



AGENDA

Cancun, Mexico



24 SEPTEMBER 2023

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AGM AGENDA

1. OPENING ADDRESS FROM THE PRESIDENT

ESTABLISHMENT OF A QUORUM – ARTICLE 18(b)

The quorum shall be one half of the Class B Members or any number of Class B Members holding, in aggregate, at least half of the Class B Shares, but a vote may be taken even if at any time some of the Class B Member delegates comprising a quorum have left the conference hall.

APOLOGIES FOR ABSENCE

APPOINTMENT OF A PARLIAMENTARIAN

The Board of Directors will appoint a Parliamentarian for the duration of the 2023 Meeting.

ELECTION OF SCRUTINEERS – ARTICLE 18(f)

APPROVAL OF THE MINUTES – ARTICLE 14(b)(i)

To approve the minutes of the previous Annual General Meeting:

[Click here to access the 2022 AGM Draft Minutes.](#)

OBITUARIES

2. FINANCE

REPORT BY THE CHAIRMAN OF THE FINANCE COMMITTEE TO ALL NATIONAL ASSOCIATIONS ON THE FINANCIAL STATEMENTS FOR 2022

The consolidated financial statements of the ITF make a distinction between Operating Activities, Strategic Activities and Investing Activities. Operating Activities represent the ongoing activities of the ITF as distinct from Strategic Activities which represent expenditure on discrete projects aimed specifically at delivering the objectives of ITF2024. Investing Activities represent the performance of the investment portfolios which underpin the ITF reserves.

The enclosed financial report documents the 2022 result, as detailed in the financial statements which accompany the ITF Annual Report, with comparisons to the 2022 Mid-Year Review, this being the latest 2022 forecast presented to the previous AGM.

This report is provided in conjunction with the Annual Report and Accounts and the Consolidated Financial Statements, which give further details of the performance as well as other information such as Cash Flow and Balance Sheet. These Financial Statements are published on the ITF website along with supplementary financial information aimed at providing comprehensive disclosure of the financial activities of the ITF as a whole.

In addition to historical information, this financial summary gives information on the budget for 2023 as approved by the Board in November 2022.

Further information incorporating the financial impact of the recently announced BJK Cup Joint Venture, including the 2023 Mid-year review and 2024 Outlook will be given in the Finance Update Session of the AGM.

2022 RESULTS SUMMARY

The financial result for 2022 reflects a year of recovery with our flagship competitions restored to annual schedules, the ITF World Tennis Tour achieving pre-pandemic numbers of tournaments and matches, and income increased to over \$112m which is above the total in 2019 before the pandemic.

Consequently, the operating result before strategic initiatives was a surplus of \$5.5m, which allowed the investment in strategic projects of \$3.0m to be fully funded by operating surpluses, with an operating surplus after strategic projects of \$2.5m.

The ITF investment portfolio mirrored the results of global markets which fell, making gross investment losses of \$4.7m. Combined with management fees of \$0.3m, this resulted in the \$2.5m operating surplus after strategic projects becoming a \$2.5m total deficit.

Compounding this, the annual revaluation of the ITF's cash flow hedges caused a further \$1.7m loss giving a total reduction of reserves for the year of \$4.2m. Despite this, reserves remained healthy at over \$40m at the end of the year.

Operating Result

The 2022 operating result improved by \$2.4m compared to the Mid-Year Review, which was the latest forecast presented to the AGM. This is split between an improvement in operating income of \$0.5m and savings in operating expenditure of \$1.8m.

Please note that a reclassification of the extraordinary income received for the termination of the 2020-21 Billie Jean King Cup Finals agreement which, with the agreement of the auditors, has now been recognised as operating income in 2022.

Operating income has increased with the title sponsorship for the Billie Jean King Cup by Gainbridge, in addition to the new apparel sponsor Tory Burch, and continued support from Magellan and Microsoft. Gainbridge sponsorship paid in 2022 exceeded the payment made to BNP Paribas to release them from their sponsorship contract for the Billie Jean King Cup Finals and also provided funding to increase player prize money as detailed below.

Data Sales income reflected the first year of the extended contract with Sportradar. Total income recognised is lower than the amount estimated in the Mid-Year Review by \$0.6m, as revenues are no longer fixed but depend on the number of matches live scored and the fee per match changes with the percentage of qualifiers and the month in which the matches occur. While actual income is underbudget for the year, this is partly due to the 2022 final true-up being delayed between the ITF and Sportradar and an expected additional income amount will be included in 2023 for this.

Total Operating Expenditure in 2022 was \$106.8m, representing net savings of \$1.8m against the Mid-Year Review.

As discussed above, Billie Jean King Cup player prize money was increased by \$0.9m against the Mid-Year budget, specifically funded by the increased income from Gainbridge title sponsorship.

Since 2021, Data Sales payments are 50% of prize money for all \$25,000 tournaments and above, with 80% of these distributions being made in advance. A record level of distributions was made to nations at \$10.8m as well as Balanced Calendar Fund grants of \$1.25m discussed in the Strategic Projects section below. While Data Sales income is variable, the ITF has fixed distribution levels and is paying in advance to support nations holding tournaments around the world. In 2022, 1,059 tournaments were held in 65 countries with over 80,000 men's and women's matches played in both main draw and qualifying. We see significant growth opportunity in Data Sales as we are in the market with these rights for 2025 and beyond.

The ITF is still having to rigorously control costs to maintain the long-term financial stability of the organisation and allow for the continued investment in strategic projects. Savings have been made compared to the Mid-Year Review in almost all departments (Development, Presidential, Communications, IT, Integrity, Science & Technical, and Finance & Administration) as well as staff cost savings.

Foreign exchange movements, particularly between USD and GBP, have caused a gain of \$0.3m in the year.

Strategic Projects

Strategic projects represent expenditure aimed specifically at delivering the objectives of ITF2024 and therefore not considered as ongoing activities. Strategic projects totalled \$3.0m in 2022, of which \$0.3m represents the final tranche of depreciation on previously capitalised IT projects such as the improved IPIN system and ITFTennis.com website. \$1.4m represents continued Development department costs of the World Tennis Number Project, a key project which will give our member nations the means to identify players and grow participation levels, while also providing meaningful ratings to recreational and professional players alike.

Spending on the World Tennis Number project allows the ITF to claim a UK Tax benefit, however in 2022 as, excluding this investment, an operating surplus was made, this results in tax losses carried forward rather than a direct Tax rebate having been paid as in previous years.

The final \$1.25m relates to the Balanced Calendar Fund, as approved by the Board in 2021 to provide grants and other incentives to increase the quantity, diversity of locations and prize money

levels of the ITF World Tennis Tour tournaments around the world. The department have worked extremely hard to distribute these funds which have been instrumental in raising the number of ITF World Tennis Tour tournaments to more than 1,000 as well as closing the gap in the number of playing opportunities available for women compared to men, in line with the aims of the Advantage All initiative. The application of funds has also contributed to a more coherent player pathway with greater access to tournaments.

Non-Operating Result and Reserves

As outlined in the results summary, the ITF Investment portfolio recorded a gross investment loss of \$4.7m or negative 9.4%, driven by the fall in global investment markets. By the time of the Mid-Year review, this loss was identified and reported, and in the second half of the year a slight improvement was made. However, the total non-operating loss of \$5.0m after investment management fees, outweighed the Operating Surpluses and caused a reduction in reserves of \$2.5m.

The ITF place regular FX hedges to protect against unforeseen movements in the FX rate. The revaluation of the outstanding forward contracts resulted in an unrealised loss of \$1.7m which is posted directly to the reserves.

As stated in the report in the Audited Financial Statements, while the investment portfolio losses and the foreign exchange hedge revaluation, two items substantially out of the control of the ITF Board, have caused an overall reduction in reserves to \$40.2m, the positive operating result and optimistic outlook for 2023 meant that the ITF was in a strong position to deliver more sound financial results in years to come.

BUDGET FOR THE PERIOD 1 JANUARY TO 31 DECEMBER 2023

Operating Result

The Operating Result for the 2023 Budget shows a surplus before Strategic Projects of \$0.7m. This has been achieved despite a decrease in overall income and arises from the significant change in that the Billie Jean King Cup income and expenditure is no longer included within these budgeted figures; a new Joint Venture between the ITF and external investors is being created and will account for the income and expenditure of the event separately as well as the investment provided.

The 2023 Budget contained a significant deviation from previous years with the anticipated investment in the Billie Jean King Cup by external investors, TWG Global, which was announced in August 2023. The creation of a joint venture has created a new business model with the formation of a new company Billie Jean King Cup Limited.

As the Billie Jean King Cup is expected to make losses in the short-term arising from the strategic investment required to elevate the event to the status of equivalent prize money with the Davis Cup, removing the income and expenditure from the ITFs finances has an overall positive impact.

Other operating income changes for the budget include a contractual increase in the Kosmos Licence Fee and Prize Money up to \$51m from \$46m (please refer to 2023 Adjustments on next page), and an increase in Data Sales income of \$2.3m to \$23.1m.

2023 Budget operating expenditure decreased to \$100.4m, as the Prize Money, Participation Payments, and event costs of the Billie Jean King Cup transfer over to the new Joint Venture leaving a cost to the ITF of legal fees and other implementation costs.

Other changes included the increase in Davis Cup Prize Money from \$14m to \$15m, a further increase in Data Sales costs by \$1.8m reflecting an expected rise in the number of tournaments

and therefore distributions, and an increase in Tennis Development programme costs of \$3m reflecting the ability to run a full development programme in 2023 as the effects of the pandemic across the globe dissipate.

Strategic Projects

In the 2023 Budget, Strategic Projects of the World Tennis Number \$1.25m and Balanced Calendar Fund \$2.2m remain and the ITF is committed to continuing to grow and develop the ITF World Tennis Number and ITF World Tennis Tours into 2024 and beyond.

Non-Operating Result

The investment budget for 2023 was based on a net return of 3% or \$1.1m from the investment portfolios. Note that so far during 2023 returns have already exceeded the budget and so the Board hope to see an overall improvement in the non-operating result for the year.

2023 ADJUSTMENTS

With the Kosmos partnership coming to an end at the beginning of 2023 and the operating of the Davis Cup competition reverting to the ITF means some of the assumptions in the original budget for 2023 have had to be altered significantly.

More detail will be provided in the finance presentation to the AGM, but to summarise here, \$51m of Licence Fees and Davis Cup Prize Money is no longer to be received from Kosmos, but the contract provided for financial protection and the ITF has taken ownership of \$25.4m held as a cash security deposit.

On top of this, commercial contracts have novated to the ITF and the ITF will now receive the income directly related to the Davis Cup event. This includes Host City Fees, Sponsorship, Hospitality, Television and Ticketing income.

In total, the \$51.9m of lost income is replaced by \$70.8m of commercial revenues and the Cash Security Deposit.

In line with this new arrangement, operating expenditure is increased as the ITF is responsible for event operations costs and commercial costs to secure additional revenues. The Davis Cup Event Expenses, Davis Cup contractual costs with the agreement with the ATP, and commercial costs all increase.

In addition, legal costs, associated with the Billie Jean King Cup and Davis Cup, have increased.

For 2023, with the cash security deposit, the additional income is matched by additional costs leading to the overall operating result remaining similar.

This result is in no small part due to the financial securities built into the Kosmos contract replacing part of the lost licencing revenue and allowing unpaid prize money from 2022 to be paid to players by the ITF without financial detriment. However, this will not be replicated for 2024 and the ITF will continue to produce the best possible Davis Cup Competition and build on past successes to drive future revenue growth.

Reserves and Future Outlook

The Finance Committee and Board have tasked the ITF executives with maintaining the ITF's reserves at a minimum of \$30m and to increase reserves to \$50m within a reasonable time period. At the end of 2022 reserves stood just above \$40m and the 2023 Budget indicate reserves of \$37.9m at the end of 2023.

MID-YEAR REVIEW & ACTUAL 2022, BUDGET 2023

Figures in US\$ '000

SUMMARY

	MID-YEAR REVIEW 2022	ACTUAL 2022	VARIANCE TO MID-YEAR 2022	BUDGET 2023
INCOME*	111,760	112,293	533	101,117
EXPENSE	(108,661)	(106,829)	1,831	(100,378)
OPERATING SURPLUS / (DEFICIT) before S.I.s	3,099	5,464	2,365	739
STRATEGIC PROJECTS	(3,042)	(2,966)	76	(3,908)
BJKC ADJUSTMENT				(400)
OPERATING SURPLUS / (DEFICIT) after S.I.s	57	2,498	2,441	(3,569)
Investment income (Including interest)	(4,858)	(4,726)	132	1,060
Investment management	(220)	(294)	(74)	(180)
SURPLUS / (DEFICIT) BEFORE TAXATION	(5,020)	(2,522)	2,499	(2,689)
Less: Taxation (including Hopman Cup)	140	(39)	(179)	140
Plus: Extraordinary item*	0	0	0	0
NET SURPLUS / (DEFICIT)	(4,880)	(2,561)	2,320	(2,549)

* Extraordinary income reported at the previous AGM has been reclassified to Operating Income to match with 2022 Audited accounts

INCOME

	MID-YEAR REVIEW 2022	ACTUAL 2022	VARIANCE TO MID-YEAR 2022	BUDGET 2023
Davis Cup Licence Fee	46,066	46,298	232	51,000
Billie Jean King Cup License Fee	0	0	0	0
BJK Cup Unusual Income	12,577	12,577	0	0
Sponsorship Income				
Davis Cup	63	125	63	63
Billie Jean King Cup	3,570	5,510	1,940	0
Olympic	7,818	7,818	0	7,818
Junior Davis Cup/Billie Jean King Cup	590	540	(50)	395
Wheelchair	811	811	(0)	773
Hopman Cup	0	0	0	200
Other Sponsorship	840	934	94	1,184
Sub-total	72,335	74,613	2,278	61,432
Receipts from Events	5,815	5,286	(529)	6,298
TV & Licensing	2,691	2,651	(40)	659
Data sales**	21,325	20,756	(569)	23,105
Merchandising	0	0	0	0
Subscriptions	2,499	2,499	0	2,543
Authorisation Fees	982	969	(13)	1,076
Foundation	132	132	0	135
Technical	965	912	(53)	937
Grand Slam Player Development Programme	3,030	2,653	(377)	3,001
Wheelchair Silver Fund	57	44	(13)	55
Development Generation Funding	771	699	(72)	921
Anti-Doping	0	21	21	0
iCoach	200	180	(20)	230
Olympic Solidarity	325	287	(38)	360
Sundry**	634	591	(43)	366
TOTAL	111,760	112,293	533	101,117

** Reallocated ancillary income from the Data Sales contract previously included in Sundry Income to Data Sales to match Audited Accounts

EXPENSE

MID-YEAR REVIEW	ACTUAL	VARIANCE TO MID-YEAR	BUDGET
2022	2022	2022	2023

PROFESSIONAL TENNIS**DAVIS CUP**

Prize money and hosting grants	32,622	32,203	(419)	33,100
Davis Cup contractual costs	0	0	0	2,500
Event expenses	3,132	3,880	748	3,657

BILLIE JEAN KING CUP

Prize money and hosting grants	14,226	15,128	902	0
Billie Jean King Cup contractual costs	889	360	(529)	0
Event expenses	2,628	2,888	260	1,121

Hopman Cup event expenses

126 88 (38) 100

Olympics -46 -43 3 70

Men's Tennis 37 52 15 114

Officiating 703 430 (273) 880

Women's Tennis 397 380 (17) 510

Beach Tennis 201 154 (46) 157

Juniors Tennis 453 464 11 571

Seniors 388 378 (10) 386

Wheelchair 1,301 1,188 (113) 1,386

Wheelchair Tennis Development Fund 57 37 (20) 55

Data Sales 11,888 11,143 (745) 12,948

ITF Contribution to GS Board 262 286 24 262

ITF Contribution to Tennis Integrity Unit 1,245 1,236 (9) 1,399

Staff Costs 3,812 3,964 152 4,268

TOTAL ONGOING EXPENDITURE 74,321 74,216 (105) 63,484**STRATEGIC PROJECTS 1,466 1,249 (217) 2,657****TENNIS DEVELOPMENT**

Development 4,931 4,794 (137) 6,931

GSPDP 3,030 2,653 (377) 3,001

Development Assistance 100 113 13 0

Subscription Rebate 312 155 (157) 340

Regional Grants 699 709 10 838

Staff costs 1,640 1,733 93 2,015

TOTAL ONGOING EXPENDITURE 10,711 10,157 (554) 13,125**STRATEGIC PROJECTS 1,300 1,441 141 1,251****COMMERCIAL DEPARTMENT**

TV Costs 1,572 1,713 141 1,041

Commercial 706 1,150 444 253

Marketing & Promotion 95 89 (6) 130

Merchandising 0 0 0 0

Staff Costs 1,044 1,041 (3) 1,095

TOTAL ONGOING EXPENDITURE 3,416 3,993 577 2,519**STRATEGIC PROJECTS 0 0 0 0****PRESIDENTIAL / COMMUNICATIONS**

Communications 1,352 1,350 (2) 1,470

Annual General Meeting 783 607 (176) 751

Board of Directors 341 410 69 266

Management 449 446 (3) 525

NA Assistance and Player Grants 8 8 1 0

Staff Costs 3,027 2,851 (176) 3,141

TOTAL ONGOING EXPENDITURE 5,959 5,672 (287) 6,153**STRATEGIC PROJECTS 0 0 0 0**

EXPENSE (Continued)

	MID-YEAR REVIEW 2022	ACTUAL 2022	VARIANCE TO MID-YEAR 2022	BUDGET 2023
<u>SCIENCE, TECHNICAL AND INTEGRITY</u>				
Anti Doping	993	887	(106)	1,302
Technical	95	57	(38)	84
Sport Science & Medicine Commission Foundation	17	21	4	32
Constitution	110	105	(5)	50
Regulation & Governance	92	78	(14)	27
	914	903	(11)	957
Gender Equality in Tennis	229	195	(34)	150
Safeguarding	96	29	(67)	176
Staff costs	1,727	1,600	(127)	1,597
TOTAL ONGOING EXPENDITURE	4,273	3,875	(398)	4,375
STRATEGIC PROJECTS	0	0	0	0
<u>FINANCE & ADMINISTRATION</u>				
Administration	96	90	(6)	59
ICT	2,793	2,567	(226)	3,325
Legal & Professional	298	321	23	256
Security	274	299	25	235
Insurance	629	626	(3)	612
Finance	6	3	(3)	5
Premises	1,270	927	(343)	1,312
Staff Costs	2,628	2,585	(43)	2,882
Provision for Doubtful debts	0	135	135	0
TOTAL ONGOING EXPENDITURE	7,995	7,553	(442)	8,686
STRATEGIC PROJECTS	0	0	0	0
DEPRECIATION	1,830	1,641	(189)	2,036
STRATEGIC PROJECT DEPRECIATION	276	276	0	0
FOREIGN EXCHANGE LOSS	156	(278)	(434)	0
TOTAL EXPENSES	108,661	106,829	(1,831)	100,378
STRATEGIC PROJECTS	3,042	2,966	(76)	3,908
TOTAL EXPENSES	111,703	109,795	(1,907)	104,286

BALANCE SHEET

	MID-YEAR REVIEW 2022	ACTUAL 2022	VARIANCE TO MID-YEAR 2022	BUDGET 2023
NET ASSETS				
TOTAL NET ASSETS	39,551	40,222	671	37,923
RESERVES				
Opening Reserves	44,432	44,432	0	40,472
Surplus / (deficit) for the year	(4,880)	(2,561)	2,320	(2,549)
Movements in reserves	0	(1,649)	(1,649)	0
TOTAL RESERVES	39,551	40,222	671	37,923

3. MEMBERSHIP

Note: Applications approved at the AGM for Class B or Class C Membership, an increase or decrease in shares take effect from 1 January 2024. Expulsions, suspensions and re-admittance take effect immediately.

APPLICATIONS FOR AN INCREASE IN SHARES

Tunisia

To consider an application from the **Fédération Tunisienne de Tennis** for an **increase** from five (5) to seven (7) Class B Shares

Report of the Board of Directors

The Board **recommends acceptance** of this application.

Norway

To consider an application from the **Norges Tennisforbund** for an **increase** from three (3) to five (5) Class B Shares

Report of the Board of Directors

The Board **recommends acceptance** of this application.

Georgia

To consider an application from **Georgian Tennis Federation** for an **increase** from one (1) to three (3) Class B Shares

Report of the Board of Directors

The Board **recommends acceptance** of this application.

APPLICATIONS FOR A TRANSFER FROM CLASS C TO CLASS B MEMBERSHIP

Northern Mariana Islands

To consider an application from the **Northern Mariana Islands Tennis Association** for a transfer from Class C Membership to Class B Membership with one (1) share.

Report of the Board of Directors

The Board **recommends acceptance** of this application.

Mauritania

To consider an application from the **Fédération Mauritanienne de Tennis** for a transfer from Class C Membership to Class B Membership with one (1) share.

Report of the Board of Directors

The Board **recommends acceptance** of this application.

NOTICE OF INTENTION TO APPLY FOR A TRANSFER FROM CLASS C TO CLASS B MEMBERSHIP

In accordance with Article 3 (i) of the 2023 ITF Constitution, the following Class C Member National Associations hereby give notice of their intention to apply for a transfer from Class C to Class B membership at the 2024 ITF AGM, to take effect from 1 January 2025:

**Curacao
Eswatini
Surinam**

RESIGNATION, SUSPENSION OF MEMBERSHIP, TERMINATION OF MEMBERSHIP AND EXPULSION

In accordance with Articles 4(d), 4(g) and 4(h) of the 2023 ITF Constitution:

- (d) Any Class B Member or Class C Member who fails for two successive years to pay its subscriptions may either (i) be suspended (by a resolution of the Council passed with at least a two-thirds majority) or (ii) be expelled (by a resolution of the Council passed with at least a two-thirds majority) from the Company and its shares forfeited to the Company. The Board of Directors shall determine whether the sanction in the resolution to be put to the Council should be suspension or expulsion. Any proposed suspension or expulsion shall be upon notice as specified in Article 4(g) below.
- (g) Notice of any proposed suspension (including any resulting from a provisional suspension imposed under Article 4(e) or 4(f)) or termination of Membership, expulsion or re-admittance to Membership, with the exception of the lifting of a suspension under Article 5(f), shall appear on the agenda of the General Meeting at which it is to be moved.
- (h) Any Member who is suspended shall not be entitled to submit resolutions to, attend or vote at any General Meeting of the Company and shall not participate in the Official Team Competitions of the Company.

SUSPENSION OF MEMBERSHIP FOR FAILURE TO PAY SUBSCRIPTIONS:

Class C Member

Afghanistan
Chad
Malawi

Report of the Board of Directors

It is with regret that the Board of Directors advises that the above Members should be **suspended** from the Company for having failed for two successive years to pay their annual subscriptions.

2024 SUBSCRIPTION

Details of the 2024 subscription will be announced at the Annual General Meeting.

APPLICATION TO WAIVE MEMBERSHIP FEE – UKRAINE TENNIS FEDERATION

The ITF received a resolution in the form of a letter from the Ukraine Tennis Federation requesting the ITF waive their 2023 subscription fees.

Please note in accordance with Article 17 (e):

17. Notice of Resolutions

- (e) *Resolutions may be brought forward only by the Board of Directors, a Member or an affiliated Regional Association. A Member whose subscription is in arrears shall not, however, be entitled to bring forward any proposed Resolution other than a Resolution for a reduction in the number of its Class B Shares.*

Ukraine has already paid their 2023 subscription fees in order to submit the resolution.

Report of the Board of Directors

The Board **recommends acceptance** of this application.

MEMBERSHIP OF PHILIPPINES LAWN TENNIS ASSOCIATION

This Resolution requires a **2/3 majority** of votes to pass.

Summary

The Philippines Lawn Tennis Association (**PHILTA**) was suspended at the 2020 AGM, following long-standing governance failings and an Independent Tribunal determination that PHILTA was in breach of the ITF Constitution.

During PHILTA's period of suspension, the ITF has been working with PHILTA and the Philippine Olympic Committee (**POC**) to make necessary changes to the PHILTA Constitution and to facilitate a framework for valid and enforceable elections to be held. Significant progress has been made, and it is expected that PHILTA Constitutional changes will be approved later in 2023 and new elections will be able to take place. Once this takes place, the Board of Directors considers that PHILTA will be worthy of reinstatement pursuant to the conditions set out in the 2020 AGM resolution to suspend.

The reinstatement of a suspended Member is a decision for Council in accordance with the ITF Constitution (Article 5(a)). If a reinstatement decision is not made at the 2023 ITF AGM, it cannot be made until the 2024 ITF AGM meaning PHILTA would not be reinstated until 1 January 2025. In the Board's view, this would be an unnecessary and unjust delay in respect of PHILTA's reinstatement.

Consequently, the Board of Directors **recommends** that Council delegates its powers to the Board to lift PHILTA's suspension from ITF membership, subject to certain conditions being met to the satisfaction of the ITF.

Suspension

(a) Issues

Since 2016, PHILTA failed to comply with numerous requests by the ITF to resolve several problems in its governance framework. In particular:

- a. PHILTA did not hold a valid presidential election since 2014 (Leadership Issue); and
- b. PHILTA's constitution did not provide for a truly representative membership to deliver tennis in the Philippines (Representation Issue).

ITF attempted on numerous occasions and through numerous avenues (including the POC, and Asian Tennis Federation) to assist PHILTA resolve its issues. After four years, the ITF Board concluded that escalation was required, due to PHILTA's failure to comply with its membership obligations.

(b) Breach of the ITF Constitution

Following a hearing process in 2020, the Independent Tribunal made the following orders:

- a declaration that PHILTA was not a properly constituted sports body in breach of Article 3(a) of the ITF Constitution;
- a declaration that PHILTA had not adequately represented tennis in the Philippines in breach of Article 4(c) of the ITF Constitution;
- a declaration that PHILTA's breach of Articles 3(a) and 4(c) and its failure to engage with the ITF had brought the game of tennis into disrepute in breach of Bye-law 7(a) of the ITF Constitution; and
- an order that PHILTA be suspended from all ITF team competitions for a period of two (2) years pending resolution of its governance issues. The Tribunal recognised that should PHILTA resolve its governance issues within that two-year period, to the reasonable

satisfaction of the ITF, the remainder of any suspension period could be lifted at the direction of the ITF Board of Directors.

(c) Suspension of membership

The Council approved a resolution to suspend PHILTA's membership at the 2020 AGM, by a vote in favour of 84.62%.

The adopted resolution stated:

Having regard to the governance failings of PHILTA while acting in its capacity as an ITF Member Nation, which have been outstanding since at least 2016, the ITF AGM hereby resolves to suspend PHILTA from membership of the ITF until such as time as it addresses its governance failings, in particular the valid election of a President and Trustees and the implementation of constitutional reforms to increase PHILTA's membership and representation.

PHILTA may apply for its suspension to be lifted in accordance with Article 5(e) of the ITF Constitution once PHILTA resolves those governance failings to the satisfaction of the ITF Board of Directors, acting reasonably.

Delegation of Council's power to lift the Suspension

During PHILTA's period of suspension, the ITF has been working with PHILTA and the POC to make necessary changes to the PHILTA Constitution to address the Leadership and Representation Issues.

As part of the ongoing collaboration between ITF, PHILTA and POC, the ITF has approved a version of the PHILTA Constitution proposed by the POC which is in the process of being finalised and approved with PHILTA. The finalised version will not be approved until later this year (and not in advance of the 2023 ITF AGM). Once this final approval is granted and the consequential elections are held to elect a new PHILTA Board of Trustees, PHILTA will have satisfied the material issues which resulted in the suspension and, in the ITF Board's view, PHILTA would therefore be worthy of reinstatement as a Member of the ITF.

The reinstatement of a suspended Member is a decision for Council in accordance with the ITF Constitution (Article 5(a)). If the decision is not made at the 2023 ITF AGM, it cannot be made until the 2024 ITF AGM meaning PHILTA would not be reinstated until 1 January 2025 (unless an Extraordinary General Meeting was validly requisitioned for that purpose). In the Board's view, this would be an unnecessary and unjust delay in respect of PHILTA's reinstatement. The alternative is for the Council to delegate its power to reinstate membership to the Board, subject to clear conditions on the steps PHILTA must take prior to reinstatement.

Any such reinstatement of PHILTA's membership shall be notified to all ITF Members for transparency, and shall remain subject to ratification by Council at the 2024 ITF AGM.

In order for such a resolution to be effective, it would require a two-thirds majority of Council (Article 5(a)).

Resolution of the ITF Council [requires 2/3rd majority to pass]

Pursuant to Article 13(g) of the ITF Constitution, Council hereby resolves to delegate to the Board its power under Article 5(a) of the ITF Constitution to lift PHILTA's suspension from ITF Membership in the event the following conditions are met:

- A new PHILTA Constitution is adopted in a form that is satisfactory to the ITF (resolving the Representation Issue);

- PHILTA holds elections under its new Constitution which validated and/or recognised by the POC and ITF, and the results are legally enforceable (resolving the Leadership Issue); and
- All other requirements for PHILTA's reinstatement as set out in the ITF Constitution (in particular Article 5(g)) are fully complied with to the satisfaction of the ITF.

The suspension shall be lifted on the date the ITF Board specifies, which shall not be earlier than 1 January 2024 unless PHILTA has complied with Article 5(j) (namely the payment of the 2023 subscription fee).

4. ELECTION OF THE PRESIDENT 2023-2027

In accordance with Article 20 (The President of the Company) of the 2023 Constitution, the following nominations for President have been received:

Name	Nominating Association
* David Haggerty (USA)	United States Tennis Association All India Tennis Association Costa Rica Tennis Federation Dansk Tennis Forbund Federación Colombiana de Tenis Federación Dominicana de Tenis Japan Tennis Association Swiss Tennis Tennis Canada Tennis South Africa The Hong Kong, China Tennis Association Ukraine Tennis Federation
Dietloff von Arnim (GER)	Deutscher Tennis Bund

* Retiring President applying for re-election

Background information on each candidate appears on the following pages.

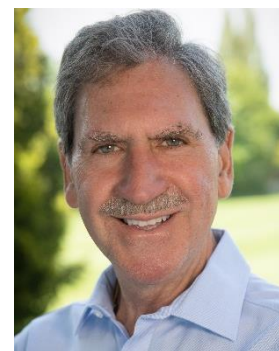
In accordance with the ITF Constitution, Articles 20 (A) - (C)

20. THE PRESIDENT OF THE COMPANY

- (a)** The President shall be elected for a term of four consecutive years (unless earlier removed in accordance with these Articles) by Resolution of the Council at an Annual General Meeting. Such four-year term shall commence at the end of the Annual General Meeting at which they were elected. For the avoidance of doubt the post of President shall be a full-time appointment and the President shall by virtue of their office also be an Officer of the Company. The President may remain a member of any Class B Member or Regional Association but immediately upon appointment must retire from (and during the term of their office shall not accept) any office or other executive or honorary position with any Class B Member or Regional Association.
- (b)** ...
- (c) Election**
 - (i)** The following procedure shall apply to the election of the President:
 - (a)** If there be only one candidate, they shall be declared elected;
 - (b)** If there is more than one candidate, a ballot shall be conducted and if upon such ballot:
 - (ii)** One candidate received more than 50% of the votes cast, they shall be declared elected.
 - (iii)** No candidate receives more than fifty percent (50%) of the votes cast, a second

ballot shall be held for the two candidates who receive the highest number of votes provided that if a third candidate received twenty-five percent (25%) or more of the votes cast in the first ballot, they shall also be included in such second ballot. If on this second ballot, a candidate receives more than fifty percent (50%) of the votes cast, they shall be declared elected. If no candidate receives more than fifty percent (50%) of the votes cast on this second ballot, a third ballot shall be held for the two candidates who have received the highest number of votes. On this third ballot, the candidate receiving the highest number of votes shall be declared elected. In the event that the two candidates in the third ballot receive an equal number of votes, there shall be a further ballot between those two candidates only to determine the successful candidate.

David Haggerty



Personal

Born in: 1957

Citizen of: USA

Languages: English

Awards / titles:

1979 Bachelor of Arts, Business Administration and Marketing, George Washington University

Personal Statement

I am humbled to have served as President of the International Tennis Federation and honoured to seek re-election. Together, we have achieved significant progress towards our goals of expanding tennis globally, promoting the sport's values and principles, supporting our National Associations, and enhancing the quality of our events. I am committed to further advancing these objectives, while also recognizing the new challenges presented by the evolving sports and digital landscape. We must continue to focus on delivering the best possible experience for players, fans, and stakeholders, as well as ensuring good governance and ethical standards in all our activities. I will continue to advocate for the nations, prioritizing increased funding for the national development of our sport. And I will represent and promote the interests of the ITF family at the highest levels within the Olympic and Paralympic movements. With the continued support of the international tennis community, we will work together to strengthen our sport for generations to come.

Business

1998 - 2010 Chairman/CEO/President, Head USA; President Penn Racquet Sports

1994 - 1998 President, Dunlop Maxfli Slazenger Sports

1980 - 1994 Product Manager/Sales Manager/VP Global Marketing & Sales/General Manager Americas/Owner, Prince Sports Group Tennis Administration

International Tennis Federation

2015 - present Chairman, CEO and President, ITF

2015 - present Chairman, ITF Olympic Committee

2018 - present Chairman, Davis Cup Steering Committee

2021 - present Chairman Billie Jean King Cup Steering Committee

2015 - present Delegate, ASOIF AGM and Meetings

2013 - 2015 Member, Board of Directors, ITF Vice President

2013 - 2015 Chairman, ITF Women's Circuit Committee

2013 - present Chairman, Joint Media Commission

2013 - 2015 Member, Finance Committee

2009 - 2013 Member, ITF Women's Circuit Committee

2011 - present Member, Grand Slam Board

United States Tennis Association

2015 Immediate Past President, USTA

2013 - 2014 Chairman, CEO and President, USTA

2013 - 2014 Chairman, US Open

2011 - 2012 First Vice President, USTA

2011 - 2012 Chairman, USTA Strategic Planning Committee

2009 - 2010 Vice President, USTA

2007 - 2008 Director at Large, USTA

2003 - 2006 Chairman, USTA National Marketing Committee

2001 - 2007 Director at Large, USTA Middle States Section

Other

2015 - present Delegate, ASOIF AGM and Meetings

2015 - present Board Member, Women's Tennis Association

2011 - 2015 Member, USTA Foundation Board of Directors
2011 - present Executive Committee Member, International Tennis Hall of Fame
2020 - present IOC member
2020 - present United States Olympic & Paralympic Committee Board Member
2017 - present Member, International Olympic Committee Athlete's Entourage Commission
2022 - present Member, IOC Gender Diversity and Inclusion Commission
2020 - 2021 Member, USOPC Compensation Committee
2022 - present Chair, USOPC Compensation Committee
2006 - 2008 President, Tennis Industry Association

Tennis Competition Experience

1975 - 1979 Attended George Washington University (tennis scholarship); Men's Tennis Team (#3 singles (Freshman); #1 singles (Sophomore-Senior); MVP Award all 4 years; Atlantic 10 Conference first team all 4 years; GWU Athletic Hall of Fame.
1979 - 1980 After graduation played ATP satellite tour in Europe.

Dietloff von Arnim



Personal

Born in: 1959

Citizen of: Germany

Languages: German, English, Spanish

Awards / titles:

1988 Master of Business Administration, University of Cologne

Personal Statement

Taking tennis into the future.

Business

1988 - 1990 General manager (CEO), Intergrafica S.A., Bogota, Kolumbien

1991 - present Executive Partner, Werbeagentur von Arnim GmbH, Düsseldorf, Germany

Tennis Administration

International Tennis Federation

2022 - present Member, Davis Cup Committee

Tennis Europe

2021 - present Vice President

Deutscher Tennis Bund (German Tennis Federation)

2021 - present President

2021 - present Member, Supervisory Board German Tennis Marketing & Sport GmbH /
Rothenbaum Sport GmbH

Other

2015 - 2021 President, Tennis Federation Niederrhein (German Regional Federation)

2009 - present President, Tennis Federation Düsseldorf

2002 - 2009 Vice-President, Tennis Federation Düsseldorf

2013 - 2014 Tournament Director, ATP Tournament, Düsseldorf (Cat. 250):

2000 - 2012 Tournament Director / General Manager, ATP World Team Championship,
Düsseldorf:

1995 - 2000 Marketing & Communications Manager, ATP World Team Championship,
Düsseldorf:

1978 - 1995 Volunteer, ATP World Team Championship, Düsseldorf:

Tennis Competition Experience

Highest League Player in Germany for the last years until today.

Played club matches for the last 45 years.

5. ELECTION OF BOARD OF DIRECTORS 2023-2027

In accordance with Article 21 (Nomination, Election and Tenure of Directors) of the 2023 Constitution, the following nominations have been received:

Name	Nominating Association
Nikolina Babić (CRO)	Croatian Tennis Association
* Carlos Bravo (CRC)	Federación Costarricense de Tenis
Vasco Costa (POR)	Federação Portuguesa de Tênis
Roger Davids (NED)	Koninklijke Nederlandse Lawn Tennis Bond
Cengiz Durmuş (TUR)	Turkiye Tenis Federasyonu
Ismail El Shafei (EGY)	Egyptian Tennis Federation
* Jack Graham (CAN)	Tennis Canada
Brian Hainline (USA)	United States Tennis Association
Åsa Hedin (SWE)	The Swedish Tennis Association
Anil Jain (IND)	All India Tennis Association
* Nao Kawatei (JPN)	Japan Tennis Association
James Kenani (KEN)	Tennis Kenya
David Miley (IRL)	Tennis Ireland
Philip Mok (HKG)	Hong Kong, China Tennis Association
* Salma Mouelhi Guizani (TUN)	Fédération Tunisienne de Tennis
Lionel Ollinger (FRA)	Fédération Française de Tennis
Goran Rafajlovski (MKD)	Tennis Federation of North Macedonia
David Rawlinson (GBR)	Lawn Tennis Association
Terri-Ann Scorer (NZL)	Tennis New Zealand
Surendran (Suresh) Subramaniam (SRI)	Sri Lanka Tennis Association
Csilla Suto (HUN)	Magyar Tenisz Szovetseg
Jordi Tamayo De Winne (ESP)	Real Federación Española de Tenis
Henrik Thorsøe Pedersen (DEN)	Dansk Tennis Forbund
Iroda Tulyaganova (UZB)	Uzbekistan Tennis Federation
* Stefan Tzvetkov (BUL)	Bulgarian Tennis Federation
* Bulat Utemuratov (KAZ)	Kazakhstan Tennis Federation
Dietloff von Arnim (GER)	Deutscher Tennis Bund
Rafael Westrupp (BRA)	Confederação Brasileira de Tênis
Ruth Wipfli Steinegger (SUI)	Swiss Tennis

* Retiring member applying for re-election

Background information on each candidate follows.

This vote will be done by electronic voting in a system supplied by an independent service provider and in accordance with voting procedures outlined in Articles 18 (t)(c) and 21 (h) of the 2023 Constitution.

The following is a list of retiring members applying for re-election, giving a record of attendance at the eighty-four (84) Board of Directors' meetings held between September 2019 and June 2023 as required under Article 21(e) of the 2023 Constitution:

BRAVO	Carlos	83
GRAHAM	Jack	79
KAWATEI	Nao	78
MOUELHI GUIZANI	Salma	69
TZVETKOV	Stefan	45
UTEMURATOV	Bulat	37

The following is a record of the Athlete Representative members' attendance at the eighty-four (84) Board of Directors' meetings held between September 2019 and June 2023 as required under Article 21(e) of the 2023 Constitution.

PIERCE	Mary	60
WOODFORDE	Mark	72

The following are retiring members not applying for re-election.

ADAMS	Katrina
CORRIE	Martin
GIUDICELLI	Bernard
KHANNA	Anil
KLAUS	Ulrich
PEREZ LOPEZ MOREIRA	Camilo
SELIVANENKO	Alexey
STAMMBACH	Rene

Nikolina Babić

Personal

Born in: 1972

Citizen of: Croatia

Languages: Croatian, English, German



Awards / Titles:

1998 MBA, Faculty of Economics & Business, University of Zagreb

Personal Statement

For the last 5 years, I have been deeply engaged in structuring and promoting tennis as President of Croatian Tennis Association through the highest sports organization in Croatia, the Croatian Olympic Committee, understanding and gathering experience in creating long-term programs and projects together with fund raising and problem solving along the way.

I am a firm supporter of the role of Tennis Europe in the ITF structure as Vice President of Tennis Europe and member of the Board of Management of Tennis Europe, in the development programs for young players and always giving the coaches an opportunity to gather knowledge and use it to improve their level.

I believe that my enthusiasm and love of tennis together with through my professional involvement in finance, business and sports make me an ideal candidate in the upcoming elections with a promise to promote tennis for all nations!

Business

2016 - 2020 Member of Croatian Parliament

2008 - present Member of the Economy Council, Croatian Chamber of Commerce

2008 - present Vice president of the Wood Industry Association, Croatian chamber of commerce

2008 - present Member of the Management Board, Croatian chamber of commerce

1995 - present CEO and Member of the Board, PANA d.o.o.

Tennis Administration

International Tennis Federation

2020 - 2021 Member, Juniors committee

Croatian Tennis Association

2018 - present President

Tennis Europe

2021 - present Vice President

Other

2020 - present Member, Board of Directors, Croatian National Olympic Committee

Carlos Bravo



Personal

Born in: 1963.

Citizen of: Costa Rica

Languages: Spanish, English, German

Awards / Titles:

1981 - 1985 Civil Engineer, Universidad de Costa Rica

1982 - 1986 Industrial Engineer, Universidad Autónoma de Centroamérica

Personal Statement

In 2019, in Lisbon, I was humbled and honoured when you entrusted me to be in the ITF Board. Over the past four years, I have had the privilege of serving at board level, the Development Advisors Group, Junior Committee, Rules of Tennis Committee, Davis Cup & Billie Jean King Cup Taskforce and Data Rights Taskforce. Through these experiences, I have been able to fulfil my 2019 pledges to all nations by advocating for a 360-degree view, objective and inclusive decision-making, innovation, and being a supportive team member to the President, Board Members, and executives.

Together, we have faced numerous challenges, but we have also achieved great success. As we transition back to "normal times," there is still much work to be done. It is imperative that we make ITF objectives, activities, and events more efficient so that we can continue to support the nations and tennis players worldwide.

I am excited and privileged to announce my candidacy for re-election. With your support, I hope to continue my work on the board, provide support and guidance to new members, and share my experience to ensure continuity and progress. If elected, I will continue to give my absolute best to every topic and decision at all levels of the ITF.

Business

1987 - present Servex Internacional S.A. - President

2010 - present Inmobiliaria Black Marlin S.A. - Secretary

1993 - 2017 Correduría Aduanera y de Vapores Intermar S.A.

Tennis Administration

International Tennis Federation

2019 - 2023 Member, Board of Directors

2020 - 2023 Member, Juniors Committee

2020 - 2023 Member, Development Advisors Group

2020 - 2023 Chair, Rules of Tennis Committee

2020 - 2023 Chair, Davis Cup Billie Jean King Cup Taskforce

2016 - 2019 Member, Davis Cup Fed Cup Taskforce

COTECC

2016 - present Vice President

2011 - 2013 Board Member

Federación Costarricense de Tenis

2007 - Present President

2006 - 2007 Vice President

Other

2016 - 2018 Board Member, NOC of Costa Rica

2010 - 2011 Costa Rica National Hall of Fame Committee

1986 - 2014 Treasurer, Club La Guaria

Tennis Competition Experience

2014 ITF Senior World Team 45+ Costa Rica National Team

2011 ITF Senior Costa Rica Open Finalist 45+

1994 Costa Rica A+ National Championship 2nd place

Vasco Costa



Personal

Born in: 1969

Citizen of: Portugal

Languages: Portuguese, English, Spanish

Awards / Titles:

Portuguese Catholic University

2008 - 2009 Postgraduate, Advanced Program for Management of Executives

1999 - 2000 Frequency Postgraduate, Risk Management and Derivatives

1988 - 1993 Graduate, Management and Business Administration

Business

2011 - 2016 Financial Group (Commercial Director and Board Member)

1998 - 2010 Investment Bank (General Director since January 2017)

1991 - 1993 Commercial Bank (Manager since 1996)

1997 - 1998 Member, Consulting Council, Portuguese Catholic University

1996 - 2003 President, AGM Alumni Association, Portuguese Catholic University

1991 - 1993 Member, Course Commission, Portuguese Catholic University

Tennis Administration

International Tennis Federation

2020 - 2023 Member, World Tennis Tour Committee

2018 - 2019 Member, Seniors Committee

Portuguese Tennis Federation

2017 - present President / CEO

2013 - 2016 President / Chairman

Other

2004 - 2012 President of Oporto Tennis Club

1992 - 2004 Board Member, Oporto Tennis Club

Tennis Competition Experience

National Competition Tennis Player winning individual and team titles.

One National Seniors Singles champion title / 11 National Senior Doubles titles

Portugal Juniors Singles: 4

Portugal Professional Singles: 15

Portugal Seniors Singles: 2

ITF Seniors Doubles: 32

ITF Seniors Mixed Doubles: 13

Roger Davids



Personal

Born in: 1966

Citizen of: Netherlands

Languages: Dutch, English, German, French, Spanish

Awards / Titles:

1991 Bachelor Business Administration University Groningen

Personal Statement

I want to contribute to building a stronger ITF, and more specifically contribute in building a valuable asset for ITF and its members. Since 2019 the stakeholder engagement taskforce and the regions have been focusing on strengthening all national federations and start generating extra income through paid memberships. As the chairman of this taskforce, I want to support this movement the upcoming years and build a strong valuable asset together with the national associations and its regions. By doubling the number of paid memberships In the next (8) years, we can create 100+ million extra income for the national associations.

Next to this, I want to contribute to building a stronger ITF tennis family, by sharing more knowledge with each other, for instance on other aspects concerning grassroots, digitalization, inclusivity, and high performance.

Business

1992 - 2017 Founder & partner BASIS Communicatie (strategy-marketing consultancy)

2011 - 2017 Founder initiative youth & health, MultiSkills Institute Foundation

2021 - present Founder, sustainable start-ups platform, Groene Marketeers

Tennis Administration

International Tennis Federation

2020 - 2023 Chair, Stakeholder Engagement Taskforce

Tennis Europe

2021 - present Board member

2021 - present Chair, Stakeholder Engagement Taskforce

Koninklijke Nederlandse Lawn Tennis Bond (KNLTB)

2017 - present President

Other

2023 Member, Netherlands NOC, Agenda for the future Committee

2014 - 2017 President, Eindhoven (local club)

2012 - 2017 Founder and Chairman, Tennis Network region Haarlem

1997 - present Volunteer in several local clubs: tournaments, board juniors, sponsoring

Tennis Competition Experience

Several times Dutch champion in men's doubles: seniors 35+, 40+, 45+ and 50+

Cengiz Durmuş

Personal

Born in: 1965

Citizen of: Turkiye

Languages: Turkish, English

Awards / titles:

1985 - 1987 Akdeniz University, Diploma in Construction

67th Gillette-Milliyet Sports Special Award



Personal Statement

I am dedicated to being a force for positive change in the tennis world by emphasizing issues such as diversity and inclusion, player development and support, technical improvements, anti-doping measures, and community participation. My enthusiasm for tennis, experience in the sport, and commitment to the sport make me an appropriate candidate for the Board of Directors of International Tennis Federation (ITF).

The combination of my extensive experience, unique perspective, and unwavering dedication to tennis makes me an ideal choice to contribute to the expansion and improvement of the sport on a global scale.

Business

1990 - present Founder and Owner, Duruay Construction Tourism Ltd.

Tennis Administration

Turkish Tennis Federation

2015 - present President

2010 - 2015 Vice-President

2004 - 2009 Board Member

Other

1994 - 1998 Board Member, Ağrı Athletics Club

1998 - 1999 President, Ağrı Football Club

1994 - 1998 Board Member, Ağrı Football Club

Ismail El Shafei



Personal

Born in: 1947

Citizen of: Egypt

Languages: Arabic, English, French

Awards / titles:

- 1968 BA Economics, Cairo University
5 Medals of Honour by three Egyptian presidents
1969/1973/1974 Elected Athlete of the Year in Egypt

Personal Statement

WILLING TO SERVE and ABLE TO CONTRIBUTE

Since I have held many key positions in tennis such as a pro player/administrator, I was able to see first-hand the incredible progress tennis has made and I am aware of the current challenges it faces as well as the possible obstacles which might arise in the future. I have always been fully dedicated to oversee all tennis responsibilities allocated to me whether on a national or global level. My commitment to advancing the game will always and forever remain unwavering.

Business

- 2000 - 2023 Chairman, CEO Allied Trading & Consultancy Group
2018 - 2023 Chairman, Art vision
2018 - 2023 Chairman, Sigma design & décor

Tennis Administration

International Tennis Federation

- 2019 - 2023 Member, Davis Cup Committee
2015 - 2019 Member, Board of Directors
2015 - 2019 Chair, Juniors Committee
2015 - 2018 Member, Davis Cup Committee
2018 - 2019 Chair Davis Cup Committee
2015 - 2019 Vice Chair, DC/FC Task Force
2015 - 2019 Member, Development Advisors Group
2005 - 2013 Member, Board of Directors
2005 - 2011 Chair, Coaches Commission
2005 - 2011 Member, Development Advisors Group
2002 Elected Honorary Life Counsellor
1997 - 2001 Member, Board of Directors
1999 - 2001 Member, Davis Cup Committee
1997 - 2001 Chair, Davis Cup African Zonal Committee
1997 - 2001 Chair, Coaches Commission
1995 - 1999 Member, Satellite Committee

Confederation of African Tennis

Attended most annual general meetings of CAT

Egyptian Tennis Federation

- 2017 - 2024 President
2005 - 2008 President
1994 - 1996 President
1988 - 1992 Member, Board of Directors
1984 - 1988 Chairman, Technical Committee
1980 - 1986 Captain, Egyptian Davis Cup Team

Other International organizations

- 1982 - 1986 Member, Board of Directors Heliopolis Sporting Club

1972 - 1974 Secretary of ATP Board of Directors

Tennis Competition Experience

1963 - 1980 Ranked No.1 tennis player in Egypt
1964 Winner, Junior Wimbledon
1965 Winner, Junior Orange Bowl
1968 Winner, German indoors
1969 Finalist, US National indoors, seeded 12 in Roland garros
1969, 73, 74 Winner, Men's singles, Egyptian International Tournament
1970 - 1972 Professional Tour Players World Championship Tennis
1974 Wimbledon Quarterfinalist
1974 Semi-finalist Doubles Masters, Houston
1974 Winner, Philippine Open
1975 Finalist, Taiwan Open, highest ATP ranking 34

Jack Graham, K.C.



Personal

Born in: 1956
Citizen of: Canada
Languages: English

Awards / Titles

2009 Kings Counsel
1978 B.A. (Economics) – Acadia University
1985 B.Ed. – Dalhousie University
1988 LL.B. – Dalhousie University
2023 LL.D – Honorary Doctor of Laws – Cape Breton University

Personal Statement

I have had the distinct honour of serving on the ITF Board of Directors since 2009. Since that time I have made important contributions to ITF Board initiatives and have led significant governance reforms, as Chair of the Constitutional Committee. I have also supported the strategic objectives of the ITF including the recent ITF 2024 strategy, as well as the work of Development Advisors. It has always been my belief that the ITF must be a modern and effective international sports federation and true leader in the growth and development of global tennis. A number of steps have been taken in recent years to modernize the ITF, including the World Tennis Number, restructuring of the World Tennis Professional Tour, modernization of our IT systems and digital transformation, improvement of our major competitions, and diversification of our revenue streams. I am pleased to have played a role in a number of these initiatives. If I am re-elected to the ITF Board, I will work tirelessly to continue to improve the standing and significance of the ITF.

I have gained significant experience and a unique appreciation for the importance of the ITF over the past number of years. I hope to use this experience and my professional background as a senior lawyer to create much needed stability and continuity for the ITF Board.

Business

2019 - present Board Chair, McInnes Cooper LLP
1995 - present Partner, McInnes Cooper LLP

Tennis Administration

International Tennis Federation

2009 - 2023 Member, Board of Directors
2020 - 2023 Member, Governance Structure Taskforce
2009 - 2023 Chair, Constitutional Committee
2015 - 2023 Member, Development Advisors Committee
2005 - 2007 Member, of Rules of Tennis Committee

Tennis Canada

2003 - 2006 Chair, Board of Directors
2003 - 2019 Member, Board of Directors
2003 - 2019 Member, Tennis Development Committee
2005 - 2023 Delegate to ITF AGM
1978 - 2004 National Course Conductor for Coaching Certification
1978 - 1982 Member, Coaching Committee

Other

2015 - 2021 Board Member, Canada's Sports Hall of Fame
2001 - 2003 Chair of Council of Provincial Presidents, Tennis Canada
2020 - Present Founder and Board Chair, Sobey's Atlantic Tennis Centre
1995 - 2001 President, Tennis Nova Scotia

1990's	Active ice hockey coach for Minor Hockey
1985 - 1988	Authored Tennis Canada National Coaching Certification manuals from Instructor to Level 2 Coach
1981 - 1982	Head Tennis Pro, Burnside Tennis Club
1978 - 1981	Development Coordinator and Provincial Coach, Tennis Nova Scotia

Tennis Competition Experience

1970s	Active and ranked junior tennis player in province
1970s - 80s	Active Regional Senior player

Brian Hainline, MD



Personal

Born in: 1955

Citizen of: USA

Languages: English, French

Awards / titles:

1982 Medical Degree, University of Chicago-Pritzker School of Medicine

1978 Bachelor of Arts, University of Notre Dame

Personal Statement

My sport service is centred around advocating for sport as a public good. Tennis, more than any other sport, is the ideal vehicle for positioning sport as a public good, and I believe deeply that the ITF can deliver on this premise better than any other governing body in sport. I would be truly humbled to be a member of the ITF Board of Directors and to offer my background in sport, health, and tennis to work with other governing bodies of tennis as we create new frontiers in promoting and developing tennis from the grassroots to the most elite level of the game. I am an inclusive collaborator and would be honoured to be of service to the ITF and the world of tennis.

Business

2013 - present Chief Medical Officer, National Collegiate Athletic Association (NCAA)

1997 - 2012 Chief, Neurology and Integrative Pain Medicine, ProHEALTH Care Associates, Lake Success, NY

1991-1997 Director, Clinical Neurology Service and Sports Neurology, Hospital for Joint Diseases, New York, NY

Tennis Administration

International Tennis Federation

2022 - present ITF (and ATP/WTA/Grand Slam) Board of Directors (Observer) on the International Tennis Integrity Agency

2003 - present Chair, ITF Sport Science & Medicine Commission

1999 - 2011 Member, ITF Wheelchair Tennis Medical Commission (incorporated into SSMC)

1993 - 2003 Member, ITF Sport Science & Medicine Commission

1994 - 2003 ITF (and ATP/WTA) Tennis Anti-Doping Program Review Board

United States Tennis Association

2023 - present President and Chair of the Board

2021 - 2022 1st Vice President

2019 - 2020 Vice President

2017 - present Board of Directors

2017 - 2018 Director-at-Large

2008 - 2012 Chief Medical Officer, United States Tennis Association

2007 - 2008 Board of Directors (Director-at-Large)

1992 - 2007 Chief Medical Officer, US Open Tennis Championships

Other

2022 Chair, T7 Mental Health in Tennis Summit

2022 Expert Panel, 6th International Consensus Conference on Concussion in Sport

2021 - present Grand Slam Board

2021 - present USA Football Medical Advisory Panel

2021 - present International Tennis Integrity Agency Board Observer

2021 - present Member, Concussion in Sport Group

2019 - 2021 Chair, USA Football Development Model Council

2019 - 2021 Member, American College of Sports Medicine Post-Competitive Elite Athlete Health Task Force

2019 - 2020	WTA Safe Sport Project
2018	Co-Chair, International Olympic Committee Consensus Meeting on Mental Health in Elite Athletes
2017 - present	Member, National Basketball Association Youth Health & Wellness Working Group
2017 - 2018	Task force member, Tennis Industry Health & Wellness
2016	Co-Chair, International Olympic Committee Consensus Meeting on Pain Management in Elite Athletes
2014 - 2015	Board of Directors, Professional Association of Athlete Development Specialists
2013 - 2020	Medical Advisory Board, GE-NFL Head Health Initiative
2013 - 2016	Board of Directors, National Council on Youth Sports Safety
2010 - present	WTA Tour Player Development Advisory Panel Member
2010 - 2022	Councillor, American Academy of Neurology Sports Neurology Section (Vice-Chair 2014-2018; Chair 2018-2022)
2010 - 2011	Board of Directors, United States Anti-Doping Agency
2007 - 2009	Investigator, Retired National Football League Player Concussion Study
1997 - 2000	Sports Medicine Committee, United States Olympic Committee
2001 - 2005	Medical Advisory Board, New York State Athletic Commission (boxing)
1990 - 1994	ATP Tour Drug Panel of Experts/Anti-Doping Advisory Panel

Tennis Competition Experience

2023	Inducted into the ITA Collegiate Tennis Hall of Fame.
2016	Awarded the Intercollegiate Tennis Association Achievement Award.
1974 - 1978	Collegiate scholarship athlete, University of Notre Dame, Indiana, USA. I played #1 singles and doubles in 1978.

I continue to play and train in tennis regularly.

Asa Hedin



Personal

Born in: 1962

Citizen of: Sweden

Languages: Swedish, English, French

Awards / Titles:

1985 MSc Biophysics, University of Minnesota

2006 Financial Analysis and Valuation CEFA program,
Stockholm School of Economics

2023 Disruptive Strategies, Harvard Business School Executive education

Personal Statement

I am a globally recognized business leader, experienced CEO and Chair of the Board in several Nasdaq-listed companies. My expertise is in strategy development, digitalization (AI), finance and brand building. I believe in good governance, diversity, sportsmanship and developing leaders. With my lifelong love for tennis and learnings as President of the Swedish Tennis Federation, I have the will, the ambition and commitment to serve the ITF as we shape the future of tennis.

Business

Current	Chair of the Board and Director at several Nasdaq listed and Private equity backed companies e.g. Tobii Dynavox AB, Nolato AB, Biotage AB, Actic Wellness Chain
2007 - 2015	President & CEO Elekta Instrument AB, Executive Vice President Corporate Strategy and Marketing
2002 - 2007	CSO Senior Vice President Corporate Strategy Gambro AB
2000 - 2002	CEO Filippa K
1985 - 2002	Various Marketing and Business development functions Siemens and Elekta

Tennis Administration

International Tennis Federation

2022 - present Member, Sports Science and Medicine Commission

2020 - 2022 Member, Advantage All Committee

Swedish Tennis Federation

2020 - present President

2019 - 2020 Board Director

Other

2017 - 2019 Board Director Saltsjobadens Tennisclub

2021 Coaching at University of Gavle, Sweden

2016 - 2020 Sports and exercise psychology at GIH Stockholm

1981 - 2000 Tennis coach at Tennis and Life Camps MN,USA as well as part time in Sweden

Tennis Competition Experience

2016 Gold medal Swedish Championships Mixed doubles veterans 50

2002 Swedish Tennis Championship series team playoffs outdoor finalist D40 (silver)

1981 - 1982 NCAA DIII championship team quarterfinals with Gustavus Adolphus College MN USA (singles and doubles)

Anil Jain

Personal

Born in: 1960

Citizen of: India

Languages: Hindi, English

Awards / Titles:

M.B.B.S and M.S,

K.G.Medical College, Lucknow, India



Personal Statement

My life has been dedicated to the service of the people, through my profession as a Medical Doctor and through my personal choice of being an active social and political worker. I am presently serving the people of my nation as a Member of Parliament in the Government of India. A passionate lover of Tennis, I am also privileged to be serving as the President of the All India Tennis Association.

I now stand before the international tennis family and humbly seek your support to help me serve you and our Institution – The ITF. Joining hands with 213 members for Tennis, I will actively pursue the philosophy of “ITF for Tennis, Tennis for All” and I am confident that our congenial joint efforts can assist in giving a fair and substantial representation to every member nation from every region, while upholding the ITF principles of good governance, gender equality, financial transparency, and ethical standards.

Business

2018 - 2024 Member of Parliament, Government of India

2013 - 2018 Former National General Secretary, BJP (Bhartiya Janta Party - Ruling Political Party of India)

Tennis Administration

All India Tennis Association

2020 - 2024 President

2017 - 2020 Vice President

Other

2016 - 2026 National President – Bharat Scouts and Guides, India

2004 - present Trustee, BhauRao Deoras Sewa Nyas, India - An Education and Health Trust.

1991 - present Senior Consultant Surgeon, Laproscopic & G.I.Surgery

Nao Kawatei



Personal

Born in: 1970

Citizen of: Japan

Languages: Japanese, English

Awards / titles:

1993 Bachelor of Economics, Kobe Gakuin University

Personal Statement

For over 30 years I have worked in officiating and tournament organisation together with member nations, the ITF and the ATP and WTA Tours. I want to continue to share ideas and experiences that will benefit member nations. As a current ITF Board member and WTT committee chair, I have focused on reviving WTT activities in the aftermath of the pandemic, striving to increase the number of WTT events and ITF support globally. I am excited to see this coming to fruition especially increased playing opportunities at WTT. I hope to continue working to be a bridge, connecting member nations, regions and different bodies across the tennis world to further the growth of tennis globally.

Business

2019 - present Visiting professor, Kobe Gakuin University

Tennis Administration

International Tennis Federation

2019 - present Member, Board of Directors

2020 - present Chair, ITF World Tennis Tour Committee

2016 - present Member, ITF Olympic Committee

2020 ITF Technical delegate, Tokyo Olympics

2014 - 2019 Member, ITF Beach Tennis Committee

2009 - 2015 Member, ITF Women's Circuit Committee

2001 - 2007 Member, ITF/ATP Men's Circuit Committee

2001 - 2007 ITF Representative ITF/ ATP Challengers Joint Committee

1990 - 2008 ITF Gold Badge Referee / Chair Umpire / Chief Umpire (Davis Cup / Fed Cup / Olympics / Paralympics)

1990 - 2008 ITF Court Official (Gold Badge - Referee)

Asian Tennis Federation

2007 - 2019 Member of Board

1993 - 2019 Tournament and Officiating Committee

1999 - 2010 ITF/ATF Regional Executive of Asia

Japan Tennis Association

2000 - Present Vice President

2007 - 2019 Executive Director

1995 - 2006 Committee Member

Other

2019 - present International Committee, Japanese Olympic Committee (JOC)

2013 - 2019 Chairman of Tennis, International University Sports Federation (FISU)

2009 - 2022 Tournament Director, Japan Open (ATP 500)

2018 - 2019 ATP TV Committee, ATP Doubles Committee

2005 - 2007 WTA Supervisor

Tennis Competition Experience

1980 - 1990 Played National Junior Competition (National High-School Team - Semi Final)

James Kenani



Personal

Born in: 1947

Citizen of: Kenya

Languages: Ekegusii, English, Swahili, French

Awards / Titles:

1985 Royal Institute of Public Administration, London, UK

1982 Advanced Diploma in Planning & Administration, Paris, France

1981 Corporate Governance, University of Leeds, UK

1975 University of Birmingham

1971 Bachelor of Arts, University of Nairobi

Personal Statement

Tennis has played a significant role in my life, fuelling my unwavering dedication to its promotion and advancement. As a former club tennis player, captain, club leader and President of Tennis Kenya, I have honed my strategic decision-making skills, financial acumen, and commitment to fostering the growth of the game. Furthermore, my tenure as a school principal and Corporate Affairs Director at a major bank in Kenya has enriched my management and Corporate Governance experiences. My life guiding principles revolve around teamwork, diligence, integrity, and excellence. I am proud to tirelessly uphold these values in everything I do.

I am ready to extend my contributions and share my perspectives, skills and experiences with the ITF Board. Collaborating with fellow Member Nations, I aim to drive positive change and propel tennis to new heights of participation and popularity.

Business

1994 - present Board Director, Choice Tea Brokers

2002 - present Managing Director, Stratcom Solutions Limited

2004 - 2007 Chairman, Kenya Pipeline Company Limited

1996 - 2002 Head of Corporate Affairs KCB until 2002

1992 - 1995 Director, Kenya National Sports Council

Tennis Administration

International Tennis Federation

2020 - 2023 Member, Wheelchair committee

Tennis Kenya

2015 - present President

1997 - 2000 Chairman

1995 - 1996 Vice Chairman

1981 - 1995 Tennis Captain, Club Tennis (Public Service Club, Nairobi Club, Kisii sports Club)

Other

2020 Member, Steering Committee to Tokyo Olympics 2020 - National Olympic Committee of Kenya / Government of Kenya

1986 - 2000 Chairman, Regional Inter-banks Games

Tennis Competition Experience

Active club player

1972 - 1980 Club Championships

Team manager- Davis Cup & Kenya teams

Tournament Director- Kenya Open

David Miley



Personal

Born: 1958

Citizen of: Ireland

Languages: English, French, Spanish, Irish

Awards / Titles:

1982 Bachelor of Commerce, University College Dublin

1981 BS Business and Economics, Lander University

1984 Passed the highest coaching qualification of the British LTA

Personal Statement

To stand up for the ITF Member Nations and to help make the ITF stronger.

I recognize that the ITF member nations own the ITF. My main objective will therefore be to work in the interests of the ITF shareholders. I have travelled to over 140 of the ITF member nations and I know and understand many of the challenges the nations face to develop and grow tennis in their respective nations. I will work to make the ITF stronger and more successful financially, to increase ITF support to the member nations and to help the ITF grow the sport of tennis globally.

It is a very important moment for the ITF following the pandemic and the recent challenges with Davis Cup. It is necessary to have people on the ITF Board who understand the complexities of the business of tennis internationally, especially as it relates to Professional Tennis and Tennis Development and the overall health of the sport of tennis at every level. The sport of tennis is one of the most international and globally watched sports and should be among the top sport in terms of attracting TV and sponsorship revenue which it currently is not.

I am sure that I can help to provide the necessary input and support from my 30+ years of international tennis experience to help make the ITF stronger and to encourage the other important constituents in international tennis to work together for the good of the sport.

Business

1988 - 1997 CEO and Owner of Maidstone Tennis and Fitness Centre

Tennis Administration

International Tennis Federation

1991 - 1997 Manager/Head of the ITF Development Department

1997 - 2015 Executive Director of Development Department, responsible for ITF and GSDF funded Development program, Junior Tennis, Senior Tennis Wheelchair Tennis, Technical, Anti-Doping, Multi-Sport Games and Regional Associations

1998 - 2015 Attended as a Senior ITF Executive, ITF Board of Director meetings

1997 - 2015 Attended as a Senior ITF Executive, Junior, Senior, Wheelchair, Technical, Development Advisors and Coaches Commission meetings

2002 - 2015 Chair, ITF Task Force on Tennis Participation

2007 - 2015 Responsible for the launch and roll out of the ITF Tennis Play and Stay Campaign in 100+ nations.

2007 - 2015 Responsible for launching the Tennis 10s program and the 2010 Rule Change

2012 - 2015 Responsible for the launch of World Tennis Day in 2013.

1992 - 2015 Oversaw the creation of the ITF Coach education program, writing 7 ITF Tennis coaching books including the ITF Advanced Coaches Manual.

2008 - 2012 Chair, Coaches Education Taskforce

2003 Responsible for the launch of the ITN as the first Global Rating System

1999 - 2015 Member, ITF Medical Commission

1992 - 2015 Started ITF Coaching and Sports Science Review and was Editor

2013 - 2015 Member, Joint ITF/ATP/WTA Professional Tennis Taskforce

2009 - 2015 Board Member of the Tennis Industry Association

2011 - 2015 Member, ASOIF Sports Development and Education Committee

International Tennis Consultant

2017 - 2020 Owner of Dave Miley Tennis and Sports Consultancy Ltd.

2017 - 2019 Tennis Development Consultant Asian Tennis Federation

Tennis Ireland

2022 - 2023 Tennis Ireland international delegate to Tennis Europe and ITF AGM's

Other

2020 - present Tennis Director Kazakhstan Tennis Federation

Tennis Competition Experience.

1982, 1984, 1987 National Doubles champion

1982 - 1987 Top 10 nationally ranked men's player

1977 - 1981 Played US College Tennis

Philip Mok



Personal

Born in: 1971

Citizen of: Hong Kong, China

Languages: English, Cantonese, Mandarin

Awards / titles:

2020 The Chief Executive's Commendation for Community Service for the promotion and development of Tennis, The Government of the Hong Kong Special Administrative Region

1998 MBA, MIT Sloan School of Management

1993 Bachelor of Sciences, Johns Hopkins University

Personal Statement

I am motivated to run for the position of ITF Board Member due to my passion for tennis. I am dedicated to promoting and developing tennis not only at national and regional levels, but also on an international level, and I hope to be able to contribute to the continued success of the sport globally.

Throughout my tennis journey, I have gained invaluable experience in the financial, governance and administrative sides of the sport, aiding growth at grass roots level as well as helping to develop elite juniors and supporting full-time professionals.

I relish the multi-faceted responsibilities of being an ITF Board Member and look forward to actively engaging with, listening to and serving member nations from all regions. The opportunity to work with fellow Board Members on the priorities in our sport is an exciting prospect.

Business

2001 - present Co-founder, Vice Chairman Verde Holding Limited

2022 - present Chairman, The Hong Kong Adventist Hospital Foundation

2017 - 2022 Member, Board of Governors, The Hong Kong Adventist Hospital Foundation

2018 - present Member, Executive Council, The World Wide Fund for Nature Hong Kong;

2016 - present Trustee, The World Wide Fund for Nature Hong Kong;

2022 - present Board Member, The RunOurCity Foundation

Tennis Administration

International Tennis Federation

2022 - present Member, ITF World Tennis Tour Committee

2020 - 2021 Member, ITF Stakeholder Engagement Taskforce

2018 - 2019 Member, Women's Professional Circuit Committee

Asian Tennis Federation

2021 - present Vice President

2020 - present Member, Legal, Constitution & Ethics Committee

2017 - 2020 Board of Directors

The Hong Kong, China Tennis Association

2016 - present President

2014 - present Member, Steering Committee, Hong Kong Tennis Open (WTA 250)

2011 - 2015 Council Member

Other

2023 - present Honorary Deputy Secretary General, Sports Federation and Olympic Committee of Hong Kong, China

- 2023 - present Member, Sports Federation and Olympic Committee of Hong Kong, China, Finance & Investment Committee
- 2023 - present Member, Sports Federation and Olympic Committee of Hong Kong, China, Administration and Personnel Committee
- 2023 - present Member, Sports Federation and Olympic Committee of Hong Kong, China, Membership Affairs Committee
- 2023 - present Member, Sports Federation & Olympic Committee of Hong Kong, China, Hong Kong Athletes Career & Education Department Committee
- 2023 Chef de Mission of Hong Kong, China Delegation, Bali 2023 ANOC World Beach Games
- 2023 - present Member, East Asian Olympic Committee, Rules and Sports Committee

Salma Mouelhi Guizani



Personal

Born in: 1971

Citizen of: Tunisia

Languages: Arabic, French, English

Awards / titles

2007 PhD thesis in Human Sciences, specialising in Cognitive Psychology

2000 Masters in Sports Psychology

1997 Masters in Science and Techniques of Physical Activities

2019 Order of the Republic of Tunisia

Personal Statement

I am honored to present myself for a second term on the Executive Board of the International Tennis Federation (ITF).

Serving in my first term has been a privilege, allowing me to make meaningful contributions to the growth and development of tennis.

I am incredibly enthusiastic about the opportunity to continue this important work and to build upon our past achievements. Throughout my initial term, I actively engaged in board meetings, providing valuable insights, and fostering collaborative relationships with my fellow board members to make informed decisions. My unwavering commitment to upholding the values of the ITF and promoting the best interests of the sport has remained steadfast. Confident in my dedication, extensive knowledge, and passion for tennis, I believe I can effectively contribute to the strategic direction of the ITF, further advancing the sport on a global scale.

I strongly believe in the power of inclusivity, fairness, and transparency in fostering a thriving tennis community.

If re-elected, I will continue to advocate for these principles and work diligently to ensure that tennis remains a sport that inspires and unites people from all walks of life.

Business

2000 - present Assistant professor, in charge of sports psychology and tennis specialty - Higher Institute of Sport and Physical Education Ksar Saïd

2012 - 2022 Pedagogical coordinator of the Master in Humanities and Social Sciences, in charge of mental preparation and sports psychology courses - Higher Institute of Sport and Physical Education Ksar Saïd

2009 - 2012 Mental trainer of professional player Ons Jabeur

Tennis Administration

International Tennis Federation

2019 - present Member, Board of Directors

2019 - present Chair, Masters Committee

2019 - present Member, Advantage All Committee

2019 - present Member, Development Advisors Group

2016 - 2018 Member, Rules of Tennis Committee

Confederation of African Tennis

2020 - 2023 Chair, Gender Equality Commission

2016 - 2020 Chair, Beach Tennis Commission

Fédération Tunisienne de Tennis

2013 - present	President
2008 - 2013	Member of the Executive Board
2020 - present	Chair of the Coaches, Elite and Gender Equality Commissions
2008 - 2013	Chair of the Coaches, Elite and Gender Equality Commissions
2023	Director of Davis Cup tie - Tunisia vs Cyprus
2013 - 2014	Billie Jean King Cup Captain

Other

2017 - 2026	Vice-President of the Executive Bureau of the Arab Tennis Union
2021 - 2026	Chair of the Seniors Commission of the Arab Tennis Union
2017 - 2026	Chair of the Gender Equality Commission of the Arab Tennis Union
2013 - 2017	Member of the Tennis Development Commission of the Arab Tennis Union

2013 - 2020	Executive Board Member, National Olympic Committee of Tunisia (CNOT)
2016 - 2018	Vice President (CNOT)
2013 - 2018	Chair, Sports Science Commission (CNOT)
2016 - 2018	Chair, Gender Equality Commission (CNOT)
2017 - 2024	Member, Women and Sports Commission, Association of National Olympic Committees of Africa (ACNOA)

Tennis Competition Experience

1990 - 1991	Champion Tunisia Civil School
1985 - 1995	Tunisian Women's National Team

Tennis Coach 3rd degree equivalent Level II
GPTCA Tennis Coach Diploma
Mental Preparation Diploma

Lionel Ollinger



Personal

Born in: 1971

Citizen of: France

Languages: French, English, German

Awards / Titles:

1994 Postgraduate diploma, Sports Management, Universite de Strasbourg II

1993 Alumni Ecole Superieure de Commerce, IPAG Paris

Personal Statement

I am honoured to officially announce my candidacy for the Board of Directors of the International Tennis Federation (ITF) and to share with you a few lines about my tennis and professional career.

I have been involved in tennis for a long time, as an amateur player, coach and club president, and I am currently Vice-President of the French Tennis Federation, as well as being nominated referent for the organisation of our two major events: Roland-Garros and the ATP 1000 Paris Rolex Paris Masters, and the tennis events at the 2024 Olympic and Paralympic Games.

I am also President of the Grand Est region since 2013 (85,000 members and 650 clubs).

On the professional side, I am the CEO of FC Metz Stadium, a company that owns its stadium (30,000 seats) and two professional football training centres. We organise matches for Football Club de Metz (Ligue 1), as well as many other events. My job gives me expertise in business, sport and events management.

On the strength of this expertise and with the support of my federation, I am motivated to get involved in international tennis, to meet and listen to the member federations, to understand the challenges and issues you face and to continue to develop the sport that unites us.

Business

2020 - present CEO of the Football Club Metz Stadium, Metz, France

2017 - 2020 VP Sales Sysco, Paris, France

2008 - 2017 Regional Director (North and East), Elixir Group, Metz, France

2005 - 2008 CEO of Maison Familiale (East), Nancy, France

1995 - 2005 Sales Director, ACCOR Group, Nancy, Lyon, Paris, French overseas territories and departments

Tennis Administration

Fédération Française de Tennis

2021 - present Vice President in charge of major events (Roland-Garros, Rolex Paris Master)

2021 - present Member of the Board (Comite Executif)

2017 - 2021 Member, Conseil Superieur du Tennis

2013 - 2017 Member of the Directors Committee

Other

2013 - present President, French Regional league Grand Est

2010 - 2022 Founder, Waves Open 57 tournament

2008 - 2012 Club President, Moulins-les-Metz

1987 - 1996 Tennis coach

Tennis Competition Experience

Player (currently 15/3, best ranking 15/1)

Goran Rafajlovski



Personal

Born in: 1965

Citizen of: North Macedonia

Languages: Macedonian, English, Serbian, Croatian, Bulgarian

Awards / Titles:

2010 PHD, Faculty of Law, Cyril and Methodius University, Skopje, Macedonia

2007 MA Degree, Faculty of Economics, Management Department, Cyril and Methodius University, Skopje, Macedonia

1990 BSc (Hons) Faculty of Law, Cyril and Methodius University, Skopje, Macedonia

Personal Statement

With the idea of equalizing tennis in the world and in the direction of increasing the population that will play tennis on a professional and amateur level, if I am elected as a board member I will fight for an approach that will help to increase the number of people who play tennis and which, in the future, would bring the sport to an even higher level than it is today.

Business

2001 - present Manager, Rafajlovski Consulting

1998 - 2001 Assistant Manager and Legal Consultant, Rafajlovski Consulting
President of the Council for Advancement and oversight of the accounting profession of the Republic of North Macedonia

2016 - 2022 President, Permanent Court of Arbitration

2012 - 2016 Vice President, Permanent Court of Arbitration, Economic Chamber of the Republic of Macedonia

2012 - 2016 Vice President, Economic Chamber

2009 - 2016 President, Regional Chamber in Skopje, Economic Chamber of the Republic of Macedonia

2008 - 2016 Member, Management Board, Economic Chamber of the Republic of Macedonia

2007 - 2016 President, Economic Chamber of Skopje, Republic of Macedonia

2005 Vice President, MASIF Association (Macedonia Association of Accountants and Financiers)

Tennis Administration

International Tennis Federation

2020 - 2023 Technical Commission

Tennis Federation of North Macedonia

2019 - present Vice President

Other

2010 - 2020 Member, Macedonia National Olympic Committee

David Rawlinson



Personal

Born in: 1953

Citizen of: Great Britain

Languages: English, basic German

Awards / Titles:

Fellow of the Institute of Chartered Accountants in England and Wales (FCA)

Fellow of the Association of Chartered Certified Accountants (FCCA)

Personal Statement

Since the age of 16, I have played and held volunteer positions at Club, County, National Association, Wimbledon, Tennis Europe and the ITF. I am passionate about growing tennis in a safe environment and aspire to values of teamwork, excellence, passion, integrity and inclusion. During my LTA Presidency, tennis participation grew, we were awarded the highest recognition for safe-guarding in Great Britain, the LTA became one of the three ITF Gold Standard National Governing Bodies in the world and promoted a “we are one team” philosophy for Board, Executives and Volunteers.

Volunteer Role

1999 - 2006 Director of Bedford Rugby Football Club

1991 - present Member and Former President (1996) of The Rotary Club of Bedford Park

Tennis Administration

International Tennis Federation

2022 - 2023 Member, Masters Committee

2020 - 2021 Member, Olympic Committee

2016 - 2019 Member, Seniors Committee

Tennis Europe

2017 - 2021 Board Director and Treasurer

Lawn Tennis Association of Great Britain

2020 - 2022 President

2017 - 2019 Deputy President

2014 - 2022 Board Member

2006 - present Councillor

Other

2017 - present Member of the Committee of Managements of the Championships, All England Lawn Tennis Club (AELTC)

2017 - present Member of the Ground Committee, AELTC

2017 - present Member of the Ticket Committee, AELTC

2019 - present Member of the Professional Tennis Committee, AELTC

2018 - present Member of the Ground Company Board, AELTC

2018 - present Member of the Joint Finance Committee, AELTC/LTA

2021 Admitted to Membership IC of GB

1982 - 1989 Treasurer, Riverside Lawn Tennis Club

1990 - 1993 Chairman, Riverside Lawn Tennis Club

1999 - 2019 President of Riverside Lawn Tennis Club

'86-'92 & '96-'19 Committee Member, Treasurer, Sponsorship Co-Ordinator, Bedfordshire County Lawn Tennis Association

Tennis Competition Experience

County player, represented England in over 55's Four Nations Competition. Play in ITF Masters' Tournaments.

Terri-Ann Scorer



Personal

Born in: 1971

Citizen of: New Zealand and Australia

Languages: English, French, Te Reo Māori

Awards / Titles:

1993 Bachelor of Civil Engineering (1st Class Hons) and Bachelor of Commerce, University of Western Australia

1995 Diplôme D'Etudes Approfondies (Masters, Mention Bien), Institut National Polytechnique de Grenoble, France

2003 Commonwealth Study Conference, New Zealand Representative

2005 INSEAD International Executive Programme, France

2013 Global Women NZ: Women in Leadership Breakthrough Programme

2023 ASOIF Women Lead Sports Programme

Personal Statement

As a passionate tennis player, serving the ITF Board would be a privilege and a pleasure. At the board table, I bring structured thinking, the ability to 'join the dots' between different views and to distil key points of discussion. I enjoy contemplating major change and how to go about it in a practical way. Outside of formal meetings, I also enjoy engaging with stakeholders to develop ideas and progress proposals. Serving on National, Regional and ITF governance bodies for 6 years, I am motivated to now bring my energy and rigour to the ITF Board.

Business

2020 - present Management consultant (freelance)

2016 - present Start-up investor and advisory board member

2015 - present Member of New Zealand Institute of Directors

2011 - 2020 Bank of New Zealand, Westpac New Zealand (strategy function leadership)

1999 - 2003 CEO, Oxfam New Zealand and member of Oxfam International Board

'97-'99, '04-'10 Boston Consulting Group (BCG), Associate to Principal roles

Tennis Administration

International Tennis Federation

2022 - 2023 Member, ITF Constitutional Committee

Oceania Tennis Federation

2021 - present Board Member

Tennis New Zealand

2019 - present President and Chairperson

2018 - 2019 Deputy Chairperson

2016 - 2018 Board Member

Other

2019 - 2021 Kohimarama Tennis Club Committee (Auckland)

1992 - 1993 East Fremantle Lawn Tennis Club Committee and delegate to Tennis West (Australia)

Tennis Competition Experience

2019 - present New Zealand National Masters' Championships: individual and team medals

2003 - 2004 Senior Regional Representative, Bay of Plenty, New Zealand

1998 - present New Zealand senior interclub (league) player

Circa 1992 Tennis Australia Level 1 Tennis Coach Accreditation

Surendran Subramaniam



Personal

Born in: 1960

Citizen of: Sri Lanka

Languages: English, Sinhala, Tamil

Awards / titles:

2023 MBA, Swiss School of Business and Management

Personal Statement

My deep-rooted passion and unwavering commitment to Tennis has not only developed my leadership skills but also shaped my character. I have acquired valuable leadership skills and a comprehensive understanding of tennis administration. I look to act with transparency and truthfulness and actively engage in discussions to make informed decisions which will have a positive impact on our sport. I am eager to contribute my knowledge, skills, and passion to the betterment of tennis, working towards a brighter future for the sport we all love.

Business

1982 - 1992 Executive to Head of the Broking Department at Forbes and Walker

1993 - 2023 Executive to Managing Director at Arrow International (Pvt) Ltd.

Tennis Administration

International Tennis Federation

2020 - 2023 Member, Constitutional Committee

2016 - 2019 Member, Juniors Committee

2014 - 2015 Member, ITF / ATP Circuit Committee

Asian Tennis Federation

2015 - 2019 Vice President

2004 - 2014 Secretary General

Sri Lanka tennis Association

2017 - present Vice President

2017 - present Chair, Tournament and Matches Committee

2017 - present Chair, Coach Education Committee

2014 - 2017 Committee Member

2002 - 2007 President

2000 - 2005 President, Playing Section

1990 - 1997 Treasurer, General Secretary Playing Section

1988 - 1989 Coach of Davis Cup Team

Other

2018 - present President, National Olympic Committee Sri Lanka

2011 - 2012 Chairman of Lawn Bowl Selection Committee

Tennis Competition Experience

1992 - 1993 National Doubles Champion

1980 - 1983 Davis Cup Pool Member

2000 Captain of the Davis Cup Team

Awarded College Colours, Public School Colours and Sri Lanka Colours for Tennis

Csilla Suto



Personal

Born in: 1972

Citizen of: Hungary

Languages: Hungarian, German, English, Spanish

Awards / Titles:

2013 Bachelor's Degree Sport Manager, Semmelweis University Faculty of Physical Education and Sport, Budapest

2015 Master's Degree Sport Manager, Corvinus University of Budapest, Faculty of Business Administration and University of Physical Education

Personal Statement

Tennis has taught me that we must persistently fight for our goals and plans, overcome the obstacles and difficult circumstances. Serving as the secretary general of the Hungarian Tennis Federation has provided me with a solid foundation in managing complex organizations, overseeing budgets, and developing effective governance structures.

I aim to dedicate my energy, knowledge, and skills to advancing the ITF's objectives and cooperate with fellow board members and ITF member nations to drive innovation, strengthen grassroots development programs, and enhance the integrity of the sport. I value and advocate for equal opportunities, foster the introduction of tennis to people of all ages, gender and people with special needs.

I strongly believe that these values are essential for the growth and success of any global sports organization, and I am committed to promoting equal opportunities for all players, regardless of their backgrounds. One of my goals as the board member of ITF will be to promote dual careers for tennis players which will be essential for their long-term success and well-being beyond their athletic careers. I would also aim to make the ITF operation transparent, strengthen cooperation between ITF members and providing equal opportunities for all tennis players.

Business

2011 - 2015 Expert advisor, Champions Consulting Budapest

Tennis Administration

Magyar Tenisz Szovetseg (Hungarian Tennis Federation)

2021 - present Secretary General

Other

2013 - 2020 Director of Sports Affairs - MTK Budapest Sports Club/ Team manager of tennis division

2019 Event manager, European Maccabi Games Budapest, Hungary

Tennis Competition Experience

Since the age of 10 I have participated in regular tennis related activities mainly student/school and leisure tournaments.

Jordi Tamayo De Winne

Personal

Born in: 1981

Citizen of: Spain

Languages: Spanish, English, French, Italian, German, Catalan



Awards / titles:

2021 Leading Strategic Projects Program (Executive Education), IESE Business School

2021 Executive Master's Degree in Business and Administration, EAE Business School

2007 Master's degree in International Business Law, ESADE

2005 Bachelor's degree in Law, Barcelona University

2003 Bachelor's degree in Political Science and Sociology with specialisation in International Relationships, Autonomous Barcelona University

Personal Statement

I am passionate about tennis and with my experience in different organizations of the world of tennis, I would like to work hard in benefit of the ITF.

Business

2011 - present Legal Partner (of counsel), AddVANTE - Baker Tilly

2005 - 2011 Corporate and Commercial Lawyer, International Law Firms

Tennis Administration

International Tennis Federation

2019 - present Member, Billie Jean King Cup Committee

Tennis Europe

2021 - 2021 Member, Junior Committee

2021 - present Honorary Treasurer and responsible of the taskforce of Good Governance and Code of Ethics of Tennis Europe

Royal Spanish Tennis Federation (RFET)

2017 - 2021 Board Member

2021 - present First Vice President

2017 - present President of the Catalan Tennis Federation

Other

2022 - present Member of the Legal and Social Corporate Responsibility Committee of the Spanish National Olympic Committee

Tennis Competition Experience

Career high Spanish ranking of 190

Henrik Thorsøe Pedersen



Personal

Born in: 1965

Citizen of: Denmark

Languages: Danish, English

Awards / Titles:

1983 - 1985 Data Science, Copenhagen University

Personal Statement

It would be my privilege to part of the International Tennis Federation as a board member. My commitment to all member nations, I will focus on the following: Good Governance / Sportswashing / Diversity / Working together / Digitalisation / Variations of Tennis

Business

2010 - 2015 Board Member, Helsingør Talent & Elite council

Tennis Administration

International Tennis Federation

2022 – ITF Padel Tennis Taskforce

Danish Tennis Association

2016 - present President

2014 - 2016 Board Member

Other

2009 Certified Tournament Referee (Danish Tennis Association)

2009 Certified Chair Umpire (Danish Tennis Association)

2010 Certified Level 1 Tennis Coach (Danish Tennis Association)

2016 Certified Level 1 Padel Tennis Coach (Danish Tennis Association)

2014 - 2016 President, local tennis region, Sealand Tennis Union

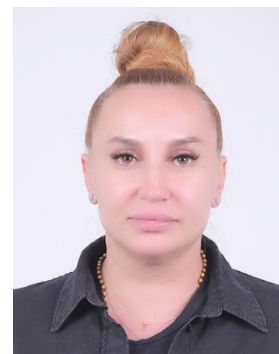
2011 - 2015 President, local tennis club, Helsingør Tennis Club

2007 - 2010 President, local tennis club, Snekkersten Tennis Club

Tennis Competition Experience

2000 Champion in local club / single and mixed double (Farun tennis Club)

Iroda Tulyaganova



Personal

Born in: 1982

Citizen of: Uzbekistan

Languages: Russian, English

Awards / Titles:

Bachelor's Degree, Business administration, Tashkent State University of Economics,

1998 Awarded the "Shukhrat" medal

2000 Honored Athlete of the Republic of Uzbekistan

2001 Conferred the honorary title "O'zbekiston iftixori"

Personal Statement

Former professional tennis player. Retired from professional tennis in 2010. I strive to develop tennis in Uzbekistan and Central Asia as well. Active participation in gender equality in sports and economic, political and social life.

Business

2016 Founder of "Tennis school of Iroda Tulyaganova".

Tennis Administration

International Tennis Federation

2022 - 2023 Member, ITF Davis Cup Billie Jean King Cup Taskforce

Asian Tennis Federation

2019 - present Vice President

Uzbekistan Tennis Federation

2019 - present Secretary General

2017 - 2019 Captain of the women's National Tennis Team.

2010 - 2016 Professional tennis coach of the women's National Tennis Team.

Other

2019 - 2023 Member Executive Committee, National Olympic Committee of Uzbekistan

Tennis Competition Experience

2022 Career-high WTA rankings of 16 in singles and 28 in doubles.

2000 Gold medal at the Asian Games in Busan, Korea.

1999 Winner of the Wimbledon (girls singles), US Open (girls doubles).

1996 - 2008 Member of National team of Uzbekistan.

Won three singles titles and four doubles titles on the WTA Tour.

Stefan Tzvetkov

Personal

Born in: 1970

Citizen of: Bulgaria

Languages: Bulgarian, English, Serbo-Croatian, Russian; Spoken
Greek, German, Italian



Personal Statement

Be different, stick to your beliefs and express them to create a dialogue for change. Help others, it matters.

Tennis Administration

International Tennis Federation

2015 - present Member, Board of Directors
2018 - present Board Member, Hopman Cup Pty
2015 - 2017 Chair, Women's Circuit Committee
2015 - 2017 Member, Athletes Commission
2011 - 2015 Member, Seniors Committee

Tennis Europe

2017 Honorary Life Counsellor
2014 - 2017 Vice President
2008 - present Member, Board of Management
2008 - 2014 Chairman, Professional Committee
2005 - 2014 Member, Professional Committee

Bulgarian Tennis Federation

2008 - present President
2004 - 2008 1st Vice President
1997 - 2000 Member, Executive Board

Other

2019 - present National President of Bulgaria, GPTCA
2017 - 2019 Presidential Appointee to the Board, PTR
2018 - 2022 Member, Global Committee, International Tennis Hall of Fame
2009 - 2021 Vice President, Bulgarian National Olympic Committee
2005 - 2009 Member of the Board, Bulgarian National Olympic Committee
2007 - present President, International Lawn Tennis Club of Bulgaria
2009 - present Honorary Member, IC of Great Britain
2016 - 2022 Tournament Chairman, ATP Sofia Open, Bulgaria
2015 - 2016 Tournament Director, ATP 250 TEB BNP Paribas Istanbul Open, Turkey
2015 - 2016 Tournament Director, WTA International TEB BNP Paribas Istanbul Cup, Turkey
2012 - 2014 Tournament Director, WTA Garanti Koza Tournament of Champions, Sofia
2008 Tournament Director, ATP Challenger Bulgarian Open
2002 - 2005 CEO BBB Pro Tennis
1999 Tournament Director, BBB Open ATP Challenger

Tennis Competition Experience

2004 BBB Pro Tennis Men's Team Captain – 2nd place at the European Club Championships
1998 Bulgarian Men's National Team Captain – 3rd place at the European Team Championship
1997 - 2000 Bulgarian Davis Cup Captain
1990 - 1991 Bulgarian Davis Cup Player
1993 - 1998 Played German Team Tennis in 2nd and 3rd. Leagues

1988 - 1989 ATP Ranked in Singles and Doubles
1991 - 1995 NCAA Collegiate Tennis Player, Regionally and Nationally Ranked
1995 BIG 10 Conference Champion
1982 - 1998 National tennis champion in different age groups /incl. men and seniors/ and disciplines

Bulat Utemuratov

Personal

Born in: 1957
Citizen of: Kazakhstan
Languages: Kazakh, Russian, English



Awards / Titles:

1981 B.A. Economics, Almaty Institute of Economics (Kazakhstan)

Personal Statement

I am ready to continue contributing to the Board operational decisions through my personal competencies and experience - both in sports, and business & management. My key priorities for the ITF are to recover after Kosmos and find a long-term strategic partner for Davis Cup. It is important that tennis is able to increase revenues from TV broadcasting and coverage by recognising that that tennis is the third most watched sport in the world while not in the TOP 10 sports in terms of revenues generated.

I believe it is vital to enhance children tennis competitive experience and it is for this reason that since 2017 I have been providing my personal funding of over \$720,000 per year to support regional 12&U team competitions in Asia, Africa, Oceania, Latin America and the Caribbean.

I have strong communication, networking, and problem-solving skills and I am good in resolving conflicts, prioritizing and making tough decisions as needed. I am open to other people's opinions, receiving new information and knowledge and I am committed to the principles of fairness and inclusiveness. I am ready to work with the President, the other members of the board and the top ITF executives to face the challenges and maximise the opportunities over the next four years and to help make the ITF and its member nations stronger.

Business

2006 - present Key unit holder of the investment group of companies "Verny Capital", Kazakhstan

Tennis Administration

International Tennis Federation

2019 - present Vice President
2015 - present Member, Board of Directors

2016 - 2019 Member, Davis Cup Committee
2020 - 2023 Member Development Advisors Group
2020 - 2023 Chair, Governance Structure Taskforce
2016 - 2017 Member, Development Generation Taskforce
2017 - present Sponsor, ITF 12&U Regional Team Competitions

Kazakhstan Tennis Federation

2007 - present President
2008 - present Owner, "Gorky Park" Tennis Club, Almaty, Kazakhstan
2008 - present Sole Shareholder, "Tennis Development Fund", Kazakhstan
2022 - present Owner, ATP 250 event in Kazakhstan
2022 Organiser, Kazakhstan ATP 500 "Astana Open"
2020 - 2021 Organiser, Kazakhstan ATP 250 "Astana Open"

Other

2016 - present Member Kazakhstan NOC Executive Committee
2008 - 2013 Advisor to the President of the Republic of Kazakhstan
2006 - 2008 Head of the Department of the President's Affairs of the Republic of Kazakhstan
2003 - 2006 Secretary of the Security Council of the Republic of Kazakhstan

2004 - 2006	Chairman, National Committee on Democratization and Civil Society Affairs under the President of the Republic of Kazakhstan
1999 - 2003	Assistant to the President of the Republic of Kazakhstan on foreign Policy and Economic Issues
1996 - 1999	Ambassador Extraordinary and Plenipotentiary of the Republic of Kazakhstan to Switzerland, permanent Representative to the United Nations and other international organizations in Geneva
1994 - 1995	First Deputy Minister of Industry and Trade of the Republic of Kazakhstan
1993 - 1994	Deputy Minister of Foreign Economic Relations of the Republic of Kazakhstan
1992 - 1993	General Director, Kazakh Trade House in Austria

Charity work

Bulat Utemuratov Foundation (Autism One World for All, Jas Leader Akademiiasy, Green School, Balameken, Support of Batyrkhan Shukenov Foundation, School construction in Kosshy, Aid Card, Botanical Garden reconstruction, support of the Association of parents of disabled children, Burabike fest, construction of the airport passenger terminal

Tennis Competition Experience

Plays recreational tennis

Dietloff von Arnim



Personal

Born in: 1959

Citizen of: Germany

Languages: German, English, Spanish

Awards / titles:

1988 Master of Business Administration, University of Cologne

Personal Statement

Taking tennis into the future.

Business

1988 - 1990 General manager (CEO), Intergrafica S.A., Bogota, Kolumbien

1991 - present Executive Partner, Werbeagentur von Arnim GmbH, Düsseldorf, Germany

Tennis Administration

International Tennis Federation

2022 - present Member, Davis Cup Committee

Tennis Europe

2021 - present Vice President

Deutscher Tennis Bund (German Tennis Federation)

2021 - present President

2021 - present Member, Supervisory Board German Tennis Marketing & Sport GmbH /
Rothenbaum Sport GmbH

Other

2015 - 2021 President, Tennis Federation Niederrhein (German Regional Federation)

2009 - present President, Tennis Federation Düsseldorf

2002 - 2009 Vice-President, Tennis Federation Düsseldorf

2013 - 2014 Tournament Director, ATP Tournament, Düsseldorf (Cat. 250):

2000 - 2012 Tournament Director / General Manager, ATP World Team Championship,
Düsseldorf:

1995 - 2000 Marketing & Communications Manager, ATP World Team Championship,
Düsseldorf:

1978 - 1995 Volunteer, ATP World Team Championship, Düsseldorf:

Tennis Competition Experience

Highest League Player in Germany for the last years until today.

Played club matches for the last 45 years.

Rafael Westrupp



Personal

Born in: 1980

Citizen of: Brazil

Languages: Portuguese, Spanish, English, French

Awards / titles:

2019 MBA in Project Management, EAE Business School

2014 Graduate in Business Administration, University of Southern Santa Catarina (UNISUL)

2001 Habilitation in Physical Education, Regional Council for Physical Education

Personal Statement

I started playing tennis at the age of 8, where I am still involved today. In the technical area, I had the opportunity to participate in international tournaments in almost 30 countries, as a player and / or coach. I am Provisional in Physical Education, I was part of the Davis Cup team between the years 2007/2010, and I became the first Brazilian tennis coach to receive the certificate of "Coach Level III" from the International Tennis Federation (ITF), in 2009 (Spain). I was director of Teacher Training in Santa Catarina and trained the tennis player André Sá (2009-2013), exponent of Brazilian tennis on the world stage. As a player and coach I was "sparring partner" of Gustavo Kuerten on several occasions. I am a graduate in Business Administration with an MBA in Project Management, and in July 2010, among other activities, I assumed the presidency of the Federación Catarinense de Tenis (FCT). As general director of the WTA- Brazil Tennis Cup and the Davis Cup events held in Brazil, directed more than 500 employees and a total audience of almost 30,000 people. During this period I was also Executive and Financial Director of the Confederação Brasileira de Tênis (CBT). In March 2017 I assumed the presidency of CBT, where I fulfilled my first term in April 2021, when I was re-elected for the 2nd. Term of office until March 2025. In June 2021 I was also elected president of the South American Tennis Confederation, where I serve until 2025.

Tennis Administration

International Tennis Federation

2022 - 2023 Member, Davis Cup Committee
2022 - 2023 Member, Regional Association President Taskforce
2020 - 2021 Member, ITF Olympic Committee
2018 - 2019 Member, ITF / ATP Men's Circuit Committee

Confederación Sudamericana de Tenis

2021 - present President

Confederación Brasileña de Tenis

2017 - present President
2013 - 2016 Executive Director
2012 Captain, Under-12 World Championships Team, Canada
2010 Assistant Coach, Davis Cup Team
2007 Davis Cup Team Leader
2007 Pan American Games Team Leader, Rio de Janeiro
2005 - 2014 Master in tennis training courses

Other

2021 President of the General Electoral Assembly of the Brazilian Paralympic Committee
2019 Member of the Board of Directors of the Brazilian Olympic Committee
2013 - 2016 Tournament Director, WTA Brasil Tennis Cup

2012 - 2016 President, Federación de Tenis de Santa Catarina
2007 - 2012 Vice President, Federación de Tenis de Santa Catarina

Tennis Competition Experience

2009 - 2012 Coach to ATP Player André Sá
2009 ITF Coach Level III
2006 ITF Coach Level II
1996 - 2001 Sparring partner of Gustavo Kuerten
1992 - 1998 Participation in national and international junior tournaments (Brazil & USA)

Ruth Wipfli Steinegger



Personal

Born in: 1956

Citizen of: Switzerland

Languages: German, English, French, Italian

Awards / titles:

1977 - 1979 Hotel Management School Lucerne/Switzerland

1979 - 1984 Study of Law at University Zurich/Switzerland

1988 Certified Lawyer & Notary

Personal Statement

Tennis and Sports in general have always played an important role in my life and mean a lot to me. I'm eager to give something substantial back to the tennis community on national and international level.

Business

1988 - present Co-Chairwoman of Steinegger-Wipfli Legal Cabinet

2018 - present Chairwoman of the Board Gisler 1843 AG (Media Company)

1996 - present President of the Juvenile Court of Uri

1998 - 2006 Member of the Lawyer and Notary Examination Commission

2010 - present President of the Cantonal Nature and Homeland Security Commission

2015 - present Member Advisory Board of the University of Applied Sciences Switzerland

Tennis Administration

International Tennis Federation

2020 - 2023 Member, ITF Olympic Committee

Tennis Europe

2014 - present Voting delegate of Swiss tennis at Tennis Europe AGM

Swiss Tennis

2014 - present Vice President

2001 - present Member, Board of Directors

2006 - present Vice President of the Swiss Tennis Foundation

2000 - 2005 Vice President of the Regional Association Schwyz Uri

2022/2023 Vice Chair on the Committee for a Swiss Billie-Jean King Cup Finals candidacy

Other

2013 - 2021 President of the Board of the ATP250 tournament Gstaad/Switzerland

2007 - present Member of the Board of the ATP250 tournament Gstaad/Switzerland

2001 - 2009 President of the Tennis Club Daetwyer AG

2020 - present Vice President of National Swiss Olympic Committee (SNOC)

2016 - present Member of the Executive Council of the SNOC

2021 - present Member of the Official Delegation of Switzerland to the International Governmental Macolin Sports Convention

Tennis Competition Experience

Regional tennis player having competed over 25 years in nationally organized tournaments and Swiss Interclub competitions

6. NOMINATIONS

**HONORARY LIFE VICE PRESIDENTS
HONORARY LIFE COUNSELLORS
AWARDS FOR SERVICES TO THE GAMES**

NOMINATION OF HONORARY LIFE VICE PRESIDENT

In accordance with Article 24 C, the Board of Directors is pleased to nominate:

Rene Stambach

For election as Honorary Life Vice President of the International Tennis Federation



Rene has served as a Vice President of the ITF for eight years and on the Board of Directors for twelve years and he has dedicated his energy to tennis as a whole for over 40 years. Rene has brought his business acumen to the ITF through his role as the Chair of the Finance & Audit Committee. His unswerving dedication overseeing and advising on matters relating to finance and remuneration, as well as serving as a sounding board giving sage advice for several ITF Presidents and Executives has resulted in the Board of Directors nominating him for this accolade. A degree in Management and Finance Studies from the University of St. Gallen and his sound business acumen has ensured that the game he loves has benefitted in many ways both nationally, regionally and internationally.

His extensive contributions to Tennis are as follows:

International Tennis Federation

2015 - 2023	Vice-President
2018 - 2019	Co-Chair New Properties Taskforce
2016 - 2023	Member, Remuneration Committee
2015 - 2023	Chair, Finance & Audit Committee
2011 - 2023	Member, Board of Directors
2011 - 2014	Member, Finance & Audit Committee
2011 - 2023	Member, Hopman Cup Board of Directors
2009 - 2015	Member, Olympic Committee

Tennis Europe

1985 - 1987	Member, Management Board
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Swiss Tennis

2006 - present	President
1992 - 2000	Vice-President

Other

2009 - 2016	Member Swiss Olympic Executive Board
1984 - 1990	Owner & Tournament Director WTA Zurich Indoors, Geneva Open
1985 - 1987	Member Women's International Professional Tennis Council (WIPTC), Miami
1983	MIPTC Official (Referee), Diploma in Madrid
1982	President, Tennis Club Zurzach
1981 - 1983	Tournament Director, Federation-Cup by NEC, Zurich
since 2014	Member, Foundation Board, Wilhelm Schulthess Clinic (Medical Group), Zurich/Switzerland
2012 - 2014	Chairman, Global Marketing Board, Bank Julius Baer & Cie. Ltd., Zurich/Switzerland
1995 - 1996	CMO, TV Euronews, Lyon/France; CMO, TV S Plus, Zurich/Switzerland
Since 1990	CEO, Stambach Group, Family Business, Switzerland

Tennis Competition Experience

1972 - 1989	Swiss Interclub Player
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NOMINATION OF HONORARY LIFE VICE PRESIDENT

In accordance with Article 24 C, the Board of Directors is pleased to nominate:

Katrina Adams

For election as Honorary Life Vice President of the International Tennis Federation



Katrina has been giving back to tennis from the day she first picked up a racket at six years old and in so many ways became a pioneer in tennis in the USA. Her drive and determination firstly as a tennis player and then in her later career as a tennis leader, has ensured her contribution to the game of tennis has excelled in so many ways. Katrina has served on the ITF Board of Directors as a Vice President for eight years and as Chair of several important committees guiding ground breaking initiatives such as Advantage All through her tenure. Her unwavering path to highlight and seek change through innovation and collaboration has meant Katrina has broken the mould for leadership and will continue to do so for many years to come which is why the Board of Directors nominates her for this accolade.

Her extensive contributions to Tennis are as follows:

International Tennis Federation

2015 - 2023	Vice President
2020 - 2023	Member, Finance and Audit Committee
2018 - 2023	Chair, Gender Equality in Tennis Committee
2016 - 2023	Chair, Billie Jean King Cup Committee
2016 - 2019	Chair, Media Commission
2014 - 2015	Member, ITF Davis Cup Committee
2011 - 2013	Member, ITF Rules of Tennis Committee
2013 - 2018	Member of Grand Slam Board

United States Tennis Association

2019 - 2020	Immediate Past President
2018	Chairman and President
2015 - 2017	Chairman, President and CEO
2013 - 2014	First Vice President
2011 - 2012	Vice President
2005 - 2015	Director at Large
2005 - 2015	Director at Large, USTA Foundation

Other

2015 - present	Board of Governors, International Tennis Hall of Fame (ITHF)
2018 - present	Executive Board, ITHF
2017 - 2018	Nominating Committee, ITHF
2019	Global Committee, ITHF
2019	Enshrinement Nominating Committee, ITHF
1996 - 1997	Vice President, Women's Tennis Association (WTA)
1994 - 1995	Treasurer, WTA
1990 - 1993	Director at Large, WTA
2021 - present	Board of Directors, GSE Worldwide
2021 - present	Advisory Board, Racquet Magazine
2021 - present	Advisory Board, Full Court Tennis

2019 - present	Independent Board Member, Pivotal Acquisition Corporation II & III
2020 - present	Advisory Board, Athletes Unlimited
2017 - present	Member, Anti-Defamation League, Sports Leadership Council (ADL)
2015 - 2020	Director at Large, Ross Initiative for Sports Equality (RISE)
2014 - present	CBS Sports, Co-Host, We Need To Talk
2010	CBS Sports, Launched 3D Coverage; US Open
	ESPN, The Bausch and Lomb Championships, Amelia Island, FL, 1999 Semi-Finals and Finals
2005 - present	Executive Director, Harlem Junior Tennis and Education Program
2003 - present	Tennis Channel Analyst

Tennis Competition Experience

1988 - 2000	Women's Tennis Association (WTA) Professional Tour –Touring Pro Won 1 ITF Women's Circuit singles title, 7 ITF Women's Circuit doubles titles, 20 WTA tour doubles titles, career-high rankings of No. 67 in singles, and No. 8 in doubles
1987	NCAA Doubles Champion
1986 - 1987	All Big Ten Team; NCAA All-American
1986	Intercollegiate Tennis Coaches Association Rookie of the Year

NOMINATION OF HONORARY LIFE COUNSELLOR

In accordance with Article 24 D, the Board of Directors is pleased to nominate

Bernard Giudicelli

For election as Honorary Life Counsellor of the International Tennis Federation



Bernard Giudicelli has served on the ITF Board of Directors for eight years and as a Vice President for the past four years. His performance as a member and chair of the Davis Cup Committee has been passionate, driving for change and innovation to the game while standing as a voice for understanding of the historic nature of the competition and tennis in general. Always an advocate for growing the game globally his service on the Development Advisors Group has helped to bring digital change to the ITF that benefits developing nations in multiple ways. The Board of Directors in recognition of his unwavering beliefs and drive are pleased to nominate him for this accolade.

His contributions to Tennis are as follows:

International Tennis Federation

2019 - 2023	Vice President
2015 - 2023	Member, Board of Directors
2020 - 2023	Member, Davis Cup Committee
2016 - 2019	Chair, Davis Cup Committee
2020 - 2023	Chair, Development Advisors Group
2016 - 2019	Member, Development Advisors Group
2011 - 2015	Member, Olympic Committee

Fédération Française de Tennis

2017 - 2021	President
2013 - 2017	General Secretary
2009 - 2012	Executive Vice-President, Roland Garros
1997 - 2008	Member of the Board
1993 - 1996	Vice-President
1991 - 1993	Member of the Board
1991 - 2017	President, Corsican Tennis League

Other

2017 - 2021	Member, Board of Directors, French Olympic and Sports Committee (CNOSF)
2017 - 2021	Special Advisor, (CNOSF)

Tennis Competition Experience

since 1983 – licensed FFT player

NOMINATION OF HONORARY LIFE COUNSELLOR

In accordance with Article 24 D, the Board of Directors is pleased to nominate

Martin Corrie

For election as Honorary Life Counsellor of the International Tennis Federation



Martin Corrie has always had a love for the game of tennis and for over 30 years has volunteered his service to the sport both nationally and internationally. Martin has been a member of the ITF Board of Directors for eight years and in that time has used his analytical thinking as well as his engineering and accountancy background to help advance various aspects of the game within the ITF. Being an amateur player, and a professional player's parent, has contributed to the multiple insights he brings to the ITF through the Board and the numerous Committees and Commissions he heads up and serves on. Through his steady influence he has challenged and sought innovation and brought reform in many areas. The Board of Directors is pleased to nominate Martin for this accolade.

His extensive contributions to Tennis are as follows:

International Tennis Federation

2015 - present	Member, Board of Directors
2020 - 2023	Member, Governance Structure Taskforce
2016 - 2023	Chair, Wheelchair Tennis Committee
2016 - 2023	Chair, Technical Commission
2016 - 2023	Chair, Remuneration Committee
2016 - 2023	Member, Finance and Audit Committee
2017 - 2023	Chair Investment Advisory Panel

Tennis Europe

2014 - 2017	Treasurer
2014 - 2017	Member
2008 - 2012	Member, Tennis Europe Professional Tennis Committee

The Lawn Tennis Association

2017 - 2019	President
2017 - 2019	Chair, Council
2014 - 2016	Deputy President
2014 - 2019	Member, Nominations Committee
2014	Member, Remuneration Committee
2013 - 2017	Chairman, Audit Committee
2011 - 2019	Board member (Council elected member in 2013)
2009 - 2017	Member, Chair Investment Committee/Investment Advisory Group
2009 - 2012	Chairman, Tennis Performance Committee
2007 - 2008	Member, Tennis Performance Committee
2004 - 2006	Member, Funding Committee

The Championships, Wimbledon

2019	Member, Ground Company
2014 - 2019	Member Joint Finance Committee
2013 - 2019	Member, Committee of Management of The Championships
2013 - 2019	Member, Catering, Finance & Risk Management and Tennis Sub-Committees

Tennis Foundation

2014 - 2018 Appointed Trustee of the Tennis Foundation

Hertfordshire County LTA

2005 - 2016 Chairman, Performance Committee

2002 - 2016 County representative on LTA Council

2000 - present Treasurer

1994 - present Member, Management Committee

Tennis Competition Experience

1970 - present Represented the County of Hertfordshire at junior, senior and veteran level

NOMINATIONS FOR AWARDS FOR SERVICES TO THE GAME

National Association Nominations

Name	Category	
Mr Iqbal Bin Issack (SRI)	Administrators	President of Sri Lanka tennis Association - 12 years.
Mr Anil Dhupar (IND)	Administrators	Member of the Board of Directors of the All India Tennis Association - 20 years
Mr Ismail El Shafei (EGY)	Administrators	President of the Egyptian Tennis Federation - 12 years
Mr Thomas Kønigsfeldt (DEN)	Administrators	Vice-President of the Dansk Tennis Forbund - 12 years.
Mr Ng Mui Soon Gilbert (SGP)	Administrators	Member of the Board of Directors of the Singapore Tennis Association - 12 years; General Manager - 14 years.
Mr André Stein (BEL)	Administrators	Member of the Board of Directors of the Federation Royale Belge de Tennis -30 years.
Mr Jon Vegosen (USA)	Administrators	President, Member of the USTA Management and Board - 13 years
Ms Kiki Bertens (NED)	Player	Has played 32 Billie Jean King Cup Rubbers - Singles W/L - 21 - 2. Doubles W/L 6-3. Total W/L - 27-5
Mr Francklin Garcia (HON)	Player	Has played 29 Davis Cup Rubbers - Singles W/L - 1-3. Doubles W/L - 9/16. Total W/L - 10/19.
Mr Malek Jaziri (TUN)	Player	Has played 84 Davis Cup Rubbers - Singles W/L – 37/17. Doubles W/L - 15/15. Total W/L - 52/32.
Mr Liu Wenbin (CHN)	Others	Served as Vice President and General Secretary of the CTA since 2017. Elected President in 2023. He plays a role as a member of the ITF Olympic Committee and has significantly increased relations with the international tennis community and stakeholders. Has significantly contributed to the development of tennis in terms of event organisation and player development and during his term more domestic and international tennis events have been held in China. Under his tenure the CTA has created a safe environment for Chinese junior players to progress and develop. Including providing financial, coaching and medical support. More Chinese players now make significant progress in international professional events.

Coaches Commission Nomination

Mr David Miley (IRL)	Currently Director of Development in Kazakhstan. Prior to this he was the ITF Development Director from 1997-2015. Instrumental in the introduction of the 10&U rule change, the “Tennis 10’s” programme, and the ITF Tennis “Play and Stay” campaign. Has written seven tennis books including the ITF Level 1 manual, co-authored the ITF Advanced Coaches Manual, and produced the ITF Level 1 syllabi. Chaired the ITF Task force on coach education, and the ITF Ratings Task Force, and was responsible for the introduction of the Tennis Xpress programme. Has presented in many tennis coach and other sports related conferences, ITF Worldwide and Regional coach conferences.
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Board of Directors Nomination

Mr Tarak Cherif (TUN)	For outstanding contributions for over 30 years in various roles becoming a respected administrator of the game. President Tunisia Tennis Federation, President of the Confederation of African Tennis, member of the ITF Board and various Committees.
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Report of the Board of Directors

The Board of Directors **recommends acceptance** of all the above nominations.

7. APPOINTMENT OF AUDITORS

Article 14(b)(viii) To appoint annually the Auditors to the Company

The Board of Directors recommends the appointment of the below company as Auditors to the International Tennis Federation from 24 September 2023 up to and including the final day of the 2024 General Meeting:

United Kingdom PricewaterhouseCoopers LLP

8. ANY OTHER BUSINESS

Future Annual General Meetings

DEPARTMENTAL REPORTS

[Click here to return to contents page](#)

PRESIDENTIAL

ADVANTAGE ALL

Introduction

The Advantage ALL programme, part of the ITF2024 strategic vision, continues to focus predominantly on the area of gender equality, seeking to empower, inspire and enable women and girls to reach their full potential, both on and off the court. The project is supported by an annual grant from the Foundation for Global Sports Development (GSD) that is in place until the end of 2024. The Advantage All Committee continues to meet regularly at 3-4 month intervals throughout the year to guide the programme.

National and Regional Association engagement

Regular Regional Association (RA) Presidential meetings are held to encourage gender equality engagement, both within the RAs and across their National Associations (NAs). A key step is to encourage all RA/NAs to develop their own gender equality strategies and plans.

Building on the 'I Pledge' campaign that launched in 2022 and encouraged RA/NA Presidents/General Secretaries to pledge their commitment to tackling gender inequality, 2023 has seen the launch of the **Men as Allies programme**.

Launched on International Women's Day 2023, the programme encourages Presidents and General Secretaries (and other male leaders such as coaches, officials or media figures) to make public 'commitments' (organisational and/or personal) to tackling ED&I by becoming an Advantage All Male Ally. The programme aims to elicit change to help balance the opportunities available to women and girls at all levels, both on and off the court. The male ally commitments include aspects such as constitutional change, promotion of women's tennis or becoming a sponsor or mentor to a future leader.

A Men as Allies webinar, held on 17 May 2023, was attended by 80 ITF stakeholders, with speakers including ITF President David Haggerty, ITF Board member/Vice-President/Advantage All Committee chair Katrina Adams, ITF Board member/Vice-President René Stammbach, ITF Senior Executive Director Communications, Heather Bowler, ITF Board member Jack Graham and Tennis Canada Past Chair, Jennifer Bishop.

An Advantage All Sub-Committee will meet later in 2023 to share best practice and encourage further action.

The **Advantage All Reward and Recognition programme** is now in its second year and encourages NAs to submit their examples of best practice ED&I projects.

For 2023, there are three award categories (Coaching, Officiating and Leadership), the prize money to support a specific gender equality initiative has been increased and there will be winners from four ITF 'development tiers'. The work of the winners will be promoted through ITF global communications and the 'gold' winner will receive attendance/networking opportunities for a woman at the 2024 ITF AGM.

During 2023, three case study webinars showcased the 2022 winners and provided valuable insight into their work:

- Gold Award, Tennis Ireland (April 2023) – Gender equality strategy development and implementation
- Silver Award, LTA (June 2023) – Coaching and Coach Development
- Bronze Award, Tennis Australia (August 2023) – Funding for Women in Tennis.

The **2023 Advantage All Global Forum** (November 2023) will target all RAs/NAs, Advantage All leadership programme participants, as well as coaches and officials, to continue to raise the bar in terms of gender equality.

The Forum, scheduled to coincide with the Billie Jean King Cup by Gainbridge Finals, will act as a platform for professional development to inspire and motivate a new generation of leaders, coaches and officials, with high profile panel sessions and networking opportunities for those attending the event. It seeks to place the ITF and the sport of tennis as a global thought-leader when it comes to promoting equality and inclusion. The Forum will also be promoted to a virtual audience (wider tennis community) as in previous years.

ITF Advantage All Women's Leadership Programme

The Advantage All Leadership Programme is now in its third year, with the overall goal to empower and inspire more women to achieve leadership positions at national, regional and ITF Board level. More than 100 women who currently hold senior Regional and National Association/Committee positions are taking part in the Programme with new recruits added in 2023.

Following the 2022 'Great Leaders' webinar series where inspiring leaders shared their insights, the focus in 2023 is on providing practical tips and advice for new and aspiring leaders.

- i) Webinar programme:
 - o 27 April: "How to improve your confidence and overcome self-doubt" with Leadership Coach Chloe Walton
 - o 17 May: Men as Allies Programme webinar with ITF President David Haggerty
 - o October TBC: "Building your own 'personal board'" with Katrina Adams
 - o November TBC: Mentoring – "How to find (and be) a good mentor"

Some webinars have also been made available to ITF Advantage All Committee members and national gender equality representatives.

- ii) Networking – The ITF Advantage All LinkedIn Networking Group continues to provide opportunities for women leaders to make connections and share their experiences. Further 'in person' opportunities have included a networking breakfast, in partnership with the LTA, held during Wimbledon, with contributions from ITF President Dave Haggerty, ITF Vice President Katrina Adams, LTA President Sandi Procter and USTA Chief Executive Professional Tennis, Stacey Allaster.
- iii) Mentoring – A smaller group of women from the Leadership Programme are matched with a mentor to provide tailored support. A further review of new 'top talent' with the ambition, ability and opportunity to be nominated for an ITF Board position in 2027, will take place at the end of the year.

In terms of gender representation on Boards, the ITF Board remains 18% female, with two elected female Board members and one appointed female player representative. Following the 2022 constitutional change, there will be at least five male and five female (including one appointed player representative of each gender) in place from 2027. For the 2023 Board elections, the number of female candidates has nearly doubled from four (14%) in 2019 to seven (24%).

Coaching and Officiating initiatives

In 2023, Female Coaches Network webinars are being held in each Development Officer's region (10 in total). The objective of these webinars is to share the Advantage All message with all nations and ask NAs to implement their own plans to help female coaches in their region.

The Manager of each NA will participate in their region's workshop, along with two female coaches from that nation. Each NA will present three actionable ideas for how they can encourage female coaches to develop and grow.

Further funding will be given as educational grants for female coaches to attend the ITF World Coaches Conference in November 2023, as well as to help fund female speakers' costs.

In officiating, further regional in-person workshops are being held in South America and northern Africa, with additional workshops scheduled around the Billie Jean King Cup and Davis Cup ties and Finals. 75 NAs have now appointed an Officiating Ambassador whose role is to act as a role model and encourage/promote officiating as a career path.

Un HeForShe Champion

In 2021 Dave Haggerty was announced as a UN Women HeForShe Champion, with ITF commitments that include:

- Holding male leaders accountable and as advocates for gender equality
- Encouraging more women and girls to pursue a professional career in tennis – on and off the court
- Transforming corporate and social norms
- Increasing the number of people playing tennis to 120 million and achieve parity by 2030.

During 2023, the launch of the Men as Allies programme will see more male leaders making a tangible commitment to tackling gender imbalances. The ITF has also contributed to a number of UN led webinars and discussion sessions, with action groups across a number of key areas including Male Allyship.

Tory Burch Foundation Sports Fellowship empowered by ITF Advantage All

The ITF and the Tory Burch Foundation announced the launch of the first ever Sports Fellowship for early-stage women entrepreneurs at the Champions of Equity lunch event at the USA v Austria Billie Jean King Cup by Gainbridge Qualifier tie in Delray Beach on 15 April via a live panel discussion between Katrina Adams (ITF Vice President and Chair of ITF Advantage All Committee), Gabrielle Raymond McGee (Chief Operating Officer, Tory Burch Foundation) and Billie Jean King.

The Fellowship seeks to provide the opportunity for a woman entrepreneur in sports to grow their businesses through workshops, coaching sessions, network-building and financial resources.

In June 2023, Trisha Goyal, creator of Break The Love, was named the first Tory Burch Sports Fellowship founder. Trisha will receive a \$5,000 educational grant from the Tory Burch Foundation, access to 0% interest loans and one-on-one coaching.

COMMUNICATIONS

PR & COMMUNICATIONS

Q1 & Q2 2023 were dominated by major women's and men's World Cup of Tennis news and competition coverage. The reaction to and speculation about the end of the ITF-Kosmos partnership in January, was followed by significant coverage on ITF channels, and in media around the world, of spectacular live 2023 Davis Cup Qualifiers, World Group I & II Play-Off action. The three levels of play form the home and away stage of the competition, with 36 ties taking place in locations worldwide. The ITF reported a 10% year-on-year increase in attendance and increases in online engagement with Davis Cup channels.

In March, the City and Region announced Malaga as host for the 2023 Davis Cup Final 8. Valencia announced it would host Group C of the Group Stage, while the 2023 Group Stage draw in Malaga revealed further Group Stage hosts, generating international coverage.

The Billie Jean King Cup by Gainbridge Qualifiers in April were well covered by national and international media, with key agencies Reuters, AP and AFP all providing daily news wraps to media outlets worldwide, and an increase in journalists accessing our virtual media centre.

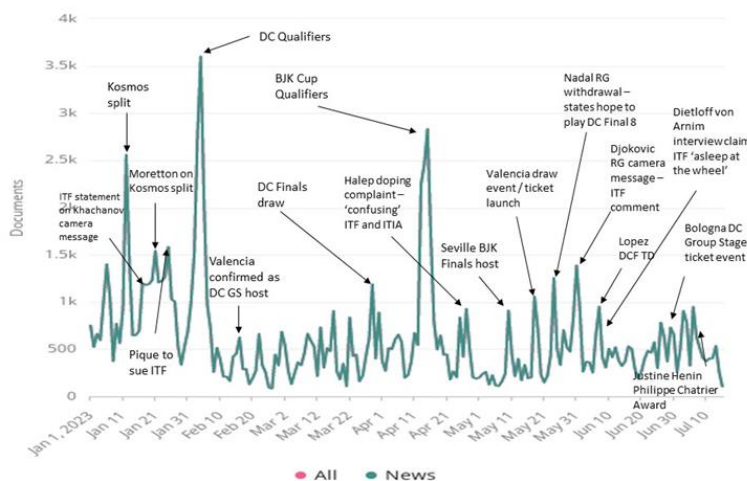
The announcements of Davis Cup Finals and Billie Jean King Cup Finals Tournament Directors, Feliciano Lopez and Conchita Martinez respectively, in May and June were widely and positively covered internationally, as well as in Spanish media.

Elsewhere, the ITF World Tennis Tour continues to be a priority for the department. Along with the launch of a new dedicated Instagram page; we also announced the 2023 Q1 and Q2 calendars. The return of events to China in Q2 story was picked up widely, and our top headlines remained prominent in coverage across Reuters, AP, BBC Sport etc.

In July, ITF spokespeople were interviewed on a range of topics by Wimbledon Radio and TV during The Championships, as well as BBC News Channel and BBC World Service (specific reference to ITF development work in Africa fuelled by Ons Jabeur's progress).

Planning for effective delivery of media operations at Davis Cup Finals Group Stage and Final 8 and Billie Jean King Cup by Gainbridge Finals continues. Our aim is to provide the best service to media covering the events both on site and remotely.

120,000 total mentions - ITF, Davis Cup, Billie Jean King Cup (1 Jan–10 July 2023)



Media Services

ITF continued to deliver match notes and media services at Australian Open, Roland Garros and Wimbledon with positive feedback from media and key stakeholders. As well as continuing its current work on Juniors and Wheelchair which has tangibly increased media engagement and coverage, the media information team has been tasked with developing new ways to make our statistics engaging for media and for fan engagement. We are equally working on the production of a consistent media information offer to generate more interest in the ITF World Tennis Tour.

Email Communications

A successful shift from print to digital during COVID moves forward to enhanced email communications and the development of CRM, enabled by the ITF's migration of database contacts to Microsoft Dynamix.

ITF World publication: Modernisation

After 25 years and 80 issues, the last *ITFWorld* magazine was published in July, marking a transition to an e-newsletter format. Data points to adopting a modernised way of delivering ITF news, interviews, features, and other content through our regular email newsletters.

This new approach means that can better target our various audiences who received *ITFWorld* and ensure each group, whether tennis stakeholders, media, fans or players, is directed through our e-newsletters to relevant, regular content on the ITF's digital properties.

The e-newsletter format increases ways for consumers to engage as they can click through to features, videos, live scoring, ticket sales and more on our websites. It provides tracking tools so we can see what our consumers enjoy and give them more of it. Additionally, a CRM approach with clearly defined audiences opens promotional opportunities.

ITF Global Reports & Communications

The *2022 ITF Annual Review* and accompanying *ITF Annual Report and Financial Statements* were published in July. With three-time Grand Slam finalist Ons Jabeur as cover star, the review included an overview of our 2022 financial performance and activities under ITF2024. We reported the reinvestment of 86% of our revenue into tennis in 2022, and records for tournament numbers, prize money and participation across our five tours.

Both publications are available to read in digital format on www.itftennis.com. Hard copies of the Annual Review are also available.

ITF DIGITAL SERVICES

Social Media audience overview

	FB	IG	Twit	YT	Linkedin	TikTok	Viber	Weibo	Douyin	Total
ITF	589k	264k	58k	52k	41k			104k	29k	1,137,000
DC*	626k	403k	370k			13k	202k			1,614,000
BJKC*	242k	69k	118k							429,000
Hopman	49k	34k	30k							113,000
WTT		3k								3,000
Beach		3k								3,000
TOTAL										3,299,000

*English and Spanish

Success stories

Audience growth:

1.	ITF Instagram	+18,000
2.	Davis Cup Instagram	+7,000
3.	ITF Weibo	+6,000
4=	ITF LinkedIn BJK Cup Instagram Copa Davis Instagram	+4,000

Engagements and impressions up for all Instagram and LinkedIn accounts across the board

Total audience growth January-June 2023 = 9%

Content strategy

- Collaborate as much as possible with National Associations and players on social posts to increase reach of content and grow audience.
- Developing nations storylines have performed very well on social media with the editorial team working hard to get video content to bring those storylines to life.
- Posting “highlights” from team competitions in an engaging way on social media has increased number of engagements but also helped to lengthen the period of interest after BJK Cup Qualifiers and Davis Cup Qualifiers have finished.
- Finding interesting ways of bringing out wheelchair tennis players’ back stories through social media worked well at the World Team Cup.
- Linking the success of ATP and WTA players back to juniors reaped rewards on social.

Top performing content

Billie Jean King Cup	Davis Cup	ITF
<ul style="list-style-type: none">• Sania Mirza retiring• Team Poland• Billie Jean King playing• Slovenia's comeback• Legends of the game• Archive footage	<ul style="list-style-type: none">• Big names – Rafa, Novak and Roger content performs well.• Qualified posts celebrating teams reaching the finals.• Archive content	<ul style="list-style-type: none">• Wheelchair live streams on Facebook• Stat posts about Djokovic's most Grand Slams• Archive footage (especially Hopman Cup)• Juniors• Leonid and Henry playing at Australian Open• Mirra Andreeva's rise

Local language

- Increase in amount of Spanish content created for ITF channels (web and social) with an emphasis on Juniors, especially with the rise of talent from South America.
- More use of Copa Davis social accounts to promote Davis Cup Finals in Valencia and Malaga; Spain becoming the destination for year-end events across the board with wheelchair, juniors, BJK Cup and Davis Cup all having major events there in October/November.
- Targeted posts on social media based on language/location for BJK Cup as social audience remains low for those Spanish-specific accounts.
- Weibo continues to perform well; dedicated approach on Chinese language accounts for a big push around the Junior Finals in Chengdu.

Websites

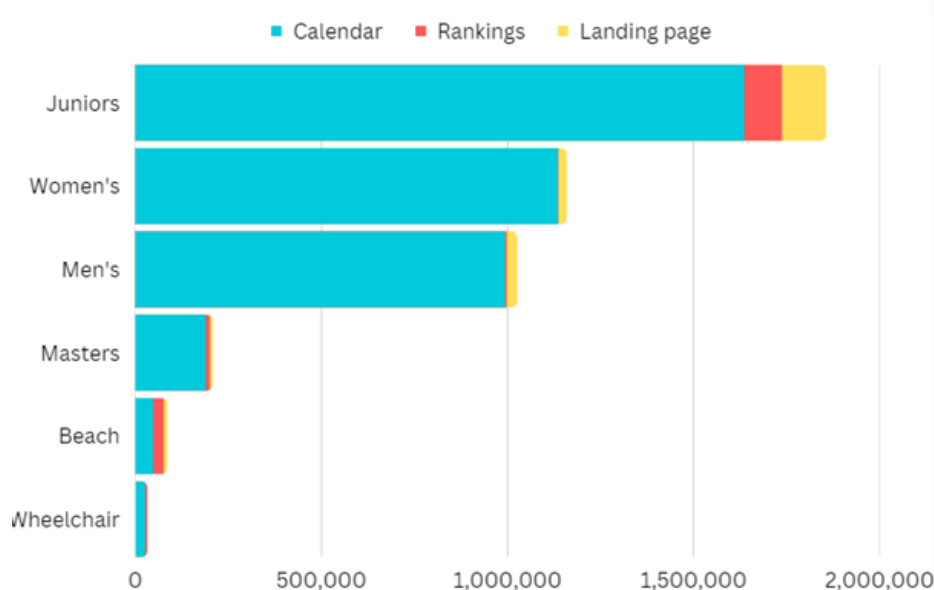
ITFTennis.com

- Launched dynamic new landing pages for each Tour.
- Integrated ITF Olympic/Paralympic websites to better align them as ITF events and streamline content output. Launched English/Spanish versions and capability for French.
- Launched global site search, manual ad banners, delivered enhanced visibility for ITF World Tennis Number in player profiles/global and player search, permanent ad banners.

Overall website traffic – January – June 2023 (includes +20% to account for GA tracking opt-outs)

- **12million+ sessions**
- **65.76million page views**
- **2.6million users**

Itftennis.com web traffic by circuit (by most popular data section)



Key learnings:

- A very well-performing website led primarily by interest in data and information: calendar/results/tournaments/player activity/information being the most visited sections.
- Article readership is comparatively low, but an important source of generating storylines/angles and awareness of ITF for social media. Information/record-based (nation/player) content always the most successful.
- Interest in up-and-coming players is high –a key focus of our content strategy.

BillieJeanKingCup.com

- BJK Cup website sessions and page views up Jan-June 2023 vs Jan-June 2022.
- BJK Cup Qualifiers: users (+6%), sessions (+15%) and page views (+21%) all up vs 2022.
- New Billie Jean King Cup website to launch end of summer ahead of 2023 Finals.
- The new website will focus on providing fans with all content in one place including live scores and live streaming.
- Users will be able to access the content they are interested in quickly and easily.
- Streams will be free – behind a login – and geo-blocked based on broadcast deals.
- New website provides greater access and control over content on the mobile app.

DavisCup.com

- Davis Cup website users, sessions and page views up Jan-June 2023 vs Jan-June 2022.
- Davis Cup Qualifiers: users (18%), sessions (14%) and page views (13%) all up vs 2022.
- Once the new BJK Cup website is live, we will focus on the development project for the new Davis Cup website with a view to being ready at the start of the 2024 season.

DEVELOPMENT

Administration & Resources

Regional Associations

The department is organising regular specific and plenary meetings with the six Regional Associations to ensure continuous alignment on strategic priorities and effective project implementation. Coordination of the 2023 regional development calendar has also been a focus for discussion so that the department can ensure resources are allocated accordingly.

ITF Development Officers

The 10 Development Officers have resumed their extensive, pre-pandemic travel schedules. The expertise, guidance and support they provide is invaluable to the successful implementation of the development strategy globally. They are the fundamental link between the nations, regions, and the ITF, conducting visits and implementing projects as ITF experts across all six pillars of the ITF Development Strategy.

2021 – 2024 ITF Development Strategy Survey

Towards the end of the year, the ITF will be asking its stakeholders to complete a short survey on the current 2021-2024 ITF Development Strategy. The information collected will be presented to the ITF Development Advisors and it will be used to inform the new 2025-2028 ITF Development Strategy.

Events

Junior Development events

With tennis returning to pre-pandemic levels, of the 51 junior development events planned for 2023, 30 have taken place to date with all remaining events scheduled to be executed. Five 14 & under regional events funded by the Grand Slam Player Development Programme (GSPDP) will be held in 2023 providing more competitive opportunities in Asia, Africa, Central America and the Caribbean, South America, and Pacific Oceania.

U12 Regional Junior Team Competitions

At the time of writing, all 19 regional qualifying events have taken place across five regions. Turkmenistan played host to the Central Asia qualifying event in June, which attracted daily crowds of up to 4,000 people and the opening ceremony was broadcast live on national TV. The five regional finals are scheduled to be held between July and October.

Facilities

Facility Grants

The application process was changed last year so that National Associations can apply at any time during the year. The facility grant panel assesses applications as part of a rolling programme, allowing National Associations to spend more time on their submission without the pressure of a deadline. Since the new application process was launched, Bhutan, Cuba, Guam, and Jordan have all been awarded funding by the facility grant panel to improve existing facilities. The Development Officers are on hand to support National Associations throughout the process and to introduce them to the ITF's official preferred court supplier California Sports Surfaces, for technical advice and to deliver facility projects.

National Training Centre (NTC) Recognition & Support

NTC Recognition has been identified as a priority programme for the Department and the target for 2023 is to have 20 more facilities recognised. The more nations that can provide a quality daily training environment for their players, the greater the chance more athletes will continue their journey up the player pathway. In early 2023, Lithuania was recognised at the Silver level, and Qatar achieved Bronze recognition while a further 22 National Associations have submitted their applications and have started the recognition process. The White recognition level, which was introduced in 2023 has been extremely well received, representing 72% of the new applications received.

Education

Courses

To date, a total of 14 ITF-supported in-person courses were organised by 14 National Associations, as well as one virtual Play Tennis tutor training course for coaches in West & Central Asia. The in-person courses followed the standard ITF syllabi for ITF Play Tennis, Coaching Beginner and Intermediate Players, Coaching Advanced Players courses and Coaching High-Performance Players courses. In addition, five courses were funded by Olympic Solidarity (OS) and a further 12 National Olympic Committees have been awarded OS funding to host Technical Courses for Coaches, which are currently being arranged. Courses for tennis parents as well as online seminars for female coaches have also been delivered by the ITF Development Officers in all regions.

Regional Technical Courses for Coaches

Within the figures above, OS funding has been secured for eight Regional Technical Courses for Coaches, which have, or are scheduled to take place in Argentina, Dominican Republic, Hong Kong, Kenya, North Macedonia, Trinidad, Uzbekistan, and Zimbabwe.

ITF World Coaches Conference

Online registration for the ITF World Coaches Conference opened on 28 April 2023 with early bird registration closing on 18 June 2023. The biennial event will be held at the America Tennis Club and Hotel Casa Dann Carlton in Bogota, Colombia from 31 October to 2 November hosted by the Federacion Colombiana de Tenis. At the time of writing, this year's edition has already attracted nearly 350 registrations from 46 ITF member nations. Registration closes on 1 September 2023. Speakers for the 2023 edition include: Luca Santilli, Paul Roetert, Fabiola Zuluaga, Roberta Burzagli, Brian Hainline, Jurg Buehler, Mark Kovacs and more.

OS Scholarships for Coaches

This year the OS Scholarship programme in Valencia focused on the delivery of the ITF Coaching Advanced Players (CAP) course for former players. In total 21 candidates attended the online delivery of the course, while 19 attended the residential and assessment weeks during May to June conducted in English and Spanish.

Women in Sport High Performance Pathway (WISH Programme)

The WISH Programme has been developed in cooperation with the IOC/Olympic Solidarity, ASOIF, AIOWF and several International Federations already engaged in projects to increase opportunities and pathways for high performance women coaches. The programme runs over 21 months and allows women who are involved or have the potential to be involved in elite coaching, to access leadership training, leadership mentoring and complementary sport-specific training led by the IF and with the engagements of the National Olympic Committees. To date the ITF has supported seven candidates to take part in this programme.

ITF Academy (digital platform)

ITF Data Sharing Agreements (DSAs) have been sent to 112 NAs who agreed to an ITF Academy NA package, of which 98 have activated their packages and are actively using the platform to host national certification courses and education workshops or webinars. At the time of writing, the ITF Academy has more than 280,000 users of which just over 64,000 are registered users who have access to more than 210 eLearning courses available in up to 11 languages. For the period 1 January to 19 June 2023, more than 1.2 million page-views were recorded, with users spending an average of 23 minutes per session, browsing an average of 18 pages. Library (former iCoach) content has also increased with more than 1,800 content items currently available online.

In April 2023, the ITF Club Management course was launched while in June, the first ITF Play Beach pilot certification course, delivered using the ITF Academy, took place in Brasilia, Brazil. Since the start of 2023, eLearning courses for Wheelchair, Officiating and the World Tennis Tours have been published.

Development of a National Sport System (DNSS)

The DNSS project in Bahrain concluded in April 2023. Ongoing DNSS projects include Burkina Faso, Mauritania, Turkmenistan, and Slovakia to be confirmed. DNSS allows National Olympic Committees (NOCs) to put into place a medium or long-term action plan to develop and strengthen their basic coaching structures and related sport systems.

Publications

The 89th issue of Coaches Sport Science Review was published in April 2023 in English, French and Spanish. The 90th edition is due for publication in August 2023.

Recognition of Coach Education Systems

To date, four nations have had their coach education system recognised by the ITF in 2023, while four are in progress. There are now 72 nations in total of which 18 are recognised at Gold, 10 at Silver, 23 at Bronze and 21 at White level.

Participation

ITF Junior Tennis Initiative

The ITF supports 145 National Associations that are involved in the ITF Junior Tennis Initiative (JTI). Guinea Conakry from Africa, and Poland from Europe, became active nations for the first time in 2023 while Portugal rejoined the programme. Support for nations is in the form of financial assistance to subsidise an appointed National JTI Coordinator; donated ITF-branded equipment; as well as access to the ITF Academy, the ITF JTI online reporting platform, the ITF Toolkit, the ITF Tennis Festivals app, and guidance from the ITF Development Officers.

JTI Online Reporting Platform

The reporting process is critical, not only for monitoring and measuring the impact of the JTI, but also assessing the return on investment. All active JTI nations have been onboarded to the new reporting platform which provides nations with a digital footprint at grassroots level. The platform is also a national database of all venues and deliverers (schoolteachers and tennis coaches) involved in the national programme and provides insight on all the development activity and competitions organised. Report forms are available in 19 different languages and once submitted can be reviewed by the respective National JTI Coordinator using in-built analytics to see the progress being made, while a sophisticated assessment tool allows the ITF Development Officers to focus on the micro-level insight to identify areas for improvement.

Equipment Distribution

Following a thorough review process, the ITF is developing a new equipment distribution platform for active JTI nations to access and order their respective equipment allocation annually. The new system will be available from 2024 and will allow for more customised shipments to be distributed to active JTI nations, whilst being more cost efficient and sustainable. During this review, the ITF has continued to support all active JTI nations with ITF-branded equipment, as well as grants for nations to purchase equipment locally.

National JTI Coordinator Continuous Professional Development

The ITF Development Officers continue to meet regularly with their respective National JTI Coordinators, organising regional conference calls - a process that has been in place since the start of the pandemic and has proved a positive addition for engagement across the JTI. The ITF is ensuring that all National Coordinators have access to continuous professional development and will be hosting a face-to-face global workshop for them to attend prior to the ITF World Coaches Conference in Bogotá, Colombia.

Through the ITF Academy, all National Coordinators must complete four courses online: 'Understanding the JTI', 'Tennis Festivals', 'Safeguarding in Tennis' and new for 2023 the 'ITF Coaching Beginner and Intermediate Players Course - Introduction to competition'. No assistance is provided unless these pre-requisites are met, and the respective online JTI reports have been validated.

ITF Tennis Festivals

For the past few years, the ITF has been encouraging all active JTI nations to organise tennis festivals as the first introduction for many people to start playing tennis - particularly young people in schools and within the community. Earlier this year, the ITF published an ITF Tennis Festivals app on the Apple App Store to support their efforts and invited several nations to start using it. The ITF will use the feedback received from these nations to support the development of the next phase of the project.

The ITF recommends that all National Associations encourage their tennis venues and deliverers to consider organising Tennis Festivals, or similar events, to provide free first-time playing opportunities to as many different people as possible. It is imperative that all participants at the Tennis Festivals know or be aware of when they can next play tennis and to ensure a positive retention from their first experience.

National Association Development Framework for Tennis study

The first version of the National Association Development Framework for tennis has been shared with the initial contributing National Associations. The Framework has been devised following consultation with leaders in participation and performance from 25 nations and conducted by a team of researchers from Victoria University, on behalf of the ITF. The purpose of the project is to create an evidence-based framework for nations to compare and benchmark their current national delivery structures and operations in order to make improvements for the future. These nations are piloting the framework so that the ITF can refine the model. The tool will be accessible online for all to nations to use.

ITF Global Tennis Report 2024

A new online platform will be available in late-2023 to collate insights on national tennis landscapes directly from all National Associations. This insight will be analysed and then published within the next ITF Global Tennis Report during the second half of 2024.

Performance

The Grand Slam tournaments continue to make contributions to the Grand Slam Player Development Programme (formerly known as the Grand Slam Development Fund) to support international competitive tennis opportunities in emerging tennis nations. Since its inception, the Grand Slam Player Development Programme has contributed over \$60 million towards tennis development through the ITF member nations and their players. This year projected spend on the programme is \$3. million.

Grand Slam Player Grants

In 2023, \$1.2 million is being provided to 51 players from 32 countries including two grants of \$50,000 to Juncheng Shang (CHN) and Victoria Jimenez Kasintseva (AND) who are just 18 and 17 years old respectively. Several 2023 player grant recipients achieved historic firsts this year including Rodrigo Pacheco Mendez from Mexico who became the first player from the Central American and Caribbean to reach the junior world No.1 spot since the rankings were combined in 2004 after winning a J500 in Milan. In June, Lucciana Perez Alarcon from Peru reached the girls' singles final at Roland Garros, becoming the first Peruvian girl to reach a Junior Grand Slam final and less than a month later she was making history again when she became the first girl from Peru to win a Junior Grand Slam match at Wimbledon since 1989. At the time of writing, 37 of the 51 grant recipients (73%) have seen their rankings progress to date, during the 2023 season.

International Touring Teams funded by the Grand Slam Player Development Programme (GSPDP)

Nine international teams are planned for 2023 with four travelling in the first half of the year and the remaining five teams being organised between August and December. Highlights to date include Iliyan Radulov (BUL) who as a member of the 18 & Under team to Australia, reached the quarterfinals of the boys' singles event at the Australian Open Junior Championships while on the B team tour to Europe, Elizara Yaneva (BUL) won two J200 events in Italy and fellow teammate Nicolai Budkov Kjaer (NOR) won a J200 and a J300 event in Italy. As a member of the 18 & Under A team to Europe, Iliyan continued his winning ways on the grass, reaching the finals of the J300 in Roehampton and the quarterfinals of Junior Wimbledon.

Regional Touring Teams funded by the GSPDP

A highlight of the regional touring team calendar are the five 14 & Under teams that travel to Europe each year to complete in five tournaments in France, Germany, and Belgium. This year sees 43 players and 11 coaches from five regions travelling to Europe to take part in the tour with several players also being involved in the World Junior Tennis finals in Prostejov.

Africa Regional Training Centre (ARTC)

On January 30, the Centre officially opened with 14 full-time players (eight girls and six boys) from eight nations. Players have access to eight onsite hard courts, a fully refurbished fitness room, an onsite classroom, and three clay courts at a nearby facility. Since the Centre opened, players have competed in more than twenty events. Centre and player KPIs have been established and first half reports have been distributed to key stakeholders.

Pacific Regional Development Programme

In April, the Pacific Regional Development Programme was launched to assist the most talented players in the region. To support its implementation, three coaches have been contracted to work under the guidance of the ITF Development Officer Gary Purcell. Given the vast, geographic footprint of the region, the Programme is being implemented in three phases. By leveraging key competitive events, this is helping to maximise the opportunity for OTF/ITF staff and contractors to interact with key stakeholders (coaches, players, and National Association leadership).

More than 100 players and 20 coaches were engaged in clinics and training camps as part of phase one which saw projects and activities being organised in five nations across East and North Pacific. Activities planned for West Pacific have been postponed after a cyclone hit the region earlier in the year.

Phase two is centred on the Pacific Oceania Junior Championships (POJC), with 18 of the top junior players aged between 10 and 15 years being invited to a training camp in Fiji prior to the finals of the POJC and the 12 & Under Junior Team Competition.

Phase three will be launched between September and October with activities being coordinated in conjunction with the Pacific Nations Cup in Samoa. The region's top players will continue to be supported via financial grants and touring team support. Junior Development projects will be delivered again throughout the region during this period, and key performance indicators will provide an overview of the impact and effectiveness of the Programme.

In addition to these projects, both a High-Performance and a Participation/Education Working Group (comprised of members from the OTF and ITF) were established to make recommendation on the 2024 and 2025 performance plan as well as establishing benchmarks and objectives for these two areas respectively for the Region.

Road to Dakar 2026

A new talent identification and development programme funded by Olympic Solidarity was launched this year in Africa with Kenya, Senegal, South Africa, and Togo being identified and approved to be part of the programme. The long-term goal of the programme is to increase the representation (on merit) of African players in the Dakar 2026 Summer Youth Olympic Games; the 2028 LA Olympics; and the 2032 Brisbane Olympics. Talent identification camps and competitions that have been held by the four nations, with a total of 180 players participating of which 78 players have been identified to start full-time high-performance training programmes in 2023.

INTERNATIONAL RELATIONS

Purpose

The International Relations department forms part of the larger Presidential Department, which also includes Development and Communications, working collaboratively to engage with and support our key stakeholders, the National and Regional Associations.

At a strategic level, the department supports the 'Stakeholder Engagement' programme, one of six ITF priorities in 2022/23.

The department employs a three-tier communication strategy focused on proactive,

- direct interaction with our 213-member National Associations to strengthen their voice
- developing greater alignment with our six Regional Associations
- increasing communication member National Associations via the ITF's headquarters in London and global network of ITF Development Officers.

At an operational level, the department's primary purpose is to provide a direct channel of communication with National/Regional Associations and stakeholders, and to advocate key ITF projects such as the governance reforms, digital transformation, and gender equality in tennis.

The department also is responsible for all matters of membership, including governance issues, supports the delivery of certain development activities, organises engagement events, and deals with exceptional projects such as the Ukrainian Relief Fund.

Engagement

The department delivered two NA Engagement Events, one in Paris during Roland Garros, and the second in London during Wimbledon. These events provided an opportunity for National and Regional Associations to meet with the ITF Executive to discuss priority issues, network and share knowledge. 48 National and Regional Associations attended these meetings, sharing crucial feedback on the ITF strategy, Davis Cup, Billie Jean King Cup and digital transformation.

The department also facilitated a series of meetings between National Associations and ITF personnel via the ITF office at Wimbledon, as a platform to discuss both strategic and operational matters.

A total of eight National Associations and three Regional Associations were hosted at the ITF office in London for a series of meetings with the ITF Executives and staff members.

The ITF Solidarity Programme invites National Association representatives to visit the ITF office for three days in order to discuss NA priorities and build relationships with ITF personnel. In 2023, five NA General Secretaries/Managers are scheduled to visit the ITF following the 2023 ITF AGM.

The Stakeholder Engagement Taskforce met four times in 2023. Composed of National and Regional Association office-bearers, the taskforce's objective is to advise the ITF on engagement methodology and the involvement of key stakeholders at a strategic level. This more collaborative approach encourages greater alignment between the ITF and Regional Associations and provides member National Associations a platform to voice their opinions and influence future strategic decisions.

The primary focus of the taskforce in 2023 was to raise awareness of digitalisation and the role it plays in strengthening National Associations' memberships. A total of seven regional workshops were held, as well as multiple follow-up regional meetings, presentations at two RA AGMs and one meeting with an RA Board. In August, each RA made a provisional commitment to continue workshops on digitalisation throughout 2023. These meetings provide critical feedback and support to the ITF Digital strategy and ensure member nations can progress in their digital transformation journey and with their objectives to grow participation.

The department also supported the Governance Review consultation process phase 2, in which National and Regional Associations were asked to provide essential feedback on proposed amendments to the ITF Constitution.

Regional Associations

The department delivered a series of four virtual meetings of the Regional Association President's Taskforce (RAPTF). This is a platform for Regional Association and ITF leadership to discuss ITF strategy and activities from a regional perspective, with the objective to achieve greater alignment between the ITF and our six Regional Associations.

The existing Memorandum of Understanding (MoU) between the ITF and each of the six Regional Associations has been evolved to align with ITF2024 goals to increase participation globally. The MoU will continue to be developed as part of the Governance Review's focus on regional governance, roles and responsibilities.

The department has supported the ITF's presence at Regional Association AGMs throughout the year, either in-person or virtually and continues to support the Regional Association Communications Taskforce, introduced in late 2019 to support the cascade of key information through regional offices to the member nations. In return, the ITF Communications Department has used its own communication platforms to support and enhance the social media content created by the Regional Associations.

Membership

In coordination with the ITF Development department, a membership pathway has been put in place to support Class C member National Associations to attain Class B (full) membership. The primary benefits of full membership are participation in our flagship professional team competitions, additional funding, and the right to vote at the AGM.

Virtual workshops are held in order to publicise the membership pathway and discuss the benefits of full membership with Class C nations. National Associations with the appropriate competition and development infrastructures are considered for the pathway.

The pathway includes regular meetings with ITF Development personnel, targeted ITF development support, integration with the ITF2024 strategy and participation in engagement events.

The membership pathway has supported two Class C members to apply for Class B membership at this AGM. A further three Class C members have signalled their intention to apply for Class B membership in 2024. Currently, Class B membership sits at a record high 160 nations, with a total of 15 nations progressing via the pathway.

The department is also directly involved in supporting member nations through leadership dispute resolution in accordance with good governance principles, the ITF Constitution, and the IOC Olympic Charter.

Ukraine Relief Programme

This programme is one of a range of measures introduced by the ITF Board of Directors to provide financial aid and technical support to the Ukrainian Tennis Federation during the war in Ukraine. Working with the UTF, the programme provides financial support for UTF tennis activities, including hosting national/international events and support for junior teams and high-performance players. Technical and educational support has been provided to coaches as well as job opportunities for officials.

RIOU

Due to the conflict in Ukraine and the subsequent suspension of the Russian Tennis Federation from ITF membership at an Extraordinary General Meeting in May 2022, the RIOU scholarship programme has been temporarily suspended.

ITF WORLD TENNIS NUMBER (WTN)

ITF World Tennis Number

The ITF World Tennis Number is a live digital product with a website, processes, and systems all in place. Central to this project is the ongoing work with 163 National and Regional Associations representing over 85% of the global total player population as well as onboarding quality data and educating and distributing World Tennis Numbers to players all around the world. At the time of writing, the ITF has collected 3.7 million player records and 23 million match records, with 52 nations fully onboarded and sharing quality validated data. Over 1.6 million players from 25 member nations have public numbers.

Intercollegiate Tennis Association

In January 2023, the Intercollegiate Tennis Association (ITA), the governing body and coaches' association for college tennis, announced that it had appointed the ITF World Tennis Number as the exclusive official global rating of the ITA and college tennis. To date, 32,000 college players have been allocated with numbers and the ITF WTN features prominently on US College tennis player profiles and rosters.

Tournament Desk - Tournament Management System

Tournament Desk is a new digital development initiative from the ITF and ClubSpark which supports the ITF's digital transformation strategy. In 2023, Tournament Desk is currently being rolled out to all applying National Associations (NAs) and it is an alternative to other tournament management systems in the market which is fully integrated in the World Tennis Number digital platform. This high-quality product can be implemented by any NA at a sustainable cost. Standard features include approving tournaments, adding results, viewing and editing tournaments, tournament search and calendar, scheduling of courts, tournament registration and payments.

Digital Tools

The ITF is currently working with solution technology companies to provide automatic integrations with the ITF World Tennis Number system. National Associations are using Visual Reality, Tennis Integrado, and ClubSpark online products and are benefiting from the digital efficiency of these services, creating quality consistent data that feeds the ITF WTN algorithm. The World Tennis Numbers are also available on the ITF's own website where they can be seen in acceptance lists, player searches and player profiles.

World Tennis Number website

Player registrations to the World Tennis Number website (www.worldtennisnumber.com) are being made available to ITF users and participating National Associations. In addition, participating nations also have access to the WTN self-rate (called Rate My Game) and can submit recreational results.

Digitalisation Grant

The ITF Digitalisation Grant Programme is designed to help ITF Member Nations introduce efficient digital resources. Eligible nations may apply for funding to support IT projects that are outlined in the programme's guidelines. The programme is constantly open for applications with priority being given to projects that support a National Association's integration with ITF World Tennis. To date, 45 nations have been awarded grants since the scheme was introduced in 2018.

Free of Charge Benefits to National Associations

- Highly accurate bespoke state-of-the-art Global Rating for NAs and players
- Unite players of all levels from recreational to professional globally
- Global Digital platform to provide data insights for player's performance and development programme
- NAs manage their own data safely and legally
- NAs working together and supporting each other aggregating quality data to develop the sport and their businesses

Opportunities to National Associations

- Begin a sustainably funded digital journey built on good data and quality tennis software
- Recreational Player Engagement and Digital Marketing
- Attract returning recreational players
- Motivate recreational players to play more often
- WTN National focussed tournaments, leagues – Fees and Revenues
- More content for website and social media
- Exploit the product commercially at national level

COMMERCIAL

The ITF's Commercial team generates revenue for the ITF to invest back into tennis.

ITF Commercial work to maximise revenue and investment across all levels of the sport, which is one of the eight strategic priorities within the ITF2024 strategy. This is achieved through the sale of partnership, media, data and digital rights and retaining partnerships with investors across all ITF properties.

PARTNERSHIPS

The ITF's Commercial Programme provides a fantastic opportunity for partners to access the global community of fans, players and coaches on an international, national and local level across the organisation's event and digital properties.

The ITF partner portfolio has increased significantly during a 5-year growth period; with more assets being marketed to a wider category investor group. There are currently 21 commercial partners, who provide valuable support across the ITF as currently listed below:

Commercial Objective	Activity
2023 Sponsorship Sales:	
Davis Cup	Rolex Estrella Damm Quadocde Socios Juve & Camps
Billie Jean King Cup	Microsoft Magellan Wildlife Tory Burch Gainbridge
Wheelchair	NEC UNIQLO
Licensing	Rosland Capital
FX Partner	OFX
Beach Tennis	Decathlon
Court Supplier	ICP
IPIN	Tennis Point
Olympic Ball	Dunlop
Data & Live Scoring	Sportradar
E-Sports	Wildlife
Education/ Juniors Tennis	Dwight Global
World Champions Dinner	UNIQLO

NEW IN 2023:

Juniors support

Dwight Global the leading, global online school has partnered with the ITF across the ITF Junior tennis platforms of World Tennis Tour and Junior Davis and Billie Jean King Cup competitions.

The partnership will allow competitive junior players to benefit from access to international education programmes and to continue to pursue their tennis passion.

Title Partnership: BJKC

Gainbridge Insurance was recently announced as the new title partner of the Billie Jean King Cup, the women's World Cup of Tennis assuming the new title of Billie Jean King Cup by Gainbridge.

The partnership supports the ITF's Advantage All gender equality programme, and Gainbridge's investment enabled players competing in the Billie Jean King Cup Finals to receive equivalent prize money to their male counterparts in Davis Cup. Gainbridge will continue to support the goal of equal prize money throughout their title partnership, which extends to 2027.

E-Sports

In 2023 the ITF and Wildlife Studios announced a new licensing partnership which means that the mobile game Tennis Clash will be played in ITF-sanctioned esports competitions. Wildlife Studios are the producers of Tennis Clash, the world's most popular tennis game, and the initiative will take tennis to new audiences.

Gamers will have the chance to compete in online tennis gaming events and the Olympic Esports Series 2023, which concluded with live finals in Singapore in June.

BROADCAST

The ITF brought tennis action to more audiences around the world than ever before in 2022 by producing vision and content from a range of ITF events and delivering it to broadcast partners globally through our broadcast agreements. Highlights included the following.

Billie Jean King Cup by Gainbridge

The 2022 Billie Jean King Cup by Gainbridge was shown via 143 broadcasters, covering over 196 markets around the world.

The Finals were watched by 9.2 million people on linear TV and digital streaming platforms. European networks aired a total 1,578 hours of broadcast coverage, representing 63% of total viewership, reflecting the fact that eight of the 12 nations in action were from Europe. An audience of 1.4 million watched Swiss broadcaster SRG SSR's coverage of Switzerland lifting the trophy for the first time in history.

Earlier in the year, the Billie Jean King Cup Qualifiers attracted a total global audience of 9.3million from 955 hours of coverage across TV and digital streaming.

Davis Cup

In 2022, 1.9 million viewers watched coverage of the Davis Cup World Group I and World Group II ties from almost 500 hours of coverage in 38 markets and 67 broadcasters. The largest proportion of viewership was in Africa and Europe, and free-to-air programming accounted for most of the coverage.

The 2022 Davis Cup Finals saw the introduction of a two-stage Finals series, which led to a significant increase in coverage, with the Group Stage taking place in four different locations. With the increased coverage, came an increased audience, with the total numbers increasing 3% year-on-year.

During 2023 the Davis Cup Qualifiers audience values were significantly higher than 2022. This was largely due to the increased number of markets airing the event: 28 in 2022 v 92 in 2023, making for much more coverage and a higher audience overall.

The Highlights became increasingly popular as a source of viewing, with 45% of the audience compared to 5% in 2022. With respect to secondary media, there was a shift to more video content this year, with an 80% increase in views compared to content in 2022. This success can also be

seen in the Davis Cup World Groups TV viewing figures increased by 124% from 1.8 million to 4.1 million.

BNP Paribas World Team Cup

The ITF produced wheelchair tennis's nation-versus nation team event on site in Vilamoura, Portugal with English commentary and made it available for broadcast distribution. The coverage was carried by broadcasters including TyC Argentina, Olympic Channel Worldwide, Sport en France and Sport TV Portugal. There were two million social media video views of the 2022 competition, and aim to further produce to promote coverage of wheelchair tennis on mainstream channels.

Billie Jean King Cup Juniors and Davis Cup Juniors Finals

Coverage from Antalya, Turkey of the Finals of the 2022 junior team events for players aged 16-and-under saw a 23% increase in broadcast audience. We are working to further engage broadcasters with Billie Jean King Cup Juniors and Davis Cup Juniors in 2023, highlighting their role as a springboard for the future stars of the sport.

ITF Beach Tennis World Cup

A record 3.1 million people watched coverage of the Beach Tennis World Cup, held in Rio de Janeiro, Brazil. Our strategy for 2023 aims to improve production standards for the four Sand Series Classic events and broadcast these top-tier beach tennis tournaments with English commentary to an international audience for the first time.

Historic archive

The ITF has invested in digitising our moving footage archive, which holds valuable historic Davis Cup and Billie Jean King Cup content. High priority material has now been uploaded to a dedicated content portal and footage is available to ITF partners and National Associations. We will reinvest the revenue from archive sales back into growing the game.

ATP & WTA TOURS

ATP

ATP Chairman Andrea Gaudenzi was re-elected to his position by the ATP Board in June 2023. The Italian, in position since January 2020, will now serve a second three year term from 2024-26.

This year saw the implementation of Phase One of the ATP's OneVision strategic plan which saw substantial changes to the ATP calendar including the expansion of several ATP Masters 1000 events to 12 day events, increased prize money, raised tournament standards and a new profit sharing arrangement between the players and tournaments. Madrid, Rome, Shanghai, Canada and Cincinnati will or have moved from eight-day (56 Draw) to 12-day (96 Draw) events in line with Indian Wells and Miami.

While OneVision has represented the biggest changes to the ATP Tour and men's calendar in a generation, the ITF ensured that the Davis Cup retained its current positions in weeks 5, 37 and 47 with no additional tournaments scheduled in those weeks as part of a new agreement reached with the Tour in February. This new strategic partnership between the two organisations will also see the Davis Cup become part of the ATP Tour for the first time as the competition confirms its place as the sole men's team event in professional tennis following the retirement of the ATP Cup.

The ATP continues to have one full member on the Rules of Tennis Committee and Anti-Doping Working Group. It has an observer on the Davis Cup Committee and Olympic Committee, and ex-officio members on the Sport Science and Medicine Commission and Technical Commission.

WTA

The WTA announced in March a new strategic partnership with the private equity firm CVC.

The new partnership has seen the creation of WTA Ventures the new commercial entity of the WTA founded with a significant capital investment by CVC. A new nine person Board has been announced for the joint venture which will include WTA Chairman Steve Simon and new WTA Ventures CEO Marina Storti.

The WTA introduced a number of calendar reforms in 2023 including the rebranding of tournaments to 1000, 500 and 250 designations, the expansion of 1000 events to 12 days, an increase in the number of 500 events and the phased introduction of equal prize money.

There continues to be a strong spirit of cooperation between the ITF and WTA across a number of areas. The agreement between the ITF and WTA on scheduling for 2019 to 2021 continued with the traditional Billie Jean King Cup dates respected in the 2023 calendar. Looking ahead conversations are ongoing concerning the dates for the BJKC Finals from 2024 onwards with a number of options at the end of the season being assessed.

As a founding member of the WTA, the ITF is the federation member and a voting member on the WTA Board. To ensure collaboration the WTA has one full member on the ITF Women's Circuit Committee, Rules of Tennis Committee and Anti-Doping Working Group. The WTA has an observer on the Billie Jean King Cup Committee and Olympic Committee, and ex-officio members on the Sport Science and Medicine Commission and Technical Commission.

MAJOR EVENTS & STRATEGIC PROJECTS

BILLIE JEAN KING CUP AND DAVIS CUP

Billie Jean King Cup by Gainbridge Finals update

The city of Seville in Spain was announced as host for the 2023 Finals in May, as part of a wider partnership between the ITF and the Region of Andalucia which will also see the 2023 Billie Jean King Cup by Gainbridge Juniors Finals and the Davis Cup Juniors Finals take place in Cordoba, as well as the Davis Cup Finals in Malaga.

The Finals will take place from 7-12 November in Estadio La Cartuja. This will be the sixth occasion, and the first time since 2008, that Spain has hosted the Finals of the largest annual international team competition in women's sport.

Spain will join Australia, Canada, Czechia, France, Germany, Italy, Kazakhstan, Slovenia, Switzerland, USA and wild card Poland in the Finals.

Player prize money has increased by 2.5% since 2022 to a total of \$9.6 million for the 12 teams, remaining equivalent to that awarded to the 16 teams competing at the Davis Cup Finals.

On 13 July Conchita Martinez was announced as Tournament Director for the 2023 Finals.

The former World No. 2 won the women's World Cup of Tennis as part of Spain's victorious national team on five separate occasions as a player. Martinez will lead the Finals in Seville and we are very excited to have such a legend on board.

In August the ITF signed a partnership agreement with the Sports, Media, and Entertainment arm of TWG Global, the holding company led by businessman and philanthropist Mark Walter. The resulting joint venture has created a new business model for the [Billie Jean King Cup](#) with substantial new investment made into the future marketing and promotion of the competition.

Billie Jean King Cup Limited will work to source new sponsorships, broadcast, and commercial partnerships and will leverage our premier women's tennis team competition as a platform for women's professional development programmes in leadership, officiating and coaching.

All parties involved in this deal have a deep, passionate and long commitment to women's sports. Both the ITF and TWG Global have longstanding relationships with BJKE and its co-founders Billie Jean King and Ilana Kloss.

The new joint venture is another, significant element of the ITF's commitment to equality and inclusion in tennis. Remuneration of players and national programs to field teams has more than tripled in the past five years. In 2022, thanks to new title sponsorship, women competing in the Billie Jean King Cup Finals received the same prize money as the men for the **Davis Cup Finals**. The Billie Jean King Cup World Champion, Switzerland, took home an unprecedented \$2 million prize.

The ITF retains responsibility for sports, regulatory and global governance matters and will continue to operate the competition at all levels in conjunction with participating nations. A record 134 nations have entered the Billie Jean King Cup competition in 2023 from Regionals to the home and away ties of the earlier stages up to the Qualifiers and Play-Offs.

Davis Cup Finals update

For 2023 and building on the success of the new 2022 Group Stage structure, three out of four of last year's host cities will be again welcoming the teams in Bologna, Manchester and Valencia, with Split in Croatia taking the fourth hosting spot. FIT, LTA, ITF in conjunction with delivery partner Tennium and in Croatia, events agency Emotion, will be staging the respective events. At the time of writing ticket sales and promotional events are well underway and we look forward to seeing which two teams from each group advance to the Final-8 Knock-out Stage, which will be hosted again at the Palacio de Deportes José María Martín Carpena in Malaga in November.

12 teams earned their spot during the qualifiers played in February, and will join Canada and Croatia, finalists of 2022, and wild cards, Spain and Serbia. The Draw was hosted in Malaga in April with the following results:

- Group A: Canada, Italy, Sweden and Chile
- Group B: Australia, Great Britain, France and Switzerland
- Group C: Spain, Serbia, Czechia and Korea, Rep.
- Group D: Croatia, Netherlands, USA and Finland

2023 sees the start of the new ITF/ATP strategic collaboration, with the Davis Cup confirmed as the only men's team event in the calendar.

In June we announced that Feliciano Lopez had been appointed as Tournament Director for the 2023 Davis Cup Finals. Lopez needs no introduction and is a great asset to the ITF team, having won the competition with Spain on four separate occasions and with his experience as a Tournament Director.

Davis Cup Qualifiers, World Group I and II Play-offs

Week I of Davis Cup moved back to the February week this year as we saw 72 nations compete in home and away ties across six continents. NAs were given additional flexibility both in terms of venue choice and commercial opportunities by having the option of playing Friday-Saturday or Saturday-Sunday, a choice that was only available previously for the September ties.

In a change to ties played in 2022, the Covid-19 Protocols became optional for NAs to implement depending on local legislation in each event location.

Twelve Qualifier ties were held across the globe in South America, Europe and Asia as nations competed to win their place in the Finals Group Stage. In a notable result, Finland defeated Argentina to reach the Finals for the first time ever.

A total of 61,889 spectators attended the World Group I and II Play-offs with Greece's tie in Athens having the highest attendance of the round with over 23,000 fans across the two days. New Brand Guidelines and template artwork was created for Groups I and below, aligning with the Qualifiers and Finals where they had already been implemented.

September will see another action-packed round with 24 World Group I and II ties being played in the same week as the Finals Group Stages. Ukraine, unable to play at home due to invasion of Russia, are playing on a neutral ground for the third tie in succession, this time in Georgia alongside Georgia's home tie.

Billie Jean King Cup Qualifiers and Play-Off ties

Qualifiers

Nine Qualifier ties took place in April, with the winning teams to join last year's winners Switzerland, runners-up Australia and one wild card nation in the Finals. Slovenia was the surprise package of the round, coming back from 0-2 down after the first day to defeat Romania 3-2 and reach the Finals for the first time. This tie was pushed into a third day as long matches (four of the five went to three sets) combined with poor weather in Koper to make finishing on time impossible. France and Germany return to the Finals after missing out in 2022, while Canada, USA, Czechia, Kazakhstan, Spain and Italy also qualified.

The USA-Austria tie in Delray Beach, Florida, was very important to several of the competition's new partners, The Billie Jean King Cup's themes of equality and inclusivity were on display as the ITF and Tory Burch launched the Tory Burch Foundation Sports Fellowship empowered by ITF Advantage All. The USTA also held several ED&I events and new title partner Gainbridge used the platform to emphasise their commitment to the competition's values.

Play-Offs

Eight Play-off ties are due to take place week commencing 6 November with home nations having the choice of days of play for the first time in Billie Jean King Cup.

Davis Cup and Billie Jean King Cup Regional Group Events

2023 saw the implementation of a new structure at the Regional Group Event level, following consultation with the ITF Taskforce and the Davis and Billie Jean King Cup Committees. A primary goal was to create fixed group sizes where possible and to reduce the largest group sizes in the lowest groups, providing a more balanced structure across the competitions, a platform for more winners, and more manageable costs and logistics for host nations. Further, by creating Europe only and Africa only groups from BJKCIII and below, the intention was to minimise the recurring difficulties of visas and travel for many nations.

The newly created groups were:

Davis Cup: Asia/Oceania V and Africa V

Billie Jean King Cup: Americas III, Asian/Oceania III, Europe III, Africa III, and Africa IV

The success of this restructure is borne out by the numbers, with applications to host across both competitions up from 29 received in 2022 to 42 applications in 2023 and the number of participating nations increasing from 81 to 89 in Davis Cup, and 93 to 113 in Billie Jean King Cup.

Regional Group Events – 2023

Davis Cup		
Group	Host Nation	Event Dates
Americas III	Paraguay	w/c 19 June
Americas IV	Trinidad & Tobago	w/c 31 July
Asia Oceania III	Sri Lanka	w/c 24 July
Asia Oceania IV	Türkiye	w/c 16 October
Asia Oceania V	Bahrain	w/c 23 October
Europe III	Cyprus	w/c 12 June
Europe IV	Montenegro	w/c 24 July
Africa III	South Africa	w/c 7 August
Africa IV	Rwanda	w/c 24 July
Africa V	Congo DRC	w/c 19 June

Billie Jean King Cup		
Group	Host Nation	Event Dates
Americas I	Colombia	w/c 10 April
Americas II	Dominican Republic	w/c 24 July
Americas III	Panama	w/c 17 July
Asia/Oceania I	Uzbekistan	w/c 10 April
Asia Oceania II	Malaysia	w/c 24 July
Asia Oceania III	Bahrain	w/c 16 October
Europe Africa I	Turkey	w/c 10 April
Europe Africa II	Portugal	w/c 10 April
Europe III	North Macedonia	w/c 19 June
Africa III	Kenya	w/c 12 June
Africa IV	Rwanda	w/c 5 June

MULTI-SPORTS GAMES

Paris 2024

The ITF team conducted a site visit to Paris in March, holding two days of meetings at both Roland Garros and the Paris 2024 headquarters. This was followed by a presentation given to National Association Team Leaders during Roland Garros, where attendees were updated on the latest developments relating to the 2024 Olympic tennis event.

Preparations are progressing well and, with Boxing and Sitting Volleyball no longer occupying Suzanne Lenglen, certain operational challenges have eased and the additional space under Lenglen will allow for a much-improved player service level.

Competition & Event Manager

Elodie Sauvaigo has replaced Gael Raison as the Paris 2024 Sport Competition Manager for tennis and wheelchair tennis, while Christophe Fagniez heads up the overall team as Event Manager.

Referees

Wayne McKewen (AUS) and Nitin Kannamwar (IND) have been appointed Referees for the Olympic tennis event and Paralympic wheelchair tennis event respectively. Applications for all International Technical Officials positions (Chair Umpires/Line Umpires) have now closed and those selected to attend each Games will be finalised at the end of the summer, with a 50/50 gender balance guaranteed.

2023 will see the first players secure their Olympic and Paralympic places (subject to additional eligibility criteria being met) at those continental games taking place (Para European, Asian/Para Asian, Para African, and Pan and Parapan American Games). The 2023 African Games has been postponed and will now take place in March 2024.

Senegal 2026 Youth Olympic Games

Unfortunately the proposed new tennis academy in Diamniadio that was earmarked to be used for these Games will no longer be built. This creates considerable challenges for the tennis event with a site visit now required to assess existing venues and to establish any potential impact to the current proposed event (draw sizes, athlete quotas etc).

FISU World University Games – Chengdu 2021 (twice postponed)

The 2021 University Games, twice rescheduled due to covid-19, will take place in Chengdu, China July 2023 between 28 July and 8 August. ITF Board Member Nao Kawatei will act as FISU Technical Delegate for the tennis event with Giles Robbins as ITF Technical Delegate.

ANOC World Beach Games – Bali 2023 cancellation

It was enormously disappointing to have the 2nd edition of the ANOC World Beach Games cancelled just four weeks before the scheduled start date of 5th August. The decision was taken by the Bali 2023 Organising Committee, with purported issues over the release of government funding cited as the reason for the last-minute decision. With qualification finalised, officiating and operational teams confirmed, and an estimated 1500 athletes from over 100 countries due to fly in, the impact of the cancellation to both Beach Tennis and the wider beach sports community is manifest.

Having spent two years preparing for the Games, and having been part of the successful inaugural edition in Doha in 2019, the ITF will continue to work with ANOC and other stakeholders in the hope the future of the event can be secured and its potential realised.

In more positive news the sport continues to grow and our increasing presence in other regional multi-sports games is outlined further under the Beach Tennis section.

WHEELCHAIR TENNIS

Strategy

ITF is working to update its strategy, Roadmap 2030, to ensure the right programmes are in place to create meaningful and sustainable growth to the sport of Wheelchair Tennis, underpinned by supportive tactics and enabling actions. The goal is for the updated strategy to be finalised by the end of September.

The Roadmap 2030 vision is to enhance lives through the sport of wheelchair tennis, and has the following strategies as its pillars:

- Governance – ensure integrity, high standards & the health of the sport system
- Players - a player-centred approach to optimise player experience and performance
- Tour & Competitions - embed a fit for purpose and sustainable Tour & player pathway
- Stakeholders - collaborate and innovate with stakeholders to maximise value, impact & reach
- The Brand - create a brand which showcases the sport and the power of thriving over adversity

One key project aims to showcase the World's best talent on the biggest tennis stages – the introduction of a Wheelchair Tennis Premier Tour, potentially as early as 2025, will demonstrate that tennis can lead the way in elite sport inclusion, whilst providing enhanced professional opportunities to players. The Premier Tour will also provide a platform to modernise the player pathway, whilst the enhanced profile will support plans to create greater sustainability for National Associations to grow and integrate the sport at a national and regional level.

UNIQLO Wheelchair Tennis Tour

2022 marked a significant year of recovery for the UNIQLO Wheelchair Tennis Tour, successfully delivering a full year of tournaments despite the challenges posed by the Covid pandemic. With the tournament numbers in 2021 only reaching 53% of the pre-COVID figure from 2019, the 2022 season's rebound to 88% of the 2019 level demonstrated progress. The 2023 season is set to extend this positive trajectory, with an anticipated 171 non-team sanctioned events delivered, encompassing eight grades of tournaments, from Junior Series to Grand Slam. This projection, surpassing pre-pandemic figures, indicates a 5% growth from the 163 tournaments held in 2019. Alongside the growth in tournament numbers, the total prize money for 2023 is projected to reach \$5.68m, marking a substantial 27% increase from the previous year, with Grand Slams playing a pivotal role in driving this increase.

The qualification period for the 2024 Paralympic Games commences on 17 July 2023, marking a significant milestone for players. 2023 will also host four Regional Games. Notably, the first-ever European Para Championships are to be held in the Netherlands, and the inaugural African Para Games will take place in Ghana. These are complemented by the delayed 2022 Asian Para Games in China and the Parapan American Games in Chile. All competitions are graded at ITF2 level and the winners from Men's and Women's Singles events will earn direct qualification to the Paralympic Games in Paris.

Grand Slams

Building on the successful expansion of Quad draw sizes in previous years, the Grand Slams continue to demonstrate their commitment to the growth and inclusivity of wheelchair tennis. At the 2023 Australian Open and Roland Garros, draw sizes were increased to 16 for both Men's and Women's events, with Quad draws featuring 8 players. A significant milestone will be reached in September 2023 at the US Open, which will increase its Quad draw to 16 players. Notably, the overall prize money awarded for the Grand Slam wheelchair events for 2023 is increased, which

combined with the expansion of draw sizes, will improve the earning potential for a larger number of players.

In terms of event programming, the wider expansion of wheelchair activities first initiated at the US Open in 2022 was carried forward into 2023, including the retention of the Boys and Girls draws. A significant appointment saw ITF Wheelchair Committee member, Jennifer Edmonson, taking up the role of US Open Wheelchair Tournament Director. These changes across all Grand Slam events underscore the commitment to growing the sport and highlighting the value of the inclusion and integration of wheelchair events within the broader tennis landscape.

BNP Paribas World Team Cup

This year's event attracted a record number of entries, with 41 nations entering the Qualification event and a total of 54 nations entering the competition as a whole, comprising a total 93 teams participating across the men's, women's, quad and junior divisions. Taking into consideration feedback received at the single combined 2022 World Team Cup Qualification event in Antalya, Türkiye, in 2023 the Wheelchair Tennis Committee decided to return to the regional qualification format and hold four Qualification events in each region for the first time since 2019. \$42,360 of ITF funding grants were awarded to 21 nations to assist with both participation and travel for the World Team Cup Qualification events in Africa (Abuja, Nigeria), Americas (Puebla, Mexico), Asia/Oceania (Pattaya, Thailand) and Europe (Antalya, Türkiye).

For the second successive year, the 2023 World Group event was held in Vilamoura, Portugal, expertly hosted by the Portuguese Tennis Federation and local organising team, with very positive feedback received from all participating teams. The event benefited from a full TV production and Hawk Eye in operation on Centre Court throughout the week. The World Group event delivered a total audience of 1.5 million with 262 hours of linear TV and Digital coverage.

NEC Singles & ITF Doubles Masters

The 2022 NEC Wheelchair Singles Masters and the ITF Wheelchair Doubles Masters was held in Oss, Netherlands, from 30 October to 6 November. The event was supported by the Dutch Tennis Federation (KNLTB) and organised by Team TOC, an events company that has run numerous Davis Cup ties on KNLTB's behalf, as well as many other national and international sporting events and championships. The event was one of the most successful Masters with a corporate hospitality programme offered throughout the week attracting media and spectators. Mansour Bahrami played two exhibitions teaming up with wheelchair players. The 2023 Masters will move for the first time in its history to Barcelona and will be hosted by the Catalan Tennis Federation at the Emilio Sanchez Vicario Academy from 30 October to 5 November.

Classification

Classification is a vital element of competition that determines eligibility to compete in ITF Wheelchair Tournaments and allows players to be assigned to an appropriate category for the purpose of competition, which in turn ensures as level a playing field as possible. The principal changes since 2019 saw a shift from self-assessment of player eligibility in favour of independent assessment by certified Classifiers; along with development of evidence-based sport-specific criteria for each eligible impairment.

Phase II, which is currently underway and is planned for completion at the end of 2024, sees a commitment to ongoing research to inform updates to the classification system, particularly in relation to the number of sport classes, and the boundaries between them. Additionally, the ITF is investing greater resource in quality assurance measures, to ensure that the Rules, the processes of Classification and the outcomes of player evaluations are robust and reliable.

In 2023, a total of 22 Classification events will take place, with more than 350 players expected to be evaluated by ITF classifiers.

Development

Development activities in 2023 are anticipated to have a global reach, in particular a return of a complete Regional programme in the Asia region, which is encouraging given the significant challenges due to strict Covid restrictions that were in place until the beginning of 2023.

Development programmes play a pivotal role in the expansion and establishment of wheelchair tennis, and the Cruyff Foundation continues to provide invaluable support by funding essential central and junior projects. Two associated Development Fund projects have been confirmed for later in 2023.

During the first half of this year, the ITF successfully organised three coaches workshops alongside the World Team Cup Regional Qualifications in Nigeria (February), Mexico (February) and Turkey (March), with additional workshops planned later this year in Asia.

The European and Americas Cruyff Foundation International Junior Camps will take place in July with the Netherlands and the United States serving as hosts, respectively. Both Camps are expected to receive a record number of junior players. The African International Camp takes place at the end of September in South Africa. With the aim of establishing a comprehensive global Regional Camp programme, plans are being developed to organise an International Junior Camp for the Asia/Oceania region by the end of 2023.

The ITF noticed a significant rise (36%) in the number of development grant applications received this year, particularly with respect to player and tournament requests. Twenty-four nations received development grants to promote wheelchair tennis activity within their nation, with 11 nations receiving specific funding for junior activity. Forty players received travel grants while 24 events received UNIQLO Tour grants, two of which were specifically for junior events.

In March 2023, the ITF Academy launched two dedicated wheelchair tennis coaching courses, with further modules under development, and planned for release later in the year.

HOPMAN CUP

The Hopman Cup returned to the international tennis calendar this July for the first time since January 2019. In partnership with leading tennis agency Tennium, the ITF's international mixed team competition was held at its new home of the Nice Lawn Tennis Club in France from Wednesday 19 to Sunday 23 July 2023.

Featuring six teams from Belgium, Croatia, Denmark, France, Spain and Switzerland the event enjoyed a successful return with over 25,000 fans enjoying the action in the splendid surroundings of the Nice Lawn Tennis Club.

The latest edition of the Hopman Cup boasted a strong player field headed by Wimbledon champion and world number one Carlos Alcaraz who teamed up with Rebekah Masarova for Team Spain. They were joined by France's Alize Cornet and Richard Gasquet, Denmark's Holger Rune and Clara Tauson, Belgium's Elsie Merthens and David Goffin, Switzerland's Leandro Riedi and Celine Naef and the Croatia pairing of Borna Coric and Donna Vekic.

The tournament was broadcast live and free across France by L'Equipe television. Internationally the tournament was broadcast to more than 170 territories by 13 different broadcast partners. International broadcast partners included TVE in Spain, Fox Sports in Argentina, SuperSport in Africa, Tennis Channel in the USA, Europe and India and W Sport across the middle east and north Africa

Croatia was the winning team defeating Switzerland for their first title since 1996.

OFFICIATING

ITF Officiating

Following the structural changes to the Officiating department in 2022 a number of changes in approach to assigning officials, the Code of Conduct, officials training and management of schools have been introduced. In addition a Joint Officiating Review, in conjunction with the ATP, WTA and Grand Slam Board, has been launched to undertake a comprehensive review of international officiating ahead of the creation and introduction of a new strategic plan for the sport in 2024.

Assignments

With the additional Regional Competitions, 2023 saw an increase in assignments being made at Davis Cup and Billie Jean King Cup Level. The 383 assignments made in 2022 grew to 507 in 2023.

Notwithstanding the additional events in the officiating calendar, assignments were spread amongst a wider group of officials than in previous years to ensure all qualified officials were provided with equal opportunities to work and develop their officiating career. Careful consideration was given to ensure that assignments were equally shared between genders.

Over and above, the ITF Regional Officers were involved in a number of exchange opportunities that saw in excess of a further 100 assignment opportunities being created across the various regions.

ITF Officiating Schools

The first half of 2023 has seen the following schools take place:

White Badge Schools:

- South Africa – 26 candidates (Chair Umpires & Referee's)
- Ecuador – 30 candidates (Chair Umpires, Referee's & Chief of Umpires)
- Finland – 26 candidates (Chair Umpires & Referee's)
- Indonesia – 18 candidates (Referee's & Chief of Umpires)

Total = 100 candidates

Green Badge School:

- Tunisia – 16 candidates

Total = 16 candidates

International School:

- Spain – 37 candidates

Total = 37 candidates

Total candidates attended ITF schools = 153 candidates

National Schools:

Ethiopia – 16 candidates

Seychelles – 20 candidates

Congo/Brazzaville – 15 candidates

Ghana – 25 candidates

Hong Kong – 20 candidates

Jamaica – 20 candidates

Nepal – 20 candidates – to be held in August 2023

Sri Lanka – 20 candidates – to be held in August 2023

Total candidates attended National schools = 116 candidates

Schools planned for the remainder of 2023:

White Badge Schools:

- Thailand – October (Chair Umpires)
- Greece – October (Chair Umpires & Chief of Umpires)
- Columbia – November (Referee's)
- Cyprus – December (Referee's)

International School:

- Host TBC – October (Chair Umpires & Referee's)

Schools planned for the first half of 2024:

- Green Badge School – South America
- Green Badge School – Africa

- White Badge School – South America
- White Badge School – Europe
- White Badge School – Africa

- International School - Asia

REGION/ BADGE	GREEN	WHITE	BRONZE	SILVER	GOLD	TOTAL
EUROPE	0	479	97	126	93	795
ASIA	0	216	27	20	10	273
OCEANIA	0	37	6	11	10	64
AFRICA	30	109	19	16	5	179
NORTH AMERICA (USA+CAN)	0	65	17	16	19	117
CENTRAL AMERICA	6	25	0	1	2	34
SOUTH AMERICA	31	79	15	19	9	153
TOTAL	67	1010	181	209	148	1615

ITF Officiating Education

Education Portal & ITF Academy

Continual education is a key element for Officiating and the focus over the last year has been on improving content while also working closely with the various ITF Departments to create education material relevant to common cases experienced by each.

New summaries of various rules are available on the Education Portal along with Q&A summaries from the newly created ITF Academy modules. ITF Officiating has created 15 modules that are

available on the ITF Academy with the goal to empower officials with the initial focus being on the Tournament Software system for current and potential future Referee's. In addition, the goal of the procedure modules is to enable players, parents, coaches and officials to have a better understanding on the interpretation and application of the various common incidents as experienced by the ITF departments.

Further use of the ITF Academy is the creation of online refresher courses for International Referee's to provide an indication to the Joint Certification Panel as to which Referee's may require additional assistance and support.

School curriculum:

Several modifications were made to the White badge and International school modules. The approach in terms of preparing officials for schools has evolved to include the Regional Officers and the ITF/GS Development Group assisting the various candidates as mentors in prior preparation of attending the school. Making ITF resources available is key to try and help candidates obtain the highest mark possible. The results seem to be working as we have seen an overall increase in the number of successful candidates passing the schools.

In addition to the mentoring approach the sharing of material ahead of the school to help candidates, has also proven to be working well rather than providing the material as handout guides during the classroom. Focus has been on prior preparation and improving accessibility to material for officials.

Open Book Test

The annual Open Book Test was slightly different this year as two different Open Book Tests were created. Open Book Tests were created for all International Officials, with a second Open Book Test created for White and Green Badge Officials. Main reason being to keep the questions relevant to the categories of events that the various officials are likely to work at.

The feedback received from officials was very positive and encouraging with the overall results being positive. The pass rate for the 2023 Open Book Test was set to eight for all international officials by the members of the Joint Certification Programme (JCP). White and Green Badge officials were required to achieve a minimum of seven correct answers, with both tests having a total of ten questions.

This year 96% of International officials achieved the top score of 10 (100%), with the overwhelming majority achieving the minimum of 8/10. The White badge and Green badge officials Open Book Test saw 99% of the officials achieve 7 or higher out of 10.

TOURS & PLAYER PATHWAY

ITF WORLD TENNIS TOUR

Tournament calendar

With thanks to the essential support and drive of National Associations, 2023 is forecast to be the strongest calendar yet on the ITF World Tennis Tour, in terms of prize money and the number of higher prize money tournaments. Significant progress has also been made with the ITF's gender parity goals, delivering equal numbers higher prize money tournaments for women as for men, with all women's W80 and W100 tournaments providing complimentary hospitality to players. Calendar highlights include:

- Total tournament numbers forecast to exceed 2019, the last pre-pandemic year.
- Women's aggregate prize money set to surpass \$17.3m, a 15% increase from 2022's total of \$15.1m which was itself a record.
- 103 tournaments at W60-W80-W100 level, a record.
- Successful introduction of the new W40 category with over 50 tournaments.
- Men's aggregate prize money to surpass \$11m for the first time.
- A record of over 250 M25 tournaments forecast, representing a two-thirds increase since 2019 (157 tournaments).

ITF World Tennis Tour tournaments 2019, 2022, 2023 (forecast)

Year	M15	M25	Men Total	W15	W25	W40	W60	W80	W100	Women Total	Total
2019	385	157	542	278	201	-	51	11	14	555	1097
2021	278	108	386	215	113	-	31	8	6	373	759
2022	320	206	526	230	207	-	75	7	14	533	1059
2023	318	253	571	213	195	52	75	7	21	563	1134

Financial support

The ITF remains committed to supporting National Associations deliver World Tennis Tour tournaments through data rights and through the Balanced Calendar Fund.

- Data rights payments (derived from live scoring data) continue at all prize money levels with the level of distributions incentivised to organise tournaments at the W25/M25 level and above.
- The Balanced Calendar Fund continues to assist in three important ways:
 - Providing financial assistance to raise prize money at over 140 tournaments in 2023;
 - Providing tournament prize money grants, formerly distributed as part of the Grand Slam Development Fund, to help developing countries organise professional tournaments; and
 - Providing hospitality grants for W80 and W100 tournaments in 2023.

Collaboration with the Tours

We continue to work closely with the ATP and WTA Tours to improve the pathway. In 2023, this has included: the introduction of the Junior Accelerator programme, rewarding Top 20 ITF Junior Boys with places in ATP Challenger tournaments (and therefore providing similar opportunities to those that have been provided to Girls for many years); increased collaboration in the scheduling

of consecutive ATP/ITF or WTA/ITF tournaments to provide more coherent opportunities for players; and in regular meetings to discuss improvements to the pathway.

Standards and services

The Tournament Feedback Survey and Tournament Visit Programme continue as a backbone for evaluating and improving tournament standards. The survey has received 6,000 player responses and supported conversations with National Associations in recognising good and highlighting any needs for development at tournaments. 22 tournament visits in 13 countries have been achieved helping to strengthen relationships with National Associations, organisers and players on the Tour.

To raise the Tour profile, 2023 has seen, among other items, the launch of a new World Tennis Tour social account dedicated to fans; and player community engagement has also seen a step change with the trial of a new social account to help female players navigate the Tour (led by the women's Player Panel).

A healthcare action plan is driving improvements to treatment and player conditions onsite. Physiotherapists for W40-W100 tournaments are now supported with a free education programme. Through additional investment, players at the flagship W100 and W80 level can now experience "aftercare" services rather than simply "at-tournament" treatment.

Our services to National Associations are evolving. 2023 will see the introduction of an online tournament application platform to create a more professional process which will significantly reduce administration time for National Associations and tournament organisers. In addition, ITF UNO, our free accreditation service designed to mitigate integrity risk at tournaments, continues to grow in use with the aim of 50% of hosting nations using it by the year end.

ITF WORLD TENNIS TOUR JUNIORS & JUNIOR COMPETITIONS

Following development and consultation throughout 2022, the Juniors Committee is in the process of finalising the Strategic Plan for the ITF World Tennis Tour Juniors (“WTTJ”) and Junior Team Competitions which sets out the ambitions for the Tour over the next 3 to 5 year period. The plan has received consistent support from stakeholders and is planned to be released in late 2023, with three pillars identified by the Committee:

1. Providing a cohesive pathway for 10U to 14U Players
Ensuring the ITF, working closely with Regional and National Associations, are providing a safe, consistent and cohesive pathway for talented young players of all ages to progress through national, regional, and international competition.
2. World-Leading 18U Tour and Team Competitions
Ensure we are the preferred pathway for players and their support teams, providing first-class tournament standards and services, and developing innovative ways to enhance player experience and development within the Tour.
3. High-Performance Player Progression
Identify and support the most elite juniors with suitable services and programmes to support their development and progression in to professional tennis.

2023 Tour Calendar

Building on a record year in 2022 which saw 791 tournaments take place in 116 nations, the WTTJ is on track for further growth in 2023, with a continued drive by National Associations to support ITF Junior events. Most of this growth continues to be at the entry grade (J30/J60) tournaments which account for 72% of the WTTJ.

Driven by the directive from the Juniors Committee to provide equal opportunity, improve sustainability, and to reduce travel costs for players; the juniors department is working proactively with nations to introduce, or re-introduce, tournaments in as many nations as possible. For example, in Africa; Angola, Burundi, Congo, Ethiopia, and Uganda are hosting tournaments for the first time, or returning to the Tour after an absence of 10 or more years.

ITF World Tennis Number

Since May 2022, the ITF World Tennis Number (“WTN”) forms part of the acceptance criteria for WTTJ tournaments. The WTN provides an objective measure to accept players who do not have an ITF Junior ranking. Over 65% of all WTTJ registered players have a verified WTN – which is required in order for a WTN to be used as part of tournament acceptances – and is expected to reach 95% or more by December 2023.

The WTN is largely applied for acceptance in to qualifying events at J30 and J60 grade tournaments and is consistently performing well relative to the existing criteria that was in place. From the period from May 2022 to May 2023, the WTN was used at 566 of 778 tournaments (73%), with 3,339 gaining entry through their WTN. Across J30, J60 and J100 grades, players accepted by their WTN are earning more ranking points than those accepted using their national ranking.

14U World Junior Tennis

The 14U ITF World Junior Tennis Finals will take place in Prostějov, Czech Republic from 7 to 12 August 2023. This year sees the 24th consecutive time the event has been staged by the Czech Tennis Association, with the event due to be held in Prostějov for a special 25th edition in 2024.

16U Davis Cup Juniors and Billie Jean King Cup Juniors by Gainbridge

As part of the ITF's partnership with the Andalusia region of Spain for the Davis Cup Finals and Billie Jean King Cup Finals, the 2023 Davis Cup Junior Finals and Billie Jean King Cup Junior Finals will take place in Cordoba, Spain. The Boys and Girls events will take place over back-to-back weeks at two venues, with a rest day introduced mid-week for the first time, to help players recover from the physicality of high-level tennis, noting that players previously competed over six consecutive days. The Boys event will take place from 30 October – 5 November 2023, with the Girls event taking place from 6 November to 12 November 2023.

18U ITF World Tennis Tour Junior Finals

The ITF World Tennis Tour Junior Finals returns to the WTTJ calendar in 2023 following a three-year absence. The event will take place at the Sichuan International Tennis Center, Chengdu, China for a 3-year period between 2023-2025, with this year's event scheduled for 16 to 22 October 2023.

The event showcases the best Junior players from the twelve month period from September 2022 to September 2023. Travel grants have considerably improved for players in 2023, which shall also see the introduction of an alternate player who can replace any player who withdraws due to injury or illness.

Former participants include Jelena Ostapenko, Sofia Kenin, Elena Rybakina, Casper Ruud, Andrei Rublev and Holger Rune who have achieved Top 10 ATP/WTA rankings, reached Grand Slam Singles finals, and/or won Grand Slam Singles titles.

High-Performance Player Progression

The Juniors Committee is committed to enhancing pathway routes for the very best junior players to advance their careers in professional tennis.

In 2023, the highest levels of the WTTJ continue to provide players with excellent opportunities to compete against the very best players in high quality venues and locations. Cairo, Egypt hosted the African J500 tournament for the first time in February 2023, and will continue to do so for two further years.

The top 20 ranked girls continue to benefit from excellent opportunities from the established Junior Exempt programme which rewards the highest year-end ranked junior girls with opportunities in ITF World Tennis Tour Women's events up to W100 level.

In partnership with the ATP, a new 'Junior Accelerator' programme was launched in January 2023 which provides Boys who achieve a Top 30 ITF Junior Year-End ranking with enhanced opportunities in professional tennis, including main draw and qualifying draw spots at ATP Challenger tournaments for those who achieve a Top 20 Year-End ranking. The programme is being consistently used by the players during 2023 and initial outcomes indicate that players are achieving a win percentage of 30-40% at ATP Challenger level, which is broadly consistent with the performance of Girls in equivalent events.

Player & Support Team Education

Recognising the unique and crucial stage the WTTJ plays in the development of high-performance players, the ITF are driving a 'one sport' education plan working with the ATP, WTA, ITIA and Regional Associations. A blended learning approach is being adopted which combined in-person sessions, with high-quality online learning through the ITF Academy.

In-Person education sessions will take place at all four (4) junior grand slam events in 2023, enabling players and support team members to benefit from content-rich education from experts in

numerous fields including mental health, safeguarding and media, as well as current and former ATP and WTA players and leaders. So far in 2023 this has included Billie Jean King, Alize Cornet, Andre Sa, and WTA President Micky Lawler. In addition, players at ITF Junior Team Competitions and the ITF World Tennis Tour Junior Finals will also benefit from in-person sessions tailored to their development stage.

The ITF Academy provides a platform which allows for engaging education content to be provided for players and their support teams which can be linked to a player's IPIN account with the ITF. Academy offerings are numerous and until this year have been non-mandatory. However, from October 2023, all junior players wishing to enter WTTJ tournaments will be required to complete four (4) mandatory education modules covering the topics of integrity, safeguarding, and WTTJ regulations and procedures.

Each module is designed to be completed in 20 minutes, is free to access, and is available in multiple languages. Players who have not completed the requirements within the introductory period will be restricted from accessing the IPIN online entry system. This development is of significant benefit for players and provides them with a sound knowledge of key areas which can help keep them safe, minimise risks, and to reduce common issues such as the late tournament withdrawals.

MASTERS

The ITF World Tennis Masters Tour (“WTMT”) is enjoying a successful 2023 with continued growth of tournaments expected. Following a positive year in 2022 which delivered a record 508 tournaments, the first 6 months of 2023 have seen an increase from 216 tournaments to 231 tournaments for the period from January to June. Asia increased from 18 to 26 tournaments in the period – a 44% increase – which shall be further boosted in the second half of the year by the return of tournaments in China who shall host at least 8 tournaments.

In June 2023, the Masters Committee released the 2023-2026 Strategic Plan for Masters Tennis which sets out a clear plan to help achieve the Tour’s mission for Masters Tennis to be the leading sport in terms of tournament participation for persons aged 30 and over. This was developed with the support of the player panel, tournament director and referee panel.

The Committee, with the support of the department, are committed to delivering on the three identified pillars of the plan in this upcoming period to help attract and retain more tournaments and players. These pillars are:

1. **Marketing and Communications** – Driving awareness for players, promoting tournaments, and increasing the commercial potential of the Tour. This shall consist of a bespoke marketing strategy for the Tour and shall include innovative approaches around areas such as digital advertising to reach new players.
2. **Growth** – More tournaments, and more players. Several initiatives have been identified which includes a re-focus on doubles as a route to attract more people to the Tour, and a focus on the younger age categories (30, 35, 40, 45) who are underrepresented on the Tour.

The Committee identify great potential for a surge of new WTMT tournaments, with Asia identified as a priority region for growth in the upcoming period. Bespoke development plans for the 2023-2026 shall be developed with key nations and/or regions to realise this growth.

3. **Tour Services and Standards** - Delivering the very best experiences for players both on and off court to support the attraction, and crucially retention of more players. Digital innovations through the IPIN entry system, officiating workforce and standards, and providing excellent value for money shall be key areas of work.

ITF World Tennis Number

Introduced in May 2022, the ITF World Tennis Number (WTN) is now used as a secondary singles acceptance measure for all tournaments. The ITF Masters ranking remains the priority measure of tournament acceptance, but where players do not have an ITF ranking, the acceptance list is now ordered based on a player’s WTN. The WTN considers all results recorded in the previous four years which supports the large proportion of adult players who compete in a limited number of competitions each year. Currently, the WTN has limited use within the Tour due to most tournaments accepting all players, although the continued increase of national data could allow for further use of the WTN in the future.

2023 World Championships

The 30, 35, 40, 45, 50 World Team & Individual Championships took place in Manavgat, Türkiye from 19 March to 1 April 2023. The host venue – Ali Bey Club – has a rich history of hosting ITF

Masters World Championships events. Players thoroughly enjoyed their experience during the two weeks – with 86% providing positive overall feedback. The 2023 event attracted an excellent entry of 160 teams with the 30+ World Team Championships attracting 8 men's teams and 7 women's teams in its very first year.

The 55, 60 World Team & Individual Championships will take place in Lisbon, Portugal from 13 to 26 August 2023. Entries into the team event are positive with 89 entries across the four event categories. Portugal is hosting an ITF Masters World Championship event for the third time in 5 years, with all previous events delivered to a very high standard.

The 65, 70, 75, 80, 85, 90* World Team & Individual Championships will take place from 8 to 21 October 2023 in Mallorca, Spain – who superbly hosted the same age groups in 2021 with excellent feedback from received from participants.

*Individual event only.

2024 World Championships

The Committee received and reviewed all applications to host the 2024 ITF Masters World Team & Individual Championships. Continuing from the approach developed in 2022 which allows for hosts to apply for any number of age group events, the Committee has decided that there shall be four host locations in 2024:

- The 30, 35, 40 World Team & Individual Championships will be played in Lisbon, Oeiras and Estoril, Portugal from Sunday 4 to Saturday 17 August 2024.
- The 45 World Team & Individual Championships will take place in Tokyo, Japan in November 2024 – with exact dates to be confirmed by December 2023. This is the first time that a World Championships event will be hosted in Japan – and supports the Committee's ambition to engage and grow Masters Tennis in Asia.
- The 50, 55, 60 World Team & Individual Championships will be played in Mexico City, Mexico from Sunday 28 April to Saturday 11 May 2024. This decision sees the event return to Mexico City for the first time since 2010.
- The 65, 70, 75, 80, 85, 90* World Team & Individual Championships will be played at the Ali Bey Club, Manavgat, Turkiye from Sunday 10 to Saturday 23 March 2024.

International Masters Games Association (IMGA)

The ITF is building a stronger relationship with IMGA who host World Masters Games, and Regional Masters Games events worldwide. Upcoming events include the Pan-American Games in Cleveland, USA in 2024; and the World Masters Games in Taipei City / New Taipei City in 2025.

The IMGA Masters Games are large multi-sport games events which feature existing tennis events. The ITF is seeking to support the existing tennis events as an initial step but is exploring the potential of introduction of elite level tennis events in due course, which may award ITF ranking points.

BEACH TENNIS

Calendar

Returning and new nations have underpinned a strong increase in tournament numbers in 2023. The expectation is that over thirty-five nations will host an ITF beach tennis tournament this year, an increase of 20% from 2022 and 90% of the peak level in 2018.

Newcomers to the Tour included Kenya, hosting two BT10 tournaments in the run up to the African Beach Games, and the US Virgin Islands and Dominican Republic, reflecting the continued growth of the sport in the Caribbean.

Tournament numbers (5%) and prize money (10%) are anticipated to both increase in 2023, with over 275 tournaments across all six ITF regions plus North America. A minimum prize money level of US\$50,000 was introduced at Sand Series tournaments to contribute towards the goal of a sustainable tour for players and has helped ensure total prize money will remain over one million dollars in 2023.

The Sand Series increased from five to seven events with new tournaments in Estonia and Brazil helping increase the value of the Tour. This has been supplemented by a new Broadcast Strategy and a partnership with Quattro Media to increase awareness of the sport. In addition to a round up video of the tournament shared with global outlets, a news reel has been distributed and picked up by news agencies such as Reuters, while a 26-minute highlight show from each of the Sand Series Classics was broadcast in over 100 nations.

World Cup

The World Cup will once again be hosted in Brazil, bringing together the top sixteen nations in the world for a professional and junior competition.

Following the success of the event last year – with TV viewership eclipsing one million – an increased structure is anticipated to manage the demand from the Brazilian public. A move later in the year – from November to early December – will maximise the opportunity for free to air television exposure in Brazil while providing an English commentary from the Quarter Finals onwards to international broadcasters to build on the rights distribution last year picked up in North America and the Middle East and North Africa.

World Championships

The World Championships remained in Italy for 2023, moving from September in Terracina to May in Cesenatico. The location of Cesenatico in the Emilia-Romagna region provided the sport with the chance to return to its founding home.

However, the catastrophic weather that engulfed the region in May coincided with the tournament, creating difficult decisions for players and the organisers. Thanks to the work of FITP and the organiser, the Championships were able to proceed, with only a one-day delay to the overall competition timetable. The support of the mayor of Cesenatico and the relevant emergency services was critical in the final decision to proceed, where other events in the region were cancelled, and ultimately allowed the biggest ever entry for a beach tennis World Championships – over 1,000 players – to compete.

The hosting rights for the World Championships in 2024-2026 are open and the department welcomes enquiries from nations.

Multi-Sport Games Involvement

As outlined in the Major Events report, the ANOC World Beach Games Bali 2023 were very disappointingly cancelled with just over four weeks' notice.

However, the Regional Beach Games model continues to prove very successful with events incorporating beach tennis delivered in Europe (Heraklion, Greece), South America (Santa Marta, Colombia), Central America and the Caribbean (Santa Marta, Colombia), and Africa (Hammamet, Tunisia). The department has been involved in supporting these events in conjunction with our Regional Associations. Longer term, the aspiration is to work towards incorporating beach tennis into the Asian Beach Games, thereby providing exposure in all the regional beach games.

World Beach Tennis Number

The incorporation of beach tennis within the World Tennis Number project remains an aspiration to drive participation and provide meaningful matches outside of ITF events. However, the necessary prioritisation of stage one of the WTN project means this will not be realised in 2023 for beach tennis.

DEVELOPMENT

Rules of Beach Tennis

An ongoing trial into the optimal colour of ball for beach tennis will reach its conclusion in 2023. Through partnership with SANDEVER, Play BT, and Quattro Media, input from broadcasters and players across a range of conditions and options will see a recommendation to the Rules of Tennis Committee. The goal is to provide more ball visibility for players and for television to create a more attractive product.

Coaching

Following the 2022 publication on three online introductory modules, the first ITF coaching certification for beach tennis was launched with a pilot course for ten coaches from Central America, the Caribbean, and South America in Brasília in June 2023. With the support of CBT, this adaption of the ITF Play Tennis course is designed to complement the Global Development Programme and provide coaches with the required skills to introduce beach tennis into their programme. A second course will be delivered in Asia in the second half of the year. Development Officers are attending the course to allow them to deliver courses in their regions in 2024.

Interested nations should get in touch with their Officer to discuss course delivery.

Officiating

A dedicated Beach Tennis Line Umpire certification course has been launched to raise the consistency of officials within Beach Tennis. This course is available online with a written assessment to anyone through the ITF Academy. Line Umpires for ITF tournaments will be required to complete and pass this course.

Beach Tennis Global Development Programme

The Beach Tennis Global Development Programme has seen successes across the globe in 2023. With 15 nations in the newly launched initiative, we have seen festivals on the beach in Grenada and the launch of the first BT10 tournaments in Kenya. Collating participation data, along with resources to both support existing and aspirational nations, will provide a baseline level for the programme which we expect to grow in 2024 and beyond with continued support from our Global Development Partner SANDEVER.

Beach Tennis Strategy

The new Beach Tennis strategy is in the final stages of development following consultation with National Associations, players, and the Committee. Two key pillars have been identified as the focus for the strategy; Grassroots and Support Services, and Tour and Major events. The Grassroots and Support Services pillar will focus on empowering members to develop beach tennis in their nation, and the Tour and Major Events pillar will continue the professionalisation of the Tour, working towards a sustainable model for athletes, organisers, and national associations. Publication of the new strategy is expected in the final months of 2023 and will be shared with all members.

FINANCE, IT & PEOPLE

INFORMATION TECHNOLOGY

Digital Transformation

Digital technology is unlocking unprecedented opportunities for growth across our sport and to fully capitalise on those opportunities we need to continue to embed digital in every aspect of our activities, transforming roles, processes, and technology.

Our current digital strategy is focused on supporting the ITF's goals of growing participation and providing better access to tennis worldwide. This involves developing new systems, enhancing our use of data, and increasing our reach by finding new ways to engage tennis audiences and players via digital channels.

Supporting our member nations with access to new digital services is also a key part of our digital strategy. By providing nations with innovative digital tools and resources, and better access to data, we can help accelerate their own digital transformation. This support empowers them to streamline their operations, enhance their communication channels, and leverage technology for better administration of tennis within their countries. Ultimately, this collaboration and sharing of digital services will contribute to the growth and development of tennis worldwide.

An important aspect of our current work is modernisation, which involves embedding new technologies and approaches within our organisation to enhance our operations. By adopting modern systems and capabilities, we can operate more efficiently and be better placed to seize new digital opportunities as they arise. This modernisation also ensures that we have a sustainable technology framework in place, allowing us to adapt to future technology advancements more easily.

Baseline Modernisation

Our most extensive modernisation project involves the redevelopment of our 'Baseline' system which manages all our tennis data and tournament operations, including tournament entries and rankings automation. The tight integration of Baseline with many other internal and external IT systems adds a great deal of complexity to this undertaking and makes it more challenging.

Work to-date has focussed on the various areas of tournament management that Baseline controls and in particular building out a new system to allow online tournament applications for the first time. This is designed to speed up and streamline the tournament application process for both ITF and National Association staff, improving and automating what is currently a very time-consuming, manual operation that creates a significant administrative burden.

Tournament management is just the first phase of the Baseline modernisation programme, and future phases of development will focus on areas which will deliver further automation and provide nations with better access to data across ITF Tours, Davis Cup, and Billie Jean King Cup via new web-based admin tools and data feeds.

Baseline Modernisation is one of the largest and most extensive IT projects that we have taken on in recent years and is a prime example not only of our modernisation efforts, but also our drive to find ways to improve the services and support we offer to our National Associations.

ITF World Tennis Number

The ITF World Tennis Number is now firmly established as one of the most important and most ambitious digital initiatives that the ITF has undertaken. While the player performance rating element remains at the heart of the project, the World Tennis Number has wider product goals and

we regard it as our best opportunity to build and support a new global online community of tennis players at all levels of the sport, facilitating interaction among them, and engaging with them in ways that aim to increase participation.

Our focus now is on building out the direct to consumer (D2C) experience of WTN across different digital platforms such as web, mobile, and social. To grow and retain large numbers of people using the World Tennis Number we must deliver a digital product that provides a great experience and offers real value to players by making it easier for them to get on to court and play and to have a more enjoyable game when they do so.

As we build that digital community, we gain deeper insights into the needs and preferences of players worldwide, allowing us to tailor our services to meet their expectations more effectively and to gather valuable insights into the global tennis landscape. This is something that we can share with our member nations, ensuring that the World Tennis Number platform can be used by NAs to communicate with a much wider player population and grow their own membership programmes.

Customer Data Platform

To manage all the information that we collect from players registering on World Tennis Number, as well as the customer data that we are also collecting from our other websites and mobile apps, we have been expanding the scope and capabilities of our new customer data platform which we introduced last year.

The customer data platform provides a centralised database of all users across our digital services, including WTN, IPIN, ITF Academy, and our ITF, Davis Cup, and Billie Jean King Cup websites. This gives us visibility of who those users are, both individually and as groups, and provides information about how they are interacting with us across these different platforms.

By combining and analysing this data from multiple sources, we gain valuable insights into customer preferences and behaviour which we are using to inform our product development, customer service, and marketing strategies.

We are using these data insights to target specific segments of our customer base based on their activities or interests and to personalise the interactions that we have with them. Additionally, the customer data platform gives us powerful digital marketing tools that allow us to communicate with our customers more effectively.

This allows us to cross-promote different ITF services that might be of interest to individuals or encourage them to play more, for example, by letting them know about relevant events that are happening near to where they live. By providing a better, more engaging experience across our digital services and using the customer data platform to gather detailed feedback we can use data to drive continuous product improvements.

Unlocking the value of our data is a key objective of our digital strategy and with better tools and capabilities, such as those provided by the customer data platform, we gain a deeper understanding of the sport and its participants and are better able to identify and take advantage of new opportunities for growth and revenue generation.

HUMAN RESOURCES

Headcount

The headcount reported at the end of May is 140. This figure takes into account the full time equivalent of part time ('PT') employees and does not include employees on fixed term contracts ('FTC' - for short term project-related work). This figure also does not include Development Officers, the Grand Slam/ITF Officiating Team or any other short term freelance staff.

Our full headcount (counting each head as 1 whether full or part time and including fixed term employees) is 152.

For information:

	2019	2020	2021	2022
FULL Headcount	132	115	123	134
With PT and FTC	117	105	111	124

The increase in headcount continues to support the level of our current, as well as new and developing activity across the organisation – World Tennis Tour growth and development, World Tennis Number project, changes with regard to Major Events, safeguarding, digital transformation, data management, e-sports, sustainability, EDI, governance review plus the expansion of the legal and finance teams to support the new projects.

Since January of this year, 4 people have resigned and we anticipate a final staff turnover for the year of around 8-10%. This is a considerable improvement on previous years that were seemingly unsettled due to the global pandemic and its aftermath.

Recruitment

We are happy to report that the ITF continues to draw an excellent standard of candidate and the issues that we had attracting applicants post pandemic seem to have abated. The cost and time involved in employing people from Europe post-Brexit remains. However, we budget accordingly and manage the delays that come with the visa processes, knowing that the benefit of having a diverse workforce with a wide range of languages and a good understanding of differing cultures is vital to our position as an international federation.

Following the cost of living increase offered to employees mid-year 2022, our salaries are very competitive and our exit surveys confirm this with very few people commenting negatively on pay as a key driver for their departure. Reviewing salaries regularly with our specialist recruitment agencies also backs this up.

Executive Director, Digital

In a progressive new step, the Remuneration Committee approved a proposal to recruit a Director of Digital and the search process is in the early stages.

With modernisation at the heart of this decision, the ITF's digital objectives include widening our data management and analytics capability plus offering new digital and data services to National and Regional Associations. We also aim to expand on our ability to offer new and improved direct to consumer (D2C) business models.

Our current key digital programmes of work include: The ITF Academy, World Tennis Number, e-sports, customer data platforms and the modernisation of Baseline. The creation of this new senior role acknowledges the need for focus in this area and will be vital in leading and delivering on a

strategy that emphasises the benefits of automation and efficiency, increased participation and fan engagement and the creation of all important revenue opportunities.

Wellbeing

In our continued efforts to focus on the wellbeing of our employees we have introduced a new Medicash health plan. This low cost but very effective benefit assists us not only in attracting top talent as our suite of excellent employee benefits grows, but also helps us reduce employee absence. The plan covers everyday healthcare costs and also offers a wide range of digital and virtual wellbeing tools to support employees and their family's health.

We have also continued with our wellbeing seminars – bite size options for employees to listen in to while at their desks ranging from financial wellbeing to managing work-life balance.

INTEGRITY & LEGAL

ANTI-DOPING AND ANTI-CORRUPTION

Upholding the highest levels of integrity, governance and transparency is a strategic priority of ITF2024. To contribute to this aim, the Integrity Department contributes to and supports the implementation of the Tennis Anti-Doping Programme (**TADP**) and the Tennis Anti-Corruption Program (**TACP**), which aim to maintain the integrity of tennis by protecting the health and rights of players and combatting betting-related corruption, respectively.

Anti-Doping

A total of 7,604 samples were collected under the TADP in 2022. The breakdown of these samples is shown in the table below. Sample collection was distributed between men and women, between different sample types, and during and outside of competition periods, all of which contributes to the detection and deterrence of doping.

	Total samples	Men	Women
In-Competition	4,276	2,606	1,670
Out-of-Competition	3,328	1,704	1,624
Urine	5,229	3,103	2,126
Blood	2,375	1,207	1,168

The International Tennis Integrity Agency (**ITIA**) continues to administer and enforce the TADP on behalf of the ITF as a 'delegated third party'. As the Signatory to the World Anti-Doping Agency (**WADA**) Code for tennis, the ITF remains responsible and bears the consequences for any failures by the ITIA to maintain the TADP as compliant with the WADA Code (**Code**), and so the ITF is working closely with ITIA to ensure ongoing Code compliance.

A total of 115 therapeutic use exemptions (**TUEs**) were granted under the TADP in 2022. TUEs are granted where a player has a diagnosed medical condition that requires the use of an otherwise prohibited substance to return the player to a normal state of health. For the avoidance of doubt, the same TUE process applies to athletes in all sports covered under the Code.

The TADP maintained a 'whereabouts' testing programme, under which specified players are required to provide their locations for a minimum of 60 minutes each day, to facilitate 'out-of-competition' testing. Such a programme also applies to all Code-covered sports.

At the time of writing, nine violations of the TADP arising from samples collected in 2022 have been committed. All cases are managed in accordance with the requirements of the Code and decisions are published on the ITIA website at <https://www.itia.tennis/sanctions>.

Anti-Corruption

The ITIA administers and enforces the Tennis Anti-Corruption Program (**TACP**) on behalf of professional tennis. Twenty-seven violations of the TACP were reported in 2022. Some of these violations may have occurred during or prior to 2022, as investigations under the TACP can take some time to complete.

The ITF worked with the ITIA on measures to combat the risk of integrity breaches by Chair Umpires. The role of Chair Umpires includes upholding the integrity of competition by enforcing the

Rules of Tennis, and so such integrity breaches are particularly serious. Two Chair Umpires were suspended under the TACP in 2022 (one for 7 years and 6 months, the other for life).

Integrity education

Education is a key element of integrity. Not only does it raise awareness of the integrity rules and their key elements (which prevents arguments from those charged with violations from claiming that they were unaware of those rules), but it also provides those who do not intend to breach the rules with the knowledge to do so. The ITIA education team is delivering a combined anti-doping and anti-corruption education plan, which included extension of the mandatory online Tennis Integrity Protection Plan to anti-doping.

GOVERNANCE

Upholding the highest levels of integrity, governance and transparency is a strategic priority of ITF2024. To contribute to this aim, the Legal Department guides and supports the governance of the ITF across a range of areas.

Governance Review

Since 2020 the ITF has been conducting a Governance Review, under the guidance of the Governance Taskforce, to achieve a number of objectives linked to good governance. In January 2022, the roles of President and Chief Executive were formally split. At the AGM in November 2022, the Council approved the introduction of minimum gender representation on the Board of Directors. This change will come into effect for the elections in 2027, and will result in at least 5 men and 5 women being on the Board.

Also during 2022, the ITF progressed the Constitutional Review, engaging in the second phase of consultation with Nations and Regions (Phase 1 having taken place in 2021). There was support for a range of proposals made, as well as constructive feedback which the Constitutional Committee and Board are working through to revise the proposals and language, and further explain the rationale and intentions where required. Further consultation will take place in late 2023, and a new timetable for adoption communicated.

Dispute Resolution

Statistics of cases heard in 2022 under the ITF's dispute resolution process are shown in the table below:

Investigations	Davis Cup/BJK Cup	ITF tours and team competitions
	2022	2022
Major Offence	0	22
Tournament Offence	N/A	0
Nation breach*	20	N/A
Officiating (white/green badge)	0	0
Internal Adjudication Panel (IAP)		
Eligibility applications	42 (34 approved, 8 rejected)	11 (6 approved, 5 rejected)
Appeals of Entry Offences	N/A	40 (14 upheld, 10 partially upheld, 16 rejected)
Appeals of On-Site Offences	N/A	8 (1 upheld, 7 rejected)
Other	0	0
Officiating (white/green badge)	N/A	0
Independent Tribunal		
Major Offences	0	0
Welfare Offences***	N/A	0
Tournament Offences	N/A	0
Appeals of On-Site Offences	0	N/A
Appeals of IAP decisions	0	0
Other (appeal of DCC decision)	0	0

[* Considered by the IAP]

[** Either partially or fully upheld]

[*** Safeguarding matters reported in the Safeguarding Update]

Good Governance

The ITF made a number of changes to the Code of Ethics and Ethics Commission in 2022 and early 2023, which will be in place for the 2023 Presidential and Board of Directors elections. These include:

- Increasing the size of the Ethics Commission, and changes to the make-up to improve global representation (with a new member from Africa and a targeted recruitment campaign under way in Asia and South America);
- Staggering the appointment cycle for Ethics Commission members;
- Making changes to the Candidate Rules following recommendations made by the Ethics Commission after the last elections in 2019;
- More accurately reflecting the way that ATP and WTA representatives participate in ITF governance; and
- Creating an Investigations Protocol to describe how investigations under the Code of Ethics will be handled.

In 2023, the elections will be conducted using electronic voting for the first time. The Legal department is working with the Ethics Commission, the Presidential department and the external service provider, Lumi, to ensure the successful implementation. Education materials and test booths will be available for delegates.

Data Protection

The ITF has a comprehensive data protection compliance programme that covers all personal data processing. This programme is continually developing each year. The ITF drives its data protection programme with support of an external Data Protection Officer. In 2022, the ITF began using the Accountability Tracker, a new tool established by the Information Commissioner's Office (the UK independent authority set up to uphold information rights in the public interest) to self-assess compliance and best practice.

The key outcomes for 2022 were:

- ITF World Tennis Number ("WTN"). The legal team supported specific aspects of the WTN development and roll-out, including working with certain nations to explain various data privacy aspects of the system for them to assess compliance with laws applicable to them, advising on compliant roll-out in selected countries of an "opt-out" model to publication of WTN profiles.
- Continuation of the roll-out of the ITF Data Sharing Agreement. By June 2023, 100 nations have signed this (30 more than in 2021), and the roll-out continues as Nations sign up to the ITF Academy (although the agreement is in relation to wider personal data sharing than that used in the ITF Academy).
- Conclusion of an ITF-wide review of the ITF's Record of Processing.
- Streamlining of the process for players to request removal of their ITFtennis.com playing profile, following a period of inactivity, resulting in reduced staff time to consider applications and quicker resolution of data subject requests.

SAFEGUARDING

Upholding the highest levels of integrity, governance and transparency is a strategic priority of ITF2024. To contribute to this aim, the ITF Safeguarding Team aims to prevent harm and promote safe and inclusive tennis environments for all participants across ITF events and activities.

The landscape of safeguarding in sport continues to change in response to reporting of historic and current allegations of abuse. Sports governing bodies must continue to develop and implement effective systems that afford participants protection from harassment and abuse. The ITF safeguarding strategy consists of four pillars:

1. Leadership
2. Regulation
3. Education, Training and Monitoring
4. Case Management.

Leadership

The ITF Board and Senior Leadership Team have continued to champion and advocate the cause of safeguarding as an essential component of creating safe and inclusive tennis at all levels.

The ITF has continued to develop partnerships with tennis stakeholders such as Regional and National Associations, the ATP and WTA, Grand Slams and the International Tennis Integrity Agency. This collaboration is key to creating safer tennis environments, by developing and sharing best practice, and sharing information about safeguarding risk assessments, to enable the sport to fulfil its 'Duty of Care' to all participants. The ITF Safeguarding Team has also developed a close relationship with the IOC Safe Sport Department in activities such as prevalence study research, capacity building and preparation for the 2024 Paris Olympic Games.

The ITF continues to support Regional and National Associations in developing safeguarding capacity and has given those organisations advice and guidance in 2023, as they implement their own local safeguarding arrangements.

Regulation

Implementation of the *ITF Safeguarding Policies and Procedures* for Children and Adults has continued. The definition of 'covered persons' was revised to address jurisdiction issues and to ensure that anyone who may reasonably cause harm to a player at an ITF event or activity is bound by the policies.

Work towards information sharing and reciprocation of sanctions by the ITF and between all tennis and other sports' stakeholders continues, as it is a key factor in ensuring the protection of vulnerable groups, not just in tennis, but across all sports and international borders.

The ITF has also been creating resources that support the development of robust safeguarding regulatory frameworks for National Associations and Regional Associations.

Education, Training and Monitoring

Resources to raise awareness of safeguarding through education and training are in advanced stages of development. A new online learning module for Junior Players was launched through the ITF Academy in July. The ITF has also worked in partnership with UNICEF and the Open University to develop an online course for individuals (known as 'Designated Safeguarding Leads') in each Regional and National Association.

A joint safeguarding education taskforce (involving the ITF, Grand Slams, the WTA, ATP and ITIA) has worked closely to deliver sessions to players, coaches and parents attending junior events at

the Australian Open, Roland Garros and Wimbledon to emphasise the importance of ongoing, holistic education in a young tennis player's career.

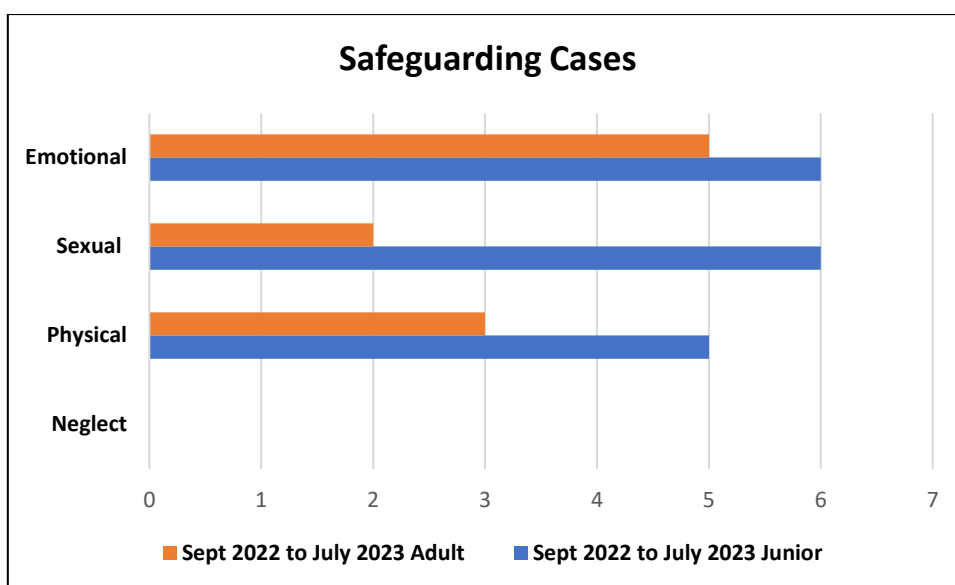
The ITF has recruited a full-time Player Care and Performance Lifestyle Officer to the Safeguarding Team, who will be responsible for developing various services for players in ITF events to provide support in relation to matters (e.g., mental health awareness, travel, finance, safety and security) that may affect a player's ability to perform at their highest level.

Case management

The ITF Safeguarding Team have continued to receive a range of reports about incidents and concerns, mainly through online reporting or from people attending events, including players, parents, coaches, staff or organisers.

Management of some safeguarding cases remains challenging, especially in cases that are international and/or involve statutory authorities. These cases have required close collaboration between the ITF Safeguarding Team and ITF Legal Department.

Between September 2022 and July 2023, twenty-seven safeguarding reports have been received where action has been required to investigate or support alleged cases of harassment or abuse as defined in the ITF Safeguarding Policies. The distribution of these cases is summarised in the chart below and shows that most types of abuse against both children and adults have been recorded over the last year.



Type of abuse	Example Cases
Emotional Abuse	Cyber-bullying; Verbal and intimidating behaviour or comments causing emotional harm.
Sexual Abuse	Historic and recent serious sexual assault by coaches on players.
Physical Abuse	Physical assaults by players on other players during matches or in official accommodation.

The trend of reports of online cyber-bullying causing emotional abuse continues in line with wider societal behaviours which has also received wide media coverage. The ITF Safeguarding Team have offered advice on blocking abusive content and reporting to service providers.

SCIENCE & TECHNICAL

Upholding the highest levels of integrity, governance and transparency is a strategic priority of ITF2024. To contribute to this aim, the Science and Technical department's objectives are to make the sport both safe and fair, by protecting the nature of the game, encouraging innovation and improvements, reducing the risk of injury and illness, and identifying and promoting the health benefits of tennis.

ITF Approval, Classification and Recognition Programmes

A total of 333 tennis ball brands have been approved for use in play under the 2023 Rules of Tennis, which included 105 Stage 1, 2 and 3 brands. Ball approval testing for 2023 began in June. The ITF Court Pace Classification Programme included 293 court surface products at the time of writing. ITF Recognition stands at 118 Two-Star and 89 One-Star courts worldwide. The historical trends in the three programmes are shown in figures 1, 2 and 3.

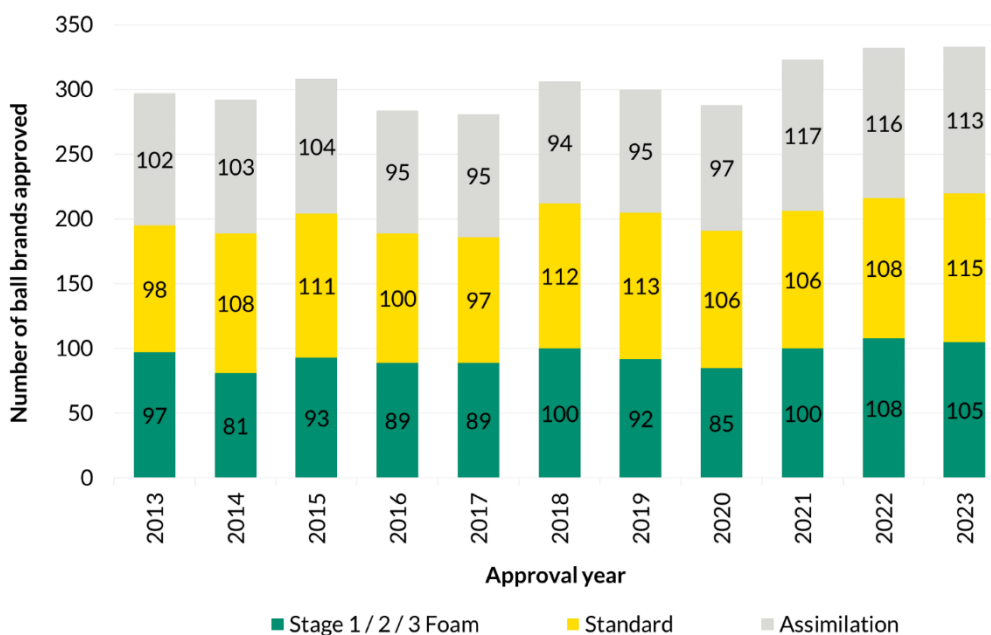


Figure 1. Number of [ITF Approved ball brands](#) each year since 2013. The year refers to the approval year (i.e. 2023 = balls tested in 2022/23 for 2023 Approval).

The number of approved ball brands was almost identical to that in 2021, which was a record year. This suggests that the ball industry, and tennis more generally, is in good health. The total number of Classified court surface products increased for the first time in five years. Combined with the growing number of Recognised courts, these data indicate that the court industry has recovered to pre-pandemic levels of activity.

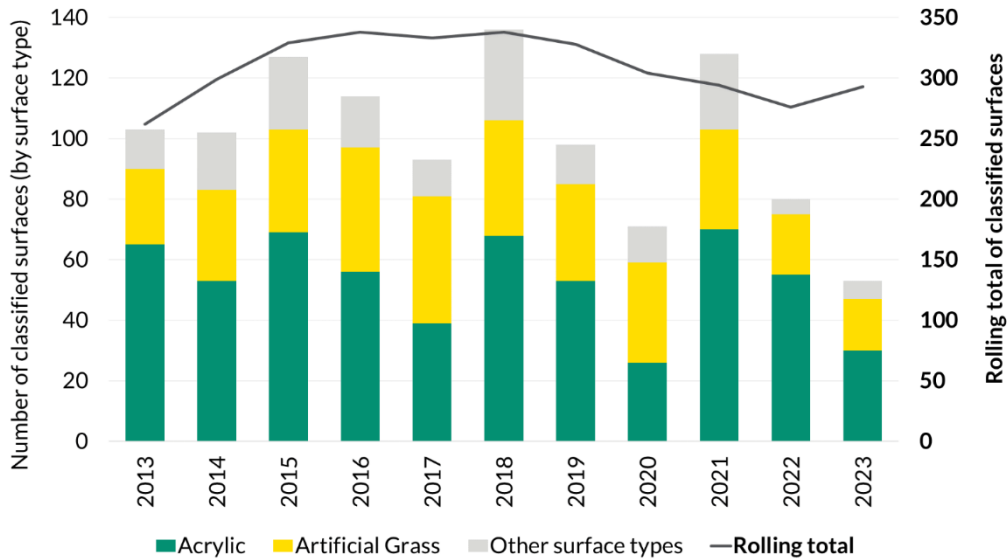


Figure 2. Number of [ITF Classified court surface products](#) (by surface type) each year since 2013. Data for each year were recorded at calendar year end, except for 2023 data (which are recorded at the time of writing).

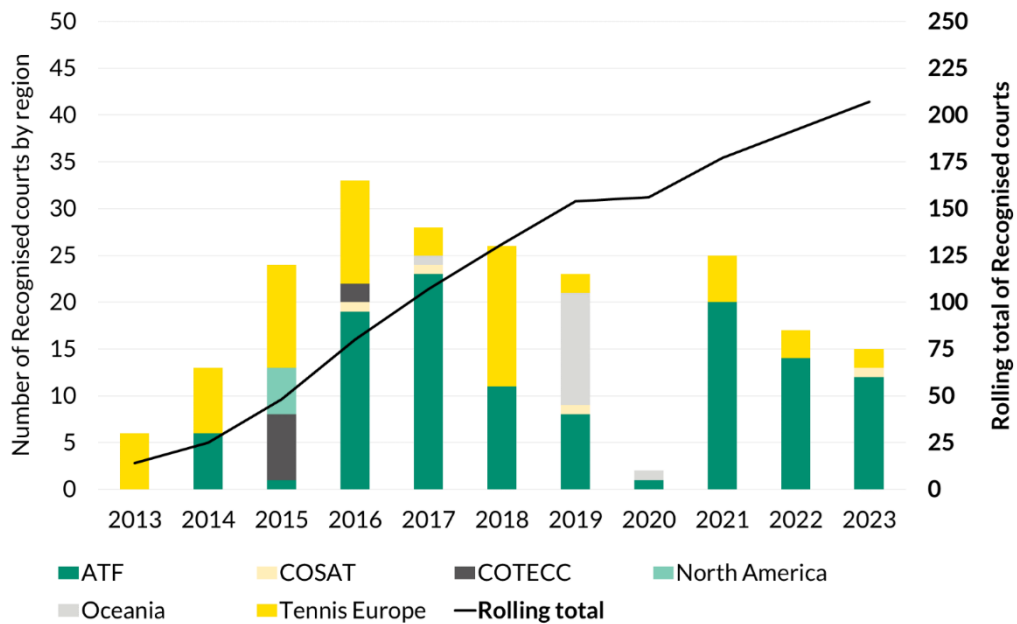


Figure 3. Number of [ITF Recognised courts](#) by location (Regional Association) each year since 2013. Data for each year were recorded at calendar year end, except for 2023 data (which are recorded at the time of writing).

ITF Technical Centre

The first meeting of the ITF Technical Commission took place in April. The Commission continued to develop procedures to support the expansion of electronic line calling (ELC). This expansion has seen increasing use of 'Live' ELC (systems that make calls in real-time with an audible 'out' call) and trialling of ELC on clay courts. The Commission also plans to introduce more affordable ELC at lower levels of the game than it is currently used, to enhance the integrity of the sport.

This is part of a wider strategy to increase the availability of technology and data in the game. An updated version of the Billie Jean King Cup Match Insights app by Microsoft was unveiled at the Finals in Glasgow. This gave teams access to real-time analytics on court, with extra devices in locker-rooms and new features including showing the impact locations of shots and serve combinations (by displaying the serve placement and third shot in the point). There are currently 30 products on the official list of [ITF Approved Player Analysis Technology](#) (PAT) products.

Members of the ITF Foundation met in July and received presentations on how the ITF is protecting the game, through testing and regulations, and growing the game, thus generating more prospective customers for the equipment industry. The Sustainable Equipment Working Group met to discuss how the environmental impact of equipment, particularly tennis balls, can be minimised by implementing the principles of reduce-reuse-recycle. Research into extending the lifetime of balls by repressuring them, thereby reducing the rate of disposal, was shared with the Foundation. The ITF is also working with World Sailing to use recycled carbon fibre in tennis racket frames. The Technical Centre intends to form a similar working group for facilities and court construction and maintenance.

Sport Science & Medicine

The first meeting of the Sport Science & Medicine Commission took place in March. The Commission discussed outcomes and actions from the inaugural Mental Health in Tennis Summit held during the US Open in 2022. The hybrid summit brought together 70 delegates to discuss mental health and established foundational principles and recommendations for the sport. It was agreed that support for and promotion of the mental health of tennis players and other stakeholders in the tennis ecosystem should be a priority of tennis governing bodies.

Another endorsement from the summit was to update the [ITF Guide to Recommended Health Care Standards for Tennis Tournaments](#) (the Guide) to include mental health. The Guide is intended to provide tournament organisers with the necessary information to implement health care standards for players and tournament staff. It is split into two sections to differentiate between national and ITF tournaments. The new version of the Guide recommends that organisers have a plan for mental health emergencies and provide access to a licensed mental health practitioner and dedicated private space for players. Details on preparation for and response to sudden cardiac arrest has also been added to the new version, along with a tournament checklist and revised list of recommended medical supplies.

The Commission has also produced guidance for medical staff on the treatment of mental health symptoms during Medical Time-Outs, and an explainer document for players and officials.

ITF ETHICS COMMISSION 2023 AGM REPORT

ETHICS COMMISSION MANDATE

The mandate of the Ethics Commission (*Commission*) is to administer and enforce the ITF Code of Ethics (*Code*), while the Election and Eligibility Panel, a sub-set of the Commission, is charged with oversight of elections under the Code. This Report consists of the non-confidential aspects of the activities of the Commission for the period September 2022 to June 2023.

COMMISSION MEMBERSHIP

The term of the Commission Chair came to an end on 30 November 2022 and the Chair was reappointed for a two-year term. The terms of the other four Members ceased on 14 March 2023.

The following changes were made to the Commission's structure during the year:

- (1) While the appointment of the Chair has always been a Board appointment, during the year the Board agreed to assume responsibility for the appointment of Members as well. These appointments are now done on the recommendation of the Chair who retains responsibility for conducting the search for suitably qualified candidates.
- (2) The size of the Commission was increased from five to seven to facilitate wider regional representation and better gender balance. Following an extensive global search, five members were appointed effective 1 April 2023, with one additional Member to be appointed.

The new Commission therefore has representation from across five regions, namely:

- Central America and the Caribbean - Sandra Osborne KC, Chair
- Africa - Dr Donald Rukare
- Europe - Dr Tanja Haug and Ms Urvasi Naidoo
- Oceania - Mr David Howman, Deputy Chair, and Professor Jack Anderson
- One additional Member from Asia or South America is in the process of being recruited.

Mr David Howman, Professor Jack Anderson and Ms Urvasi Naidoo were appointed for a further term, and we take this opportunity to welcome new Members, Dr Tanja Haug and Dr Donald Rukare, and to thank Mr Brian Havill (Europe) for his service as one of the first Commission Members.

- (3) Staggered terms were also introduced to ensure institutional continuity, with the result that the Chair's current term will run until the end of the 2024 Annual General Meeting, while the term of three of the Members will expire on 31 December 2024, and the term of the other three Members on 31 December 2026. The new Members are eligible for re-appointment for one further four-year term, while the Chair and the one Member of the original Commission who are currently serving two-year-terms are eligible for an additional four-year term (for a total of 10 years maximum).
- (4) The Legal Secretary to the Commission was also reappointed for a further four-year term in a cycle different from the Chair's appointment cycle, again to ensure continuity.

COMMISSION WORK

Review of Code

During the year under review, the Commission worked with the ITF in its review of various aspects of the Code, including the Commission's structure and its Terms of Reference. The result is the

Code which came into force on 1 April 2023. The Commission also made recommendations as part of the ongoing constitutional review by the Constitutional Committee in so far as this relates to the Code.

Complaints

The period under review was relatively quiet with regard to the number of complaints addressed by the Commission. There was a total of three complaints. One ongoing complaint related to harassment and abuse and conduct that brings or risks bringing the ITF or the sport of tennis into disrepute. An internal investigator was appointed and investigations, while at an advanced stage, are still open. The Commission expects to conclude this investigation and render a decision as soon as possible. No action was taken on two other complaints received as these were outside of the Commission's jurisdiction.

Declarations relating to Conflicts of Interest and Gifts and Hospitality

The Commission is charged with maintaining registers of the declarations filed by ITF Officials and Candidates regarding conflicts of interest and gifts and hospitality. These are reviewed for issues on an ongoing basis and any disclosed conflicts are communicated to the Chair of the Board or relevant Committee as applicable. Other matters are addressed as necessary.

Election and Eligibility Panel

The Election and Eligibility Panel for the 2023 elections consists of Mr David Howman and Ms Urvasi Naidoo under the chairmanship of the Commission Chair. Nominations for election submitted by the 24 May 2023 deadline were reviewed to ensure compliance with the ITF Constitution and the official list of valid Candidates was published on 30 May 2023. The Panel has also circulated guidance to Candidates on the Rules for Candidates under the Code and on the elections generally. It continues to provide guidance as requested and monitors Candidates' conduct, as far as it is able to, to ensure compliance with the Code.

Sandra Osborne KC
Chair, ITF Ethics Commission

30 June 2023.