather than changing the terms of reference) with regard to the appointment of David Rawlinson for 2026 as a co-opted member of the Audit Committee for financial experience, and (b) approved that the following individuals be (re-)appointed to the respective Board Standing Committees noted below from 1 January 2026:

Audit Committee: Rachel Baillache (chair) and Malgorzata Grzyb, with David Rawlinson as a co-optee

Nomination Committee: William Jackson (chair), Rachel Baillache, Sir David Tanner, Roy Colabawalla and Bridie Amos

Remuneration Committee: Sara Bennison (chair), William Jackson, Anil Jhingan and Roy Colabawalla

9.3.2 Meritorious Service Awards

Upon the recommendation of the Nomination Committee, the Board approved that a Meritorious Service Award should be made to each of the following:

Name	County
Janet Jamieson	Buckinghamshire
Barbara Bloor	Cheshire
Pam Burrage	Hertfordshire
Brian Walton	Isle of Man
Les Atkinson	Lancashire
Margaret Cobb	Nottinghamshire

10. Minutes for Noting

The Board noted the minutes of the meetings of Council meetings on 1 October 2025 and 10 December 2025 (in draft), of the LTA Tennis Foundation meetings on 15 October 2025 and 1 December 2025, of the LTA Audit Committee on 9 October 2025 and of the Joint Finance Committee on 2 October 2025 (in draft).

11. Corporate Governance

11.1 LTA Disciplinary Code

The paper included in the Board pack was taken as read. The Board approved, with effect from 1 April 2026, the LTA Disciplinary Code in the terms set out in Appendix 1 to the paper, subject to any amendments which may be requested by UKAD and which are approved jointly by Scott Lloyd and Sir David Tanner.

11.2 Delegation of authority

The paper included in the Board pack was taken as read. The Board approved the delegation of authority to sign on behalf of Lawn Tennis Association Limited as set out in the “Colleague Briefing Note” forming Appendix 1 to the paper.

12. Closed session

Georgina Land-Wilkins, Simon Steele and Pamela Woodman left the meeting and William Jackson held a closed session of the Board.

There being no further business, the meeting closed.

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Chair