



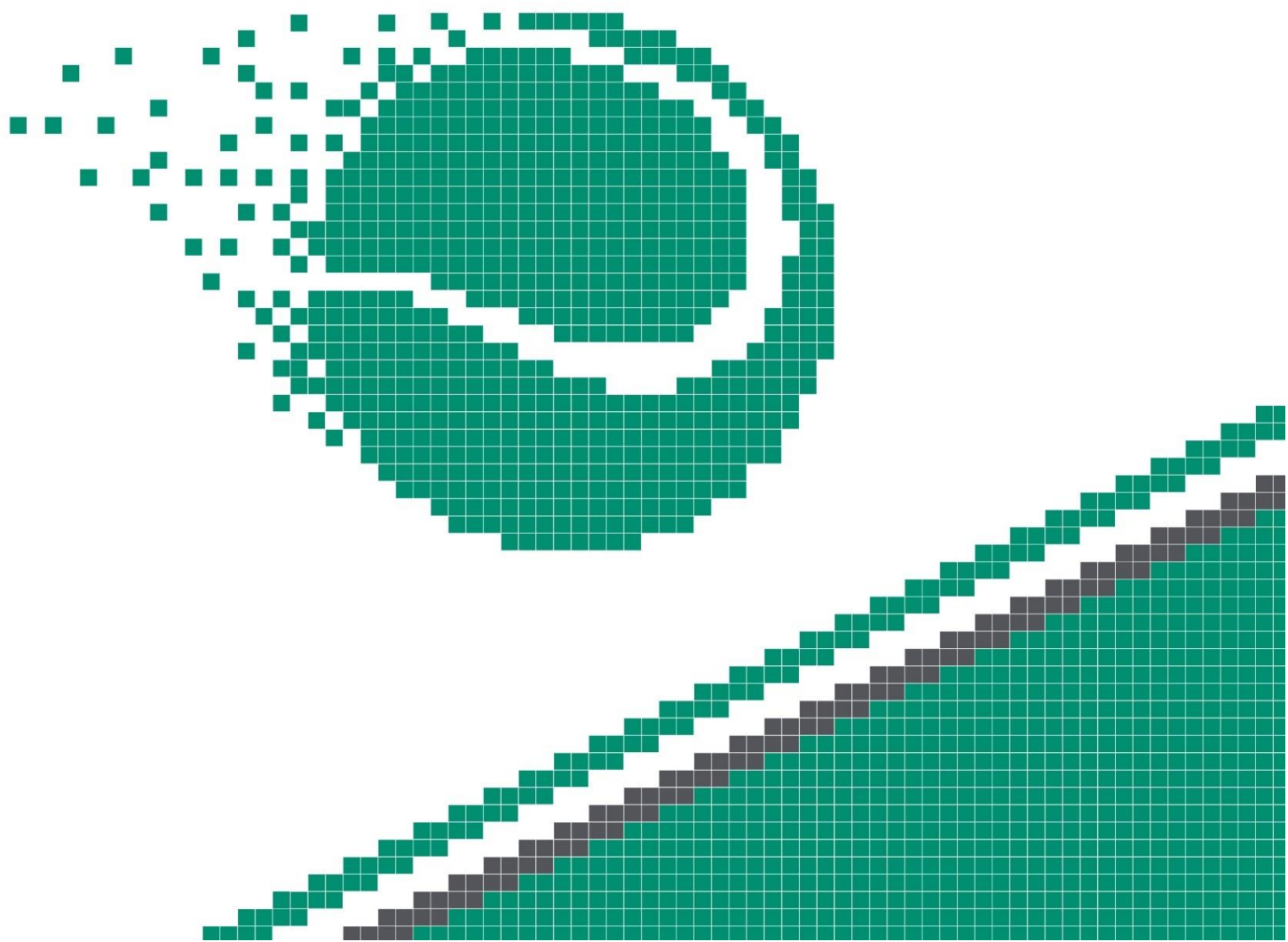
CONFERENCE  
& AGM

HONG KONG, CHINA 2024

*Connecting World Tennis*

# AGM AGENDA

9-11 October 2024



## AGM AGENDA

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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 2024 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 2023 AGM Draft Minutes.](#)

### **OBITUARIES**

## 2. FINANCE

### REPORT BY THE CHAIRMAN OF THE FINANCE COMMITTEE TO ALL NATIONAL ASSOCIATIONS ON THE FINANCIAL STATEMENTS FOR 2023

The consolidated financial statements of the ITF Trust ('ITF') make a distinction between Operating Activities, Strategic Activities and Investing Activities. Operating Activities represent the ongoing activities of the ITF and in 2023 the profit on disposal of commercial and intellectual property rights (IP) to the Billie Jean King Cup joint venture (see below). Strategic Activities constitute discrete projects aimed specifically at delivering the objectives of the ITF's ITF2024 strategy. Investing Activities represent the performance of the investment portfolios which underpin the ITF's reserves. The enclosed financial report documents the 2023 result, as detailed in the financial statements which accompany the ITF Annual Report, with reference to the 2023 Budget and comparison to the 2023 Mid Year Review presented to the AGM in 2023.

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 2024 as approved by the Board in November 2023.

Further information, including an update of the performance in 2024 will be given in the Finance Update Session of the AGM.

#### 2023 RESULTS SUMMARY

2023 represented a year of change with the ITF taking back control of the Davis Cup, entering into a joint venture for the Billie Jean King Cup and reintroducing the Hopman Cup. The former does not have a significant impact in 2023 with licence fees being covered by contractual security provided for in the Kosmos contract. The joint venture ensures substantial external investment in the Billie Jean King Cup over a five-year period with the result being accounted for in these consolidated financial statements on the equity basis. This results in a charge to the Consolidated Income Statement of \$1.8m being ITF's share of the losses in the first year of trading of the new company, consistent with the Business Plan and fully funded through the investment in the new company. The financial statements also record a profit of \$4.3m on transferring intellectual property rights from ITF Licensing (UK) Ltd into the joint venture. Further details of the joint venture are provided in Note 26 of the financial statements.

Despite the challenges of taking back control of the Davis Cup at short notice and delivering external investment into the Billie Jean King Cup, the operating result before strategic initiatives was a deficit of \$1.8m; investment in strategic projects of \$3.9m was substantially funded by the return on Investing Activities thus avoiding a further drawdown from Reserves; and the ITF investment portfolio performed well with a net return of \$3.6m in the year.

The consolidated surplus for the year was \$0.4m which, along with the year end revaluation of the ITF's cash flow hedges reversing the loss recorded in 2022 with a gain of \$2.7m, gives a total increase to Net Assets of \$3.1m for the year to \$43.3m at the year end.

#### Operating Result

Comparison to Budget is less relevant in 2023 as the budget was prepared before the Davis Cup agreement with Kosmos was terminated and before the Billie Jean King Cup joint venture was formalised.

Because of this, at the previous AGM we gave further details regarding 2023 adjustments. In this we reported that Licence Fees and Davis Cup Prize Money were no longer to be received from Kosmos, but the contract provided for financial protection. The ITF had taken ownership of \$25.4m held as a cash security deposit and regained the commercial rights of the competition, but simultaneously became responsible for all costs.

These changes, along with the Business Plan assumptions for the Billie Jean King Cup joint venture, were reflected in the Mid Year Review and it is this forecast that is a more appropriate basis for comparison.

The Mid Year Review estimated the 2023 operating result at \$2.7m before strategic projects and Billie Jean King Cup adjustment, leading to revised Net Assets of \$41.4m. Subsequent to the Mid Year Review, the accounting treatment of the Billie Jean King Cup joint venture was revised after technical advice from PwC which led to increased income as the consolidated accounts recognise income from the transfer of the asset to the joint venture, offset by the ITF's share of the losses incurred in the joint venture.

This in turn leads to the recognition of an asset on the Balance Sheet which also reflects that the ITF invested in the establishment of the joint venture, with a value of \$5.7m.

## **Operating Income**

The decrease in Operating Income of \$5.3m against the Mid Year Review is largely due to the decrease in two major areas being Receipts from Events and Sponsorship income, both regarding the Davis Cup. When we took back control of the competition we had very little data about the performance of the competition in the new format so worked closely with our event partner to estimate revenues. For a number of reasons not all of those revenues were realised.

Receipts from Events were lower than the Mid Year Review because we had expected to generate more income from hospitality and ticketing for the Davis Cup Finals, including the Group Stages.

Sponsorship income was lower than the Mid Year Review as we had anticipated to receive more sponsorship for the Davis Cup. The main difference being that we were unable to secure a title sponsor following the departure of Rakuten. Professional efforts did realise offers for the title package, but did not meet expectations nor profile fitting of Davis Cup. The competition has had only 3 title partners in 124 year history and important that a title partnership is prestigious and sustainable.

Post Covid, the Davis Cup experienced a high churn of commercial partners in 2022 and this followed in 2023. The ITF now back in control has retention at the heart of the commercial approach, delivering value to sustain long term partnerships for the good of tennis.

Beyond the impact of the Davis Cup and the Billie Jean King Cup, Data sales revenues were significantly higher than the original budget as the final result incorporates additional income as anticipated in the report to the 2023 AGM.

## **Operating Expenses**

As might be expected, the most significant impact on expenses compared to budget was the costs of the Davis Cup. Similar to the situation with revenues, when the Mid Year Review was prepared the running costs of the event could only be estimated. Subsequently, and in order to secure the highest standards for players and spectators, the overall cost for the Davis Cup finals was \$2.0m higher than the Mid Year Review.

To compensate some of the additional costs we made savings in Communications, Development and Billie Jean King Cup expenditure and thus the overall Total expenses were lower by \$0.7m compared to the Mid Year Review.

## **Strategic Projects**

Strategic projects represent expenditure on discrete projects aimed specifically at delivering the objectives of ITF2024 and are therefore not considered as ongoing activities. Strategic projects totalled \$3.9m in 2023 of which \$1.2m represents continued Development department costs of the World Tennis Number Project, a key project which gives nations the means to identify players and grow participation levels while also providing meaningful ratings to recreational and professional players alike; and \$2.7m represents investment in the Balanced Calendar Project to increase the number, locations and prize money of tournaments around the world to ensure fairer access for all players.

The Balanced Calendar Fund has been fundamental to the continued growth in ITF World Tennis Tour events with 10,617 men and women competing during the year in 50,605 main draw and 36,492 qualifying matches across 1,135 tournaments in 73 countries, contributing to a more coherent player pathway with fairer access to tournaments. This investment is also responsible for additional Data Rights income and securing a significant uplift in future revenues from the new contract with Infront which comes into effect in 2025.

## **Non-Operating Result and Reserves**

The ITF's investment portfolio generated net investment gains of \$3.6m or 19.4% in the year despite having liquidated some investments to support working capital cash requirements. This, along with the Operating deficit of \$1.8m, Billie Jean King Cup joint venture adjustment of \$2.4m, Strategic expenditure of \$3.9m and the \$2.8m positive revaluation of FX hedges held at the year end combined to increase Net Assets by \$3.1m to \$43.3m.

As stated in the report in the Audited Financial Statements, the Board remains confident that the strong balance sheet, closely managed expenditure and long term revenue contracts will allow the ITF to adequately meet the challenges ahead.

## **BUDGET FOR THE PERIOD 1 JANUARY TO 31 DECEMBER 2024**

### **Operating Result**

The 2024 Budget Operating Result shows a deficit before Strategic Projects of \$0.6m reflecting the change to the financing of the Davis Cup and the challenges in securing commercial revenues sufficient to pay for operating expenditure of \$113.9m, which includes the Player Prize Money, Nations' Participation Payments, and event costs for the Davis Cup. On the other hand, Billie Jean King Cup income and expenditure is now primarily accounted for in the new joint venture company with only the ITF's share of the full year result being accounted for in the consolidated accounts. Other factors in the 2024 Budget include the need for continuing investment in Strategic Projects.

### **Strategic Projects**

The 2024 Budget includes \$3.5m for Strategic Projects: \$1.3m for the World Tennis Number, a key pillar of the ITF's Digital Strategy; and \$2.2m for the Balanced Calendar Fund reflecting the commitment to continuing to grow and develop the ITF World Tennis Tours and Player Pathways.

### **Non-Operating Result**

The investment budget for 2024 is based loosely on a net return of 3% or \$1.2m from the investment portfolios. During 2024, at the time of writing, the returns to date have exceeded the full year budget.



## **Reserves and Future Outlook**

The Finance Committee and Board requirement of maintaining the ITF's reserves at a minimum of \$31m and to increase reserves to \$50m within a reasonable time period remains valid.

In the past we have used Net Assets as a measure of Reserves, justified by the fact that we had maintained cash and investment in excess of Net Assets. However, because of a shift from receiving contractual revenues in advance to receiving a significant proportion in arrears, at the end of 2023 the actual level of distributable reserves was lower than the Net Assets. At the end of 2023, Net Assets contained the Billie Jean King Cup investment as an asset which is not readily realisable in the short term. More details are provided in the audited Financial Statements and despite this the Board consider the level of Reserves to be adequate at the end of 2023.

At the end of 2023 Net Assets stood at \$43.3m and the 2024 Budget indicated Net Assets were expected to remain above \$35m at the end of 2024.

As previously mentioned, the Budget for 2024 was prepared before the out-turn of 2023 was known. Since then we have had to recognise that some of the assumptions, particularly of income, need revising. In particular we have not secured a title sponsor for the Davis Cup which has a significant impact on Commercial Revenues. Once again, we find ourselves in a very fast-moving environment and forecasting remains challenging.

We remain committed to delivering the best possible result in the circumstances and look forward to exciting developments in 2025 that will significantly improve the outlook for future years.

## BUDGET AND ACTUAL 2023, BUDGET 2024

Figures in US\$ '000

SUMMARY	BUDGET 2023	MID-YEAR REVIEW 2023	ACTUAL 2023	VARIANCE TO MYR 2023	BUDGET 2024
<b>INCOME</b>	101,117	122,768	117,483	(5,285)	113,342
<b>EXPENSE</b>	(100,378)	(120,036)	(119,359)	677	(113,899)
<b>SURPLUS / (DEFICIT)</b>	<b>739</b>	<b>2,732</b>	<b>(1,876)</b>	<b>(4,608)</b>	<b>(557)</b>
<b>STRATEGIC PROJECTS</b>	(3,908)	(3,884)	(3,925)	(41)	(3,547)
<b>BJKC ADJUSTMENT</b>	(400)	113	2,468	2,355	(234)
<b>OPERATING SURPLUS / (DEFICIT)</b>	<b>(3,569)</b>	<b>(1,038)</b>	<b>(3,333)</b>	<b>(2,295)</b>	<b>(4,338)</b>
Investment surplus / (deficit)	1,050	2,082	3,458	1,376	1,200
Interest income on Cash Deposits	10	166	126	(40)	60
Interest income on Olympic Deposits	0	0	255	255	0
Portfolio management expense	(180)	(180)	(181)	(1)	(180)
Finance Income	0	0	48	48	0
<b>SURPLUS / (DEFICIT) BEFORE TAXATION</b>	<b>(2,689)</b>	<b>1,030</b>	<b>373</b>	<b>(657)</b>	<b>(3,258)</b>
Less: Taxation (including Hopman Cup)	140	140	0	(140)	140
<b>NET SURPLUS / (DEFICIT)</b>	<b>(2,549)</b>	<b>1,170</b>	<b>373</b>	<b>(797)</b>	<b>(3,118)</b>

INCOME	BUDGET 2023	MID-YEAR REVIEW 2023	ACTUAL 2023	VARIANCE TO MYR 2023	BUDGET 2024
Davis Cup City Host Fee	51,000	17,593	17,706	113	20,192
Cash Security Deposit		25,390	25,390	(0)	0
<u>Sponsorship Income</u>					
Davis Cup	63	13,649	8,743	(4,906)	18,292
Billie Jean King Cup	0	0	0	0	
Olympic	7,818	7,818	7,695	(123)	7,896
Junior Davis Cup	395	301	239	(62)	270
Wheelchair	773	823	833	11	1,011
Hopman Cup	200	200	332	132	200
Other Sponsorship	1,184	4,204	1,082	(3,122)	1,105
<b>Sub-total</b>	<b>61,432</b>	<b>69,978</b>	<b>62,020</b>	<b>(7,958)</b>	<b>48,966</b>
Receipts from Events	6,298	9,693	6,451	(3,242)	7,661
TV & Licensing	659	9,306	13,041	3,735	15,916
Data sales**	23,105	23,472	24,335	863	30,964
Merchandising	0	260	43	(217)	260
Subscriptions	2,543	2,868	2,579	(289)	2,873
Authorisation Fees	1,076	1,069	1,074	5	1,142
Foundation	135	144	132	(12)	141
Technical	937	1,098	1,111	13	1,255
Grand Slam Player Development Programme	3,001	2,978	2,978	(0)	3,055
Wheelchair Silver Fund	55	18	(4)	(22)	0
Development Generation Funding	921	771	50	(721)	50
Global Sports Development Funding	0	0	145	145	0
iCoach	230	200	192	(8)	230
Olympic Solidarity	360	368	327	(41)	360
Sundry**	366	545	3,001	2,456	469
<b>TOTAL</b>	<b>101,117</b>	<b>122,768</b>	<b>117,483</b>	<b>(5,285)</b>	<b>113,342</b>

EXPENSE	BUDGET 2023	MID-YEAR REVIEW 2023	ACTUAL 2023	VARIANCE TO MYR 2023	BUDGET 2024
<b><u>INTERNATIONAL COMPETITIONS</u></b>					
Davis Cup	39,257	52,407	54,434	2,027	43,242
BJK Cup	1,121	589	(50)	(639)	50
Hopman Cup	100	2	9	7	15
Olympics	70	33	0	(33)	1,792
				0	
<b><u>CIRCUITS</u></b>					
Men's Tennis	114	76	85	9	111
Women's Tennis	510	526	545	19	527
Beach Tennis	157	200	197	(3)	179
Juniors Tennis	571	731	467	(264)	782
Seniors	386	368	387	19	473
Officiating	880	719	592	(127)	896
Wheelchair	1,386	1,315	1,212	(103)	1,161
Wheelchair Tennis Development Fund	55	25	(4)	(29)	0
Data Sales	12,948	13,409	13,923	514	13,607
ITF Contribution to GS Board	262	283	0	(283)	283
ITF Contribution to ITIA	1,399	1,371	1,515	144	1,483
Staff Costs	4,268	2,844	4,319	1,475	3,807
<b>TOTAL ONGOING EXPENDITURE</b>	<b>63,484</b>	<b>74,899</b>	<b>77,631</b>	<b>2,732</b>	<b>68,408</b>
<b>STRATEGIC PROJECTS</b>	<b>2,657</b>	<b>2,657</b>	<b>2,681</b>	<b>24</b>	<b>2,247</b>
<b><u>TENNIS DEVELOPMENT</u></b>					
Development	6,931	6,520	5,863	(657)	6,322
GSPDP	3,001	2,978	2,699	(279)	3,055
Development Assistance	0	65	127	62	0
Subscription Rebate	340	279	204	(75)	343
Regional Grants	838	838	838	(0)	948
Staff costs	2,015	1,892	1,869	(23)	1,248
<b>TOTAL ONGOING EXPENDITURE</b>	<b>13,125</b>	<b>12,573</b>	<b>11,600</b>	<b>(973)</b>	<b>11,916</b>
<b>STRATEGIC PROJECTS</b>	<b>1,251</b>	<b>1,226</b>	<b>1,244</b>	<b>18</b>	<b>1,300</b>
<b><u>COMMERCIAL DEPARTMENT</u></b>					
TV	1,041	2,971	3,414	443	3,560
Commercial	253	1,305	606	(699)	1,938
Marketing & Promotion	130	73	0	(73)	0
Merchandising	0	2215	2156	(59)	1,835
Staff Costs	1,095	1,035	1,140	105	1,142
<b>TOTAL ONGOING EXPENDITURE</b>	<b>2,519</b>	<b>7,599</b>	<b>7,316</b>	<b>(283)</b>	<b>8,475</b>
<b><u>PRESIDENTIAL / COMMUNICATIONS</u></b>					
Communications	1,470	3,174	1,034	(2,140)	3,047
Annual General Meeting	751	698	624	(74)	738
Board of Directors	266	352	380	28	431
Management	525	461	485	24	499
Staff Costs	3,141	3,065	2,856	(209)	2,865
<b>TOTAL ONGOING EXPENDITURE</b>	<b>6,153</b>	<b>7,751</b>	<b>5,379</b>	<b>(2,372)</b>	<b>7,580</b>

EXPENSE (Continued)	BUDGET 2023	MID-YEAR REVIEW 2023	ACTUAL 2023	VARIANCE TO MYR 2023	BUDGET 2024
<b><u>SCIENCE, TECHNICAL AND INTEGRITY</u></b>					
Anti Doping	1,302	1,426	1,393	(33)	1,280
Technical	84	86	45	(41)	0
Sport Science & Medicine Commission Foundation	32	0	32	32	131
Constitution	50	50	28	(22)	166
Regulation & Governance	27	27	24	(3)	34
Gender Equality in Tennis / Advantage All	957	4,156	5,039	883	1,768
Safeguarding	150	186	145	(41)	150
Staff costs	176	131	48	(83)	189
Staff costs	1,597	1,693	1,749	56	1,802
<b>TOTAL ONGOING EXPENDITURE</b>	<b>4,375</b>	<b>7,755</b>	<b>8,503</b>	<b>748</b>	<b>5,520</b>
<b><u>FINANCE &amp; ADMINISTRATION</u></b>					
Administration	59	86	81	(5)	80
IT	3325	2,687	2,553	(134)	3,514
Legal & Professional	256	378	445	67	374
Security	235	245	257	12	238
Insurance	612	638	629	(9)	640
Finance	5	39	107	68	1
Premises	1,312	871	892	21	843
Staff Costs	2,882	2,860	3,136	276	2,979
Provision for Doubtful debts	0	0	72	72	0
<b>TOTAL ONGOING EXPENDITURE</b>	<b>8,686</b>	<b>7,805</b>	<b>8,172</b>	<b>367</b>	<b>8,669</b>
<b><u>DIGITAL</u></b>					
Digital	0		0	0	215
Marketing and Promotion	75		75	75	165
Staff Costs	1		1	1	1251
	<b>76</b>	<b>0</b>	<b>76</b>	<b>76</b>	<b>1,631</b>
<b>DEPRECIATION</b>	<b>2,036</b>	<b>1,654</b>	<b>1,598</b>	<b>(56)</b>	<b>1,700</b>
<b>FOREIGN EXCHANGE (GAIN) / LOSS</b>	<b>0</b>	<b>0</b>	<b>(916)</b>	<b>(916)</b>	<b>0</b>
<b>TOTAL OPERATING EXPENSES</b>	<b>100,378</b>	<b>120,036</b>	<b>119,359</b>	<b>(753)</b>	<b>113,899</b>
<b>STRATEGIC PROJECTS</b>	<b>3,908</b>	<b>3,884</b>	<b>3,925</b>	<b>41</b>	<b>3,547</b>
<b>TOTAL EXPENSES</b>	<b>104,286</b>	<b>123,920</b>	<b>123,284</b>	<b>(712)</b>	<b>117,446</b>
<b><u>BALANCE SHEET</u></b>					
	BUDGET 2023	MID-YEAR REVIEW 2023	ACTUAL 2023	VARIANCE TO MYR 2023	BUDGET 2024
<b>NET ASSETS</b>					
Opening Net Assets	40,472	40,211	40,211	0	38,571
Surplus / (deficit) for the year	(2,549)	1,170	373	(797)	(3,118)
Revaluation of FX Hedges at Y/E	0	0	2,758	2,758	0
<b>TOTAL NET ASSETS</b>	<b>37,923</b>	<b>41,380</b>	<b>43,342</b>	<b>(1,962)</b>	<b>35,453</b>

### 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 2025. Expulsions, suspensions and re-admittance take effect immediately.

#### APPLICATIONS FOR AN INCREASE IN SHARES

##### Belgium

To consider an application from the **Fédération Royale Belge 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.

##### Colombia

To consider an application from the **Federación Colombiana de Tenis** 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.

##### Peru

To consider an application from **Federación Deportiva Peruana de Tenis** 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.

##### Saudi Arabia

To consider an application from **Saudi 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.

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#### APPLICATION FOR A TRANSFER FROM CLASS C TO CLASS B MEMBERSHIP

##### Suriname

To consider an application from the **Surinaamse Tennis Bond** 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 2024 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 2025 ITF AGM, to take effect from 1 January 2026:

**Mali**

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## **RESIGNATION, SUSPENSION OF MEMBERSHIP, TERMINATION OF MEMBERSHIP AND EXPULSION**

In accordance with Articles 4(d), 4(g) and 4(h) of the 2024 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**

**Samoa**

### **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.

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## **2025 SUBSCRIPTION**

Details of the 2025 subscription will be announced at the Annual General Meeting.

## **APPLICATION TO WAIVE MEMBERSHIP FEE – SUDAN LAWN TENNIS ASSOCIATION**

The ITF received a resolution in the form of a letter from the Sudan Lawn Tennis Association requesting the ITF waive their 2024 subscription fees. This is due to the ongoing civil war that started in April 2023 and has had severe ramifications for the SLTA, its staff and players.

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.*

SLTA has already paid their 2024 subscription fees in order to submit the resolution.

### **Report of the Board of Directors**

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

## APPLICATION TO WAIVE MEMBERSHIP FEE – UKRAINIAN TENNIS FEDERATION

The ITF received a resolution in the form of a letter from the Ukrainian Tennis Federation requesting the ITF waive their 2024 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 2024 subscription fees in order to submit the resolution.

### **Report of the Board of Directors**

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



## **RESOLUTION OF THE BOARD OF DIRECTORS – MEMBERSHIP OF PHILIPPINE TENNIS ASSOCIATION**

### **Summary**

The Board of Directors **recommends** that the Council ratifies the Board's decision to lift the suspension from membership of the Philippine Tennis Association ("PHILTA").

### **Rationale**

PHILTA resolved the material issues which resulted in its suspension and complied with the ITF Constitutional requirements for its suspension from membership to be lifted. On 11 January 2024, the ITF Board exercised the powers validly delegated to the Board by Council during the 2023 AGM to lift the suspension and to readmit PHILTA to membership with immediate effect.

### **Background**

#### **Suspension of Membership**

PHILTA suffered from long-standing governance failings for more than 7 years between 2016-2023.

In 2020, the ITF Board referred a complaint to the Independent Tribunal seeking a declaration that PHILTA had breached the ITF Constitution in its capacity as an ITF member nation.

The Independent Tribunal determined that PHILTA was in breach of Articles 3(a) and 4(c) and Byelaw 7(a) of the ITF Constitution; and ordered that PHILTA be suspended from all ITF team competitions for a period of two (2) years pending resolution of its governance issues.

At the 2020 AGM, Council adopted a resolution (by a vote of 84.6% in favour) 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."*

The resolution continued: *"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."*

#### **PHILTA Reform**

Between June - December 2023, the Philippine Olympic Committee (POC) and ITF office stewarded PHILTA through a process of constitutional and governance reform, broadening its membership and giving members the authority to nominate and elect representatives to the Board of Trustees, and approving the form of a new proposed Constitution. In November 2023, the PHILTA AGM approved the new Constitution. In December 2023, the POC oversaw PHILTA's elective process, with the PHILTA membership electing a new Board of Trustees and President for the term 2024-28. The POC endorsed the election results. Accordingly, PHILTA resolved (to the satisfaction of the ITF) the material issues which resulted in its suspension. In January 2024, PHILTA paid its 2024 ITF Subscription Fee, therefore satisfying the ITF Constitutional requirements to apply for its suspension to be lifted.

#### **Delegation of Council's power to readmit to membership**

At the 2023 ITF AGM, the ITF Board proposed the below resolution to the Council which was adopted with a vote of 96.85% in favour<sup>1</sup>:

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<sup>1</sup> A two-thirds majority was required.

*“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. 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.”*

The text of that Resolution read:

*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).*

The text of Resolution also clarified that, following Council’s resolution to delegate power to the Board, the Board’s decision to lift PHILTA’s suspension “*shall remain subject to ratification by Council at the 2024 ITF AGM.*”

With PHILTA having met the required conditions, on 11 January 2024, the ITF Board exercised the powers validly delegated to the Board by Council to lift the suspension and to readmit PHILTA to membership with immediate effect.

### **Recommendation of the Board of Directors**

The Board of Directors **recommends** that the Council ratifies the Board’s decision to lift PHILTA’s suspension from membership.

[This Resolution requires a **2/3 majority**]

## 4. GOVERNANCE

### RESOLUTION OF THE ITF COUNCIL TO ADOPT THE PROPOSED CONSTITUTION

This Resolution requires a **2/3<sup>rd</sup>s majority** of votes to pass.

#### Summary

The Board of Directors **recommends that the AGM approves** changes to the Constitution to introduce improvements to the governance and delivery of tennis worldwide and bring the Constitution up to date with best practice and good governance principles.

#### Background

Since 2021 the ITF has been working on a Governance Review project with the aim of improving governance in the ITF and throughout our relevant stakeholders to improve the delivery of tennis worldwide. As part of this Governance Review project, the ITF conducted a detailed review of the existing Constitution, which had not been fully reviewed in its current form since its introduction in 1997. It concluded that the existing Constitution is outdated and does not meet the current expectations of good governance and best practice for a global sports federation.

In order to address these shortcomings, the ITF has worked over a three-year period to develop a revised proposed Constitution. During this period, it has received input from Regional and National Associations through three consultations, webinars, presentations at AGMs and other forms of engagement. The ITF has remained mindful throughout the Governance Review project in general and more specifically in the drafting of the proposed Constitution of listening to and taking on-board feedback provided. Feedback received from National and Regional Associations has been carefully considered and amendments made to the proposed Constitution as a result. The ITF has sought to make an overall proposal for the benefit of the ITF, the Regional Associations, the National Associations, and all other stakeholders alike.

The proposed Constitution will have a number of benefits including to:

- Improve and bring up to date the governance and delivery of tennis worldwide;
- Strengthen and make explicit the rights and protections afforded to National Associations and Regional Associations;
- Make it easier for stakeholders to understand the ITF's remit, structure and decision-making;
- Ensure the language and terminology in the Constitution is consistent and clear.

#### Proposed Changes

A summary of the changes incorporated into the proposed Constitution is set out in this section.

##### National Associations

The areas of substantive change and improvement in the proposed Constitution in respect of National Associations include the following:

1. Providing new wording that respects a National Association's autonomy for the benefit and protection of the National Association, including National Associations retaining their right to set their own governance structure, choose their own Board members and make their own decisions. These changes are also a requirement of the IOC's latest principles of good governance, which the ITF is required to comply with under the Olympic Charter;

2. Providing the ITF with the right to recognise disciplinary decisions made by the National Associations in a model equivalent to that imposed by many other international sports federations;
3. An obligation on National Associations (and Regional Associations) to act ethically in their dealings with the ITF – for example, with honesty and not seeking improper influence and to hold fair and transparent elections. This is in the interests of upholding standards throughout the organisation. There is no direct obligation for a National Association to adopt a Code of Ethics;
4. A requirement for National Associations to have adequate safeguarding protocols in place, which must align in principle with the ITF's safeguarding policies, for the well-being and protection of athletes in the sport;
5. Clarification of the suspension and expulsion criteria for National Associations and making clear the protections in place for National Associations as part of this process.

There is no change to (i) membership classes and share structure, (ii) nations' rights, (iii) the application process for an increase or decrease in shares; (iv) the role of the Council in deciding upon suspensions and expulsions; and (v) the rights of nations to adopt their own governance structures.

### Regional Associations

The areas of significant change and improvement in the proposed Constitution in respect of Regional Associations include the following:

1. Formalising the collaborative approach between Regional Associations and the ITF but maintaining a recognition that each region has varying needs and ways of working;
2. Introducing alignment in relation to suspending a National Association from either the ITF or the Regional Association, including the Regional Association's suspension criteria being in line with those of the ITF;
3. Making it explicit that a Regional Association may have its affiliation to the ITF withdrawn only in limited circumstances, and that there will be collaboration in an attempt to rectify the issue in the first instance. Withdrawal of affiliation must be decided by the Council by a 2/3<sup>rds</sup> majority.

The roles and rights of Regional Associations have not changed.

### Board of Directors

There are also proposed changes in respect of the ITF Board, including changes that focus on the integrity and accountability of Board members and introduce a vetting process for candidates. However, there will be no changes in respect of election processes, Board size, and composition (including the regional and gender minimum thresholds).

### Miscellaneous

There has been significant work carried out in reviewing the ITF's decision-making processes. The proposed Constitution seeks to make decision-making clearer in terms of identifying which body is actually responsible for various decisions in order to promote transparency and accountability in this area. There are very few changes to the actual powers. Where there are changes, in each case the power of the Board is being limited in the proposal, with greater power vested in the Council. Otherwise, the powers remain as per the existing Constitution.

There are a relatively small number of changes proposed in other areas of the Constitution to provide clarification and improve its adherence with the principles of good governance, including transparency and accountability.

In addition to the consultations that have been undertaken with National Associations and Regional Associations, the ITF Constitutional Committee and the Board of Directors have been closely

involved in the development of the proposed Constitution throughout its evolution. Both the Committee and the Board support the introduction of the proposed Constitution.

The adoption of the proposed Constitution is an 'alteration to the Constitution' for the purposes of Article 32 of the existing Constitution and therefore approval of the ITF Council is required pursuant to the same Article 32.

### **Resolution of the ITF Council**

The AGM hereby resolves to:

1. Alter the ITF Constitution by replacing the existing Constitution with the proposed Constitution [[as set out in Annex I](#)], pursuant to Article 32(a).
2. Delegate to the Board the approval of any final drafting changes (wherever applicable) required to the Constitution and Bye-laws to give effect to the alterations contained in the proposed Constitution and/or made in line with the principles of the proposed Constitution, pursuant to Article 32(b).

The proposed Constitution shall take effect on 1 January 2025, in accordance with Article 32(c).

**RESOLUTION PROPOSED BY OCEANIA TENNIS FEDERATION,  
TENNIS AUSTRALIA, TENNIS NEW ZEALAND, GUAM TENNIS FEDERATION,  
NORTHERN MARIANA ISLANDS TENNIS ASSOCIATION**

[This Resolution requires a 2/3 majority to pass]

**PROPOSAL TO AMEND COMPOSITION OF BOARD OF DIRECTORS**

Section 1: Purpose / Objective

The purpose of these resolutions is to guarantee there will always be a person from Oceania on the ITF Board of Directors, as is the case for the other regions.

Currently, neither Oceania nor Confederation de Tennis de Centroamerica Caribe (COTECC), are guaranteed to have a director from their region on the ITF Board. However, all the other regions do. COTECC has the possibility of having a member from its region on the Board, but Oceania is not referred to at all.

While Oceania has had a director from its region on the Board for many years, this is left to the vagaries of the election process. With the addition of the gender requirements from 2027(which Oceania supports), this could make it even more difficult for a nominee from Oceania to be elected.

The current structure means the Board could have no-one from the Oceania region as an ordinary director, as is currently the case, (noting that Mark Woodforde from AUS is an Athlete representative board member).

The effect of this is that Oceania considers it is not valued nor regarded as an integral part of the ITF, even though all the Regional Associations (RAs) have important roles and responsibilities in global governance and the development of tennis.

It is understood that the rationale for the current ITF Board structure was to ensure the perspectives of directors from all parts of the tennis world would be at the Board table to ensure quality decision making. OTF acknowledges that the 14 elected directors do not sit on the Board as representatives of their RA, but they must be proposed by Members from one of the 6 regions and must come "from" each of those regions. They therefore bring the perspectives of their region to the Board table.

Section 2: Reasons

**1. Perspectives from Oceania on the Board will strengthen its relationship with ITF (and vice-versa):** Having directors from all the regions on the Board:

- (a) provides a critical mechanism for differing regional perspectives to be shared, considered, and taken into account by the Board when making decisions;
- (b) provides a conduit for communication between ITF, the RAs and the Members;
- (c) helps the RAs and Members to better understand the decisions made by the Board and the rationale for them; and,
- (d) enables the RAs and Members to more effectively implement the Board's decisions in the regions and to support the Members to do so as well.

Therefore, if there is no director from Oceania on the Board, the region and its member federations miss out on this input, engagement, and connection with the ITF, and vice versa.

Having a diverse range of perspectives on the ITF's decision-making bodies is also consistent with good governance practice. In addition to a range of attributes including gender, age, backgrounds and ethnicity, it is important there is a geographical spread of the decision makers to ensure different region perspectives such as cultural, ethnic and socio- economic viewpoints. By giving every region a guaranteed seat on the Board, decisions of the ITF Board will be strengthened due to the range of perspectives from around the world, including Oceania which has perspectives from small island nations as well as developed nations like Australia and New Zealand.

**2. To be truly global, ITF must have perspectives from every region:** As a matter of principle, it is unfair and inequitable for the perspectives from any one region not to be present on the Board when it is one of the 6 regions of the tennis family. For the ITF to represent itself as a global organization, it needs to have perspectives from across every region of the world at its major decision-making tables.

**3. Most International Sports Federations have regional or continental representation on their governing bodies and is it good governance to do so:** From our research, it appears that every other Summer Olympic International Federation (of which there are 32 including the ITF) has representation from its continents or regions on one or more of its governing bodies, with the exception of the ITF and one other IF (World Archery). ITF is therefore at odds with most other International Federations, even though it is good governance to have all key stakeholders represented in decision making. The absence of guaranteed input from the members of Oceania onto the Board is exacerbated by the fact that Oceania (like the other RAs) has no right to vote at Council meetings. Therefore as a key stakeholder of the ITF, Oceania is not adequately represented within the ITF, contrary to good governance principles.

#### Section 3: Current Policy / Current constitutional wording

The Articles in the current ITF Constitution that are applicable are as follows:

**Article 19(a)** of the ITF Constitution sets out the composition of the Board of Directors and states:

"The Board of Directors shall consist of the President (who shall be elected in accordance with Article 20), fourteen other persons (who shall be elected in accordance with Article 21) and two Athlete Representative Board members, one male and one female, (who shall be appointed by the elected members of the Board of Directors in accordance with Article 21)."

**Article 21** of the ITF Constitution sets out the rules and procedures for the nomination of candidates for election to the Board of Directors. Sub-clause (h)(i)(iv) states that:

"The fourteen candidates with the highest number of properly recorded votes shall be declared elected who (unless sub-paragraph (h)(i) has become applicable) taken collectively enable the following conditions to be fulfilled:

(a) The seven persons comprising:

- (i) One person from amongst Class B Members in Asia;
- (ii) One person from amongst Class B Members in South America;
- (iii) One person from amongst Class B Members in Africa;
- (iv) Two persons from amongst Class B Members in Europe;
- (v) Two persons from amongst the Class B Members in the countries comprising the United States of America, Canada, Mexico, the countries of Central America, Panama, the Isles of the Caribbean and Bermuda; and ..."

#### Section 4: Proposal / New constitutional wording

The following two resolutions seek to add one seat to the Board of Directors (increasing it from 14 to 15 members) and mandate that at least one of them must be a person from amongst the Class B Members in Oceania.

**Resolution 1: That Article 19(a) of the ITF Constitution be amended as follows** (shown in bold with underline and strike out):

#### Article 19. Composition of Board of Directors

- (a) The Board of Directors shall consist of the President (who shall be elected in accordance with Article 20), ~~fourteen~~ **fifteen** other persons (who shall be elected in accordance with Article 21) and two Athlete Representative Board members, one male and one female, (who shall be appointed by the elected members of the Board of Directors in accordance with Article 21).

**Resolution 2: That Article 21(h)(iv) of the ITF Constitution be amended as follows** (shown in bold with underline and strike out):

#### Article 21. Nomination, Election and Tenure of Directors

- (h) The rules and procedures for the nomination of candidates for election to the Board of Directors shall be as follows:

...

- (i) The ~~fourteen~~ **fifteen** candidates with the highest number of properly recorded votes shall be declared elected who (unless sub-paragraph (h)(i) has become applicable) taken collectively enable the following conditions to be fulfilled:

- (a) The ~~seven~~ **eight** persons comprising:

- (i) One person from amongst Class B Members in Asia;
- (ii) One person from amongst Class B Members in South America;
- (iii) One person from amongst Class B Members in Africa;

- (iv) One person from amongst Class B Members in Oceania;**

- ~~(iv)~~(v) Two persons from amongst Class B Members in Europe;

- ~~(vi)~~(vii) Two persons from amongst the Class B Members in the countries comprising the United States of America, Canada, Mexico, the countries of Central America, Panama, the Isles of the Caribbean and Bermuda; and,

- (b) ...

- (c) ...

- (d) Such additional number of persons as is necessary to fill the remaining places on the Board being persons from amongst Class B Members and having the next greatest number of votes cast once persons filling the conditions of sub-paragraphs (a) to (c) above have been elected, subject to a limit of six persons in total from any one of the regions specified in sub-paragraphs (a)(i) to ~~(v)~~**(vii)** above and subject also to a limit in total of two persons from any one Member.

**Note:** Adding one director to the Board will not affect the majority (i.e. a simple majority still requires 8 votes if 15 directors present), nor the quorum (i.e. 9 members – see Article 23(f)).



## Report of the Board of Directors

The Board of Directors **does not support** the Resolution submitted by the Oceania Tennis Federation, Tennis Australia, Tennis New Zealand, Guam Tennis Federation, and Northern Mariana Islands Tennis Association.

The Board considered the proposal at its meeting on 17 July and provided the following reasons for not supporting the Resolution:

- The Resolution would increase the size of the Board of Directors contrary to good governance and emphasise geographical representation of members in a way that risks encouraging self-interested decision-making.
- The Resolution is not the only way of achieving the rationale of ensuring OTF's views are able to be taken into account by the Board.
- Regional representation must be considered alongside the objective of promoting gender equality (and/or disability representation) in ITF leadership and governance.
- Careful consideration is required to ensure the ITF does not make a change in pursuit of one objective, to its cost in relation to other equally important objectives.

## RESOLUTION OF THE ITF COUNCIL TO AMEND THE RULES OF TENNIS

This resolution requires a **2/3<sup>rd</sup>s majority** of votes to pass.

### Background

Tennis is unusual among sports in that coaching is not permitted during play in individual competitions. This prohibition gives rise to two key challenges:

- It has been applied inconsistently across professional tennis (e.g. the WTA Tour has permitted on-court coaching in individual competitions for several years, whereas other sanctioning bodies have not);
- Policing has been difficult and time-consuming for Chair Umpires.

Trials of off-court coaching, which aim to address the above challenges, have been taking place for several years and, since 2023, in events operated by all international sanctioning bodies, including all four Grand Slams, the ATP and WTA tours, World Tennis Tour (**WTT**) and Wheelchair Tennis Tour. A trial is also taking place in the second half of 2024 in major ITF Junior events. Feedback on the trials to date has been positive and all international sanctioning bodies have supported an application to the Rules of Tennis Committee (**Committee**) for a permanent change to the Rules of Tennis, to permit off-court coaching.

### Analysis of the trials

The Committee reviewed the applications for trials of off-court coaching in the context of its decision matrix, under which a trial or rule change should improve the popularity and/or value of tennis, by making it more healthy, fair or entertaining. The Committee's view is that off-court coaching has the potential to make tennis more entertaining and fairer. For those reasons, the Committee supported the trials.

Feedback from the trials (including from players, coaches, officials and the sanctioning bodies concerned) has been positive, and in all cases the benefits of permitting coaching are reported as outweighing the risks. The following are representative examples of feedback:

- Player responses from the WTT showed agreement that off-court coaching helps player development, and strong agreement of the importance of alignment in regulations between the ITF, GST and WTA/ATP Tours.
- Coaches on the WTT agreed that the trial is a positive step for the Tour. They commented that coaching was happening in matches [before the trial], despite it not being permitted.
- There is a strong opinion from coaches that coaching will help player development (particularly for younger players).
- The trials have reduced the burden on the Chair Umpire to police coaching. Code of Conduct violations for coaching during the trials have reduced significantly compared to pre-trials.
- The ATP and WTA report broad acceptance by players that off-court coaching has been positive.
- The WTA has withdrawn its use of on-court coaching in favour of off-court coaching.

The following challenges with permitting coaching have been identified:

- Not all players have coaches, particularly at lower levels of the game. This has the potential to make tennis less fair for those players;
- The designated coach is not always immediately apparent, particularly in events where there is no accreditation, or where coaches are not otherwise identified, making policing the rule harder;
- The off-court location from which coaching is permitted may vary across events, due to court configurations, giving rise to inconsistent implementation.

The Committee's key concern was that of fairness. The outcome of the trials, however, suggests that the benefits to fairness that arise from permitting off-court coaching outweigh the risks.

Fairness is also addressed through the wording of the proposed amendment, which gives each sanctioning body the responsibility and authority to determine whether off-court coaching would be suitable for the circumstances of its respective competitions and, therefore, be permitted within its regulations.

In summary, permitting off-court coaching would:

- Align the approaches to coaching across the international sanctioning bodies of tennis;
- Reduce the burden on Chair Umpires to police the current restriction on coaching;
- Reduce subjectivity in the enforcement of the current restriction on coaching;
- Support the development of players.

Following due consideration, the Committee recommended to the ITF Board a permanent amendment to the Rules of Tennis to permit off-court coaching.

### **The proposed amendment to the Rules of Tennis**

The proposed amendment is divided into three sections:

1. Rule 30. The principles of the rule.
2. Appendix IV: Coaching (new). What coaching is permitted, when and how.
3. Sanctioning body regulations (separate from the Rules of Tennis). Related matters at the discretion of the sanctioning body.

The proposed amendments are shown in Appendix A. As a consequence of the proposed amendments, various related matters are reserved for decision by the sanctioning body of the competition concerned. These are NOT part of the AGM resolution, but include:

- Whether Coaching is permitted or not in events under its jurisdiction.
- Whether a Chair Umpire must be in place for Coaching to be permitted.
- Whether both players must have a coach for Coaching to be permitted.
- Who/what is eligible to provide Coaching (e.g. do coaches need to be qualified and/or accredited; can players use approved Players Analysis Technology).
- How many people are eligible to coach a player/team.
- Where the coach(es) must be located when Coaching.
- Who polices the Coaching rules and regulations (e.g. Chair Umpire, off-court official).
- Whether Coaching is permitted (and for which player(s) and from which location(s)) during breaks in play that are not covered by the Rules of Tennis, for example:
  - o medical time-outs;
  - o toilet breaks;
  - o change of attire breaks;
  - o when play is suspended for weather- or light-related reasons;
  - o other interruptions in play arising from (e.g.) wheelchair repair; spectator medical condition; power outage.
- Penalties for Coaching in a manner and/or at a time that is not permitted.

### **AGM resolution**

The AGM hereby resolves to:

1. Amend Rule 30 of, and insert a new Appendix IV into, the Rules of Tennis (see Appendix A).
2. Delegate to the ITF Board the approval of any final drafting changes (wherever applicable) required to give effect to the alterations contained in the proposed amendments, pursuant to Article 32(b) of the ITF Constitution.

The proposed amendments to the Rules of Tennis shall, if passed, take effect on 1 January 2025, in accordance with Article 28 of the ITF Constitution.

### **Report of the Board of Directors**

The Board of Directors **recommends acceptance** of this resolution.

**APPENDIX A  
PROPOSED AMENDMENT TO THE RULES OF TENNIS TO PERMIT COACHING**

**RULES OF TENNIS – RULE 30**

**30. COACHING**

“Coaching” is ~~considered to be communication~~, advice or instruction of any kind and by any means to a player. COACHING FROM AN OFF-COURT LOCATION (“OFF-COURT COACHING”) MAY BE PERMITTED IN EVENTS PLAYED UNDER THE RULES OF TENNIS BY THE SANCTIONING BODY CONCERNED.

In team events ONLY, where there is a team captain sitting on-court, the team captain may ~~coach the player(s) during a set break and when the players change ends at the end of a game, but not when the players change ends after the first game of each set and not during a tie-break game.~~ GIVE COACHING TO THE PLAYER(S) AT SUCH TIMES AS PERMITTED BY THE SANCTIONING BODY CONCERNED (“ON-COURT COACHING”). In all other ~~matches~~ COMPETITIONS, ON-COURT coaching is not ~~allowed~~ PERMITTED.

SANCTIONING BODIES MAY PERMIT PLAYERS TO ACCESS APPROVED PLAYER ANALYSIS TECHNOLOGY AT TIMES WHEN COACHING IS PERMITTED.

COACHING IS SUBJECT TO THE CONDITIONS SET OUT IN APPENDIX IV.

COACHING IS NOT PERMITTED DURING THE PLAYING OF A POINT.

*Case 1: Is a player allowed to be coached, if the coaching is given by signals in a discreet way?  
Decision: No.*

*Case 2: Is a player allowed to receive coaching when play is suspended?  
Decision: Yes.*

*Case 3: Is a player allowed to receive on-court coaching during a match?  
Decision: Sanctioning bodies may apply to the ITF to have on-court coaching allowed. In events where on-court coaching is allowed, designated coaches may enter the court and coach their players under procedures decided by the sanctioning body.*

**RULES OF TENNIS – APPENDIX IV  
COACHING**

SUBJECT TO COACHING BEING PERMITTED BY THE SANCTIONING BODY CONCERNED:

- a. COACHING IS PERMITTED BETWEEN POINTS AND AT CHANGE OF ENDS AND SET BREAKS, AND AT ANY OTHER TIME (EXCEPT DURING THE PLAYING OF A POINT) PERMITTED BY THE SANCTIONING BODY.
- b. FOR OFF-COURT COACHING AND ON-COURT COACHING BETWEEN POINTS, COMMUNICATION MAY BE VERBAL (WHEN THE COACH(ES) AND PLAYER(S) ARE AT THE SAME END OF THE COURT) OR BY HAND SIGNALS (AT ANY TIME WHEN COACHING IS PERMITTED) ONLY.
- c. OFF-COURT COACHING, AND ON-COURT COACHING BETWEEN POINTS, MUST BE BRIEF (EXCEPT DURING BREAKS IN PLAY) AND DISCREET.

*NOTE: A BREAK IN PLAY INCLUDES MEDICAL TIME-OUT; TOILET BREAK; CHANGE OF ATTIRE BREAK; WEATHER- AND LIGHT-RELATED BREAKS; AND ANY OTHER TEMPORARY BREAK PRIOR TO THE END OF A MATCH.*

## 5. NOMINATIONS

### AWARDS FOR SERVICES TO THE GAME

#### National Association Nominations

Name	Category	
Ms Jingqian Yi (CHN)	Players	Played 36 Billie Jean King Cup Rubbers - Singles W/L - 16 - 6. Doubles W/L 11-3. Total W/L - 27-9
Mr Erik Poel (NED)	Administrators	CEO of the KNLTB who has attended 11 ITF Annual General Meetings.
Mr Khalid Talaat Farid (SUD)	Administrators	President of the SLTA from 2000 - 2015 and from 2018 - to present.
Mr Bolivar Pacheco Salazar (ECU)	Administrators	Was a member of the Board of the Ecuadorian Tennis Federation and Vice President for 13 years.
Dr Paul Roetert (USA)	Others	Has been an integral part of Sport Science and Coaching Education in the USA and Internationally since 1988. Most recently was responsible for the overall vision, strategy and implementation for Coaching Education & Development across the U.S. Served as a USTA representative on ITF Committees across three decades, and delivered regional ITF presentations in Thailand, South Africa and Paraguay as well as presenting at six Worldwide ITF Coaches Conferences. His article contributions to the ITF Coaching and Sport Science Review number over 30. Also contributed to several ITF book chapters and the ITF Academy throughout the years.
Mr Mykhailo Filima (UKR)	Non-Playing Captains	Captained 33 Davis Cup and Billie Jean King Cup ties (BJKC - 20 - 2016 - 2024) (DC - 13 - 2012 - 2016)

#### Coaches Commission Nomination

Mr Frank Zlesak (CZE)	A highly qualified and experienced national and international tennis coach and pedagogy expert. Career spans several decades holding many prominent positions. Served as the Technical Director of the Czech Tennis Federation from 1994 to 1999 and as the National Junior Coach of the Finnish Tennis Federation from 1990 to 1993. Has extensive experience working with elite junior players, including coaching top Czech juniors since 2018. Has contributed significantly to the development of tennis coaching and has been a speaker at ITF Worldwide Workshops and a member of the ITF Coaches Commission. His expertise is globally sought having conducted coaching courses and workshops in over 40 countries. Has led ITF National Level II Coaches Courses in various Eastern European countries and has been a tutor for Level I Professional Coaches Course at Charles University in Prague.
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#### Report of the Board of Directors

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

## **6. 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 11 October 2024 up to and including the final day of the 2024 General Meeting:

**United Kingdom PricewaterhouseCoopers LLP**

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## **7. ANY OTHER BUSINESS**

Future Annual General Meetings

## DEPARTMENTAL REPORTS

## PRESIDENTIAL

### ADVANTAGE ALL

The Advantage All programme, part of the ITF2024+4 strategic vision, currently focuses on the area of gender equality, with sights to move into other areas of ED&I, predominantly wheelchair tennis. Within gender equality, women and girls are encouraged to reach their full potential on and off the court, primarily within leadership, coaching and officiating roles. The programme continues to be 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.

Continued **National and Regional Association engagement** with all ITF nations and regions has been key, encouraging them to promote gender equality, to produce their own gender equality strategy, and to introduce a gender equality Taskforce or Committee.

At the 2022 ITF AGM, the member nations approved constitutional reforms that will ensure greater gender balance across the leadership of global tennis. From 2027 elections onwards, the ITF Board must be composed of a minimum of 4 female members, plus 1 female Athlete representative. Through the **Leadership Programme**, which is in its fourth year, Advantage All is working to ensure there are sufficient women candidates in the pipeline to be nominated. This will link with the **Men as Allies programme** and the **Mentoring programme** for which there are plans to be re-launched, to provide support and training to female candidates. A further call to action for the 'Men as Allies' programme was made to encourage male leaders to champion gender equality within their spheres of influence.

Regional Associations have taken steps to promote female leaders which has resulted in an increase in the average number of women on RA Boards, currently at 29.1%. Furthermore in 2023, both ITF and RA elections showed double the number of women standing for election. On a national level, 83 National Associations have currently signed and committed their pledge to gender equality through the '**I Pledge**' initiative.

Networking events within the Leadership Programme are being held during key tennis events throughout the year to bring together women leaders and key stakeholders, and to discuss important topics. The ITF and the LTA jointly hosted an 'Inspired to Lead' event during the Wimbledon Championships, hosted by former ITF Vice President and Advantage All Committee Chair, Katrina Adams, firstly to speak about the LTA's own 'Inspire' programme and discuss why and how the programme inspires women to aim and reach higher in the administration and leadership of UK-wide tennis. The 2<sup>nd</sup> panel was made up of trailblazing women Presidents from the Tunisian Tennis Federation, the Saudi Tennis Federation and the Guyana Tennis Association, to discuss views and experiences from different cultures. Further in-person networking events are to be planned at the ITF AGM and the Davis Cup and Billie Jean King Cup Finals.

The third **ITF Advantage All Forum** "History in the Making" took place in Seville, Spain at the Billie Jean King Cup by Gainbridge Finals at the end of 2023. Speakers from ITF sponsors Gainbridge, the Tory Burch Foundation and La Junta de Andalucía joined moderator Katrina Adams in conversation around "Champions of Parity" – leaders taking action towards achieving parity. The second panel included guest speakers Billie Jean King, Arantxa Sánchez Vicario and Conchita Martínez to share experiences and tales from 60 years of Billie Jean King Cup and the evolution they have witnessed in the investment, attitudes, and portrayal of women. There were over 60 people in attendance, with guests from the Andalusian government, ITF Board of Directors, ITF sponsors, ITF Advantage All Committee and ITF Advantage All Leadership Programme.



The **Reward & Recognition Programme** has been launched for the third year and winners will be announced at the ITF AGM in Hong Kong in October. Webinars have been held so far with 2023 Gold and Silver Award winners, Tennis Canada and Tennis Australia, to showcase the progress being made around gender equality programmes within their nations. A third webinar with 2023 Bronze Award winners, Tennis New Zealand, is planned for September.

2023 Gold Award Winner Tennis Canada and Highly Commended winner Seychelles Tennis Association are participating in the pilot **Twinning Initiative**, in which Tennis Canada has chosen to transfer their prize money to the STA and provide support and knowledge to help accelerate the gender equality strategy in the Seychelles.

Within **Coaching**, further KPIs have been set with the goal that the number of women coaches at ITF funded junior regional team competitions should be at least 30%. This figure currently stands at 22%. At the Worldwide Coaches Conference in 2023, there was an increase in the number of female keynote speakers and female workshop presenters, with the percentage at 40% and 36% respectively.

2024 has seen a 50/50 gender balance in **Officials'** assignment at the Paris 2024 Olympic and Paralympic Games, as well as certain Grand Slam events. The first ever female Advantage All white badge school was held in Paris in the first quarter of 2024, and further Officiating Advantage All activation events have been held at Grand Slams, Davis Cup and Billie Jean King Cup ties and finals, and the Olympics and Paralympics.

ITF President, David Haggerty, continues as **UN HeForShe** Champion with the ITF's commitment to progress gender equality initiatives globally. The ITF once again contributed to the UN HeForShe Impact report in 2023, outlining the huge progress made for women playing on the ITF World Tennis Tour, and the Advantage All team have joined both the leadership and the male allies UN HeForShe working groups. Collaboration between ITF Advantage All and UN HeForShe is currently underway with the potential to launch a campaign about the strength of unity and solidarity between men and women.

An exciting announcement was made in March of this year that former Advantage All Chair and ITF Vice President, Katrina Adams, had been named the Global Winner of the 2023 **IOC Gender Equality, Diversity and Inclusion (GEDI) Champions Award**. Known as the IOC Women and Sport Awards from 2000 to 2021, the newly named IOC GEDI Champions Awards celebrate the outstanding work of inspiring changemakers who are committed to using their platform to promote the advancement of gender equality, diversity and inclusion in and through sport. Six GEDI Award winners are announced each year – one at world level and one each for Africa, the Americas, Asia, Europe and Oceania. Adams was chosen as the Global Winner in recognition of her outstanding contribution across the areas of participation, leadership, portrayal and resource allocation.

In **Tours & Player** Pathway the ITF has invested US\$2.5 million to increase both the number of women's ITF tournaments on the **World Tennis Tour** and the prize money at women's tournaments to offer an equal number of playing opportunities for men and women at this professional level. In 2023, near-parity was achieved between men's and women's tournaments, having progressed from it being 1 women's tournament to every 2 men's tournaments as recently as 2021.

## COMMUNICATIONS

For the period 1 January to 31 July 2024, the ITF pushed more than 100 proactive communications actions, events and reactive communications for the first 6 months of the year linked to both institutional and sporting activities, resulting in the following media coverage:

### Total mentions:

- For the period 109,000
- Daily average 510

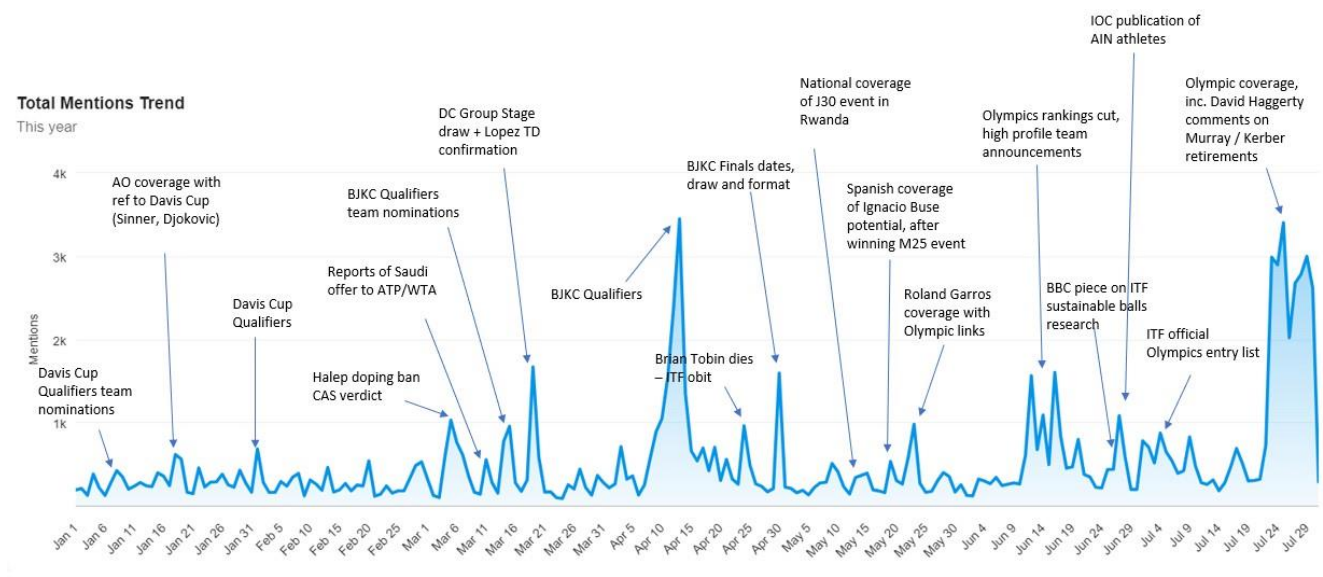
### Top national media locations:

- USA: 28,100
- UK: 19,333
- Australia: 7,750
- India: 7,180
- Canada: 5,340
- Italy: 4,520
- Germany: 3,320
- Romania: 2,850
- Poland: 2,240
- France: 1,980

### Top languages:

- English: 78,600
- Italian: 4,460
- German: 4,200
- French: 4,140
- Spanish: 3,420

### The sporting headlines:



## Summary

2024 coverage was often themed around Paris 2024 Olympic and Paralympic tennis events. Prior to the Games, key moments like the 10 June world rankings cut off, national Olympic team announcements and individual players expressing their ambition and excitement on being picked for their national team drove media coverage and commentary. The issue of AIN athletes also drove coverage in the lead up to the Games. We worked closely with IOC communications to ensure accurate and timely reporting of this complex subject.

Press conferences organised on 4 July confirming the official entry list and the draw event on site on July 25 in Paris with players in attendance resulted in significant media coverage.

During the Games, ITF statements in reaction to two major retirement stories – Andy Murray and Angelique Kerber – created headlines. A series of withdrawals and replacements generated significant comment but quickly died down as the competition progressed.

Key moments on the Davis Cup and Billie Jean King Cup calendar also drove coverage including both Qualifiers weekends, Finals draws and confirmation of Feliciano Lopez and Conchita Martinez as Finals Tournament Directors for the second consecutive year.

Other news topics included Saudi investment, and potential structural changes to the tennis calendar around the Premier Tour concept were regularly in the news in Q1. The CAS verdict reducing Simona Halep's ban generated widespread coverage in March.

In July, the ITF World Champions Awards, held in London for the second year, celebrated 2023 athlete achievements and ITF Philippe Chatrier Award winner, Paralympian and Grand Slam champion Esther Vergeer. The event garnered 155 pieces of coverage across 11 nations.

Elsewhere, supporting the ITF's institutional activities: research into sustainable tennis balls was used across several BBC outlets and drove coverage numbers in late June. Lesser spikes of note resulted from Spanish media coverage of youngster Ignacio Buse's success on the ITF World Tennis Tour, and Rwandan media coverage of two J30 events in May.

Players continue to drive the storylines. Proactively creating events and opportunities for players to attend and endorse ITF activities drive media coverage. Although lesser spikes, the World Tennis Tour and Juniors continue to drive interest across the year.

The ITF subscribes to social media content cross-publishing platform, Socialie, which allows the ITF to create and deliver social posts with imagery direct to players registered to the ITF account. The total number of registered players has doubled since 2022 from 2,000 to 4,000 in 2024. Spikes in social engagements around ITF produced player posts are most notable while they are competing in ITF major events. Top ITF social content posts shared to and by top player accounts via Socialie for the Paris 2024 Olympic Games achieved the following:

- Engagements – 6,633,206
- Impressions - 629,922
- Reach – 143,069,746

Top players such as Rafael Nadal, Barbora Krejckikova, Jasmine Paolini, Stan Wawrinka, Elina Svitolina and Iga Swiatek participated and posted the ITF created posts during the Olympic Games. The same exercise was conducted for players competing in the Paralympic tennis event.

## DIGITAL

### **ITF Digital Strategy**

Over the next four years digital will become increasingly central to everything we do. Its' impact on the sport and our unique role within the game cannot be overstated. It has the potential to be game-changing. Up to now, we've been focused on building the foundations in our digital tech capabilities whilst servicing the tennis consumer through a variety of different digital products and touchpoints. But we need to be more strategic. We need a digital vision – something bold, ambitious and aligned to the business - and a coherent plan on how to get there over the next 4 years. Our newly created digital strategy is exactly that - it adds structure and coherence to what is a complex landscape and will be supported by the newly formed digital department.

### **New Digital Vision & Objectives**

The agreed digital vision is to “create the biggest, most thriving and passionate tennis community in the world”. The reason we have this vision is important. Because the bigger and more passionate our community, the more we can grow and invest in the game for the future. Supporting our vision are two key objectives: “Grow and sustain player participation” and “Grow the fan community”. We can achieve both objectives through developing rich, immersive digital experiences based on what our different audiences' needs and behaviours. At the heart of our digital strategy is data – the more we know about our audiences the better we can serve their needs, be relevant and ultimately drive revenue that can be re-invested in growing the game for future generations.

### **Digital Projects & Initiatives**

To deliver our digital strategy, we have initiated several important projects that directly support the agreed objectives and targets: focussed on the fans and focused on the recreational players. For example, we are currently developing a World Cup of Tennis App where both Davis Cup and Billie Jean King Cup competitions will feature. This approach offers lots of opportunity for cross promotion and deeper fan engagement and will replace the separate Davis Cup and Billie Jean King Cup apps and launch in January 2025. In addition, a new live streaming (OTT platform) is being developed for Davis Cup, Billie Jean King Cup and the WTT, also for launch January 2025.

Across our digital channels, 2024 has seen an increased focus on video content and social channel activations to drive deeper emotional connection and engagement with tennis globally across players and fans. Over 3,5m+ fans follow our social media channels, and a new digital channel and content strategy has seen us launch into Tik Tok, update the ITF homepage with more video, and launch a successful Predictor Game as part of our Olympics campaign. All these initiatives fundamentally support the objective to acquire more first-party data into our database, and ultimately grow the tennis community delivering towards the digital strategy. In addition, we have been reviewing our database, with a data cleanse and improved segmentation focus resulting in more comprehensive and targeted communications driving better relevance and long-term value and loyalty.

Another key area of improvement this year has been on digital channel performance and reporting. We are now in a better position to track, measure and set KPIs across our digital ecosystem and various properties driving optimisations, identifying opportunities and delivering actional insights.

Following an extensive audit of global and local tennis platforms/ apps for the recreational players, we are excited to explore the opportunity to create a global connected digital ecosystem - that builds on the World tennis number and could offer many other benefits too. Strategically this could offer the ITF new revenue opportunities within the digital space and will continue be an area of develop. Finally, work has also started on reviewing ITF's consumer facing brand strategy – as the current brand architecture is fragmented with many different sub brands and naming conventions. To be relevant to the large number of potential recreational players and fans of the future, it is crucial to have a clear and cohesive brand structure that drives emotional connection. This will continue to be a strategic focus for us in 2025.

## DEVELOPMENT

### Administration & Resources

The ITF Global Tennis Report 2024 (GTR) will be published in October 2024, during the 5th ITF World Participation Conference. The 2019 and 2021 editions provided game-changing insights that had never been shared before, offering a collective perspective from the global tennis community. In the first half of 2024, 199 member nations submitted data on their national tennis landscapes via the ITF National Association Survey, which was hosted on the ITF Academy. These latest insights will be featured in the upcoming Report.

### Events

At the time of writing, 11 of the 24 events scheduled as part of this year's 12 & Under Junior Team Competitions have taken place involving 58 nations. The remaining 13 events are scheduled to be held during Q3 and Q4. These events further support the transition of young players from Tennis10s to regional competitions and from these to ITF Junior Team Competitions.

Five 14 & Under Regional Championships funded by the Grand Slam Player Development Programme (GSPDP) will be held in 2024, providing more competitive opportunities in Asia, Africa, Central America and the Caribbean, South America, and Pacific Oceania. At the time of writing, four have been held to date involving 256 players and 52 nations. The final event will be held in Cambodia in September which will run in conjunction with the ATF Technical Workshop.

### Facilities

The ITF awards facility grants to nations for the construction of new national training centres, the expansion of existing centres, and to upgrade facilities. At the time of writing, 15 nations are completing improvements to their tennis centres using these grants.

The ITF National Training Centre (NTC) Recognition Programme has been identified as a key priority for the department. Six new facilities have been officially recognized, increasing the global total to 13, which represents a 46% increase. Additionally, 29 facilities are actively engaged in the application process. Globally, four facilities have been recognised at Gold, two at Silver, two at Bronze, and five at White level.

### Education

The ITF Academy is a key digital asset, currently serving over 425,000 users from 212 countries. Data Sharing Agreements have been sent to 124 nations that signed up to the National Association membership package, with 108 Federation's actively using the platform for national courses, workshops, and webinars.

The platform uses AI technology and avatars to create dynamic, accessible, and engaging online educational content. Since January 1st, 2024, the ITF Academy has received more than 3.9 million page views. User data reveals that of the 70% who reported their role, approximately 50% are players, 33% coaches, 4% parents, and the remainder in other roles. Initially designed for coaches, the platform has evolved into an educational hub for coaches, players, parents, officials, managers and volunteers. To support this diverse membership, new content and courses have been added on Beach Tennis, Wheelchair, Officiating, the World Tennis Tour, and a new ITF Club Management course.

### Participation

Our mass participation project in Argentina started in the second half of 2023, with focused support co-funded by the Asociación Argentina de Tennis (AAT) and the ITF. Argentina is one of the first nations supported by the ITF as part of a targeted mass participation initiative aimed at catalysing

growth and supporting the ITF's "30 by 30" target. Based on consumer behaviour research conducted in the country by the ITF with data agencies YouGov and Two Circles, the AAT has committed to growing the sport by over one million players by 2030.

Since the start of 2024, the ITF Junior Tennis Initiative (JTI) is supporting 139 active National programmes. The online reporting platform has digitalised the insight generated from each nation, providing them with live data on their deliverers, venues and players competing in organised competitions. The platform allows nations to track their 14-and-under national junior pathway players showing their World Tennis Number. All active JTI nations are encouraged to record the number of organised local tennis festivals and those participating as part of the global ITF Tennis Festivals project.

The 5th ITF World Participation Conference (WPC) will take place in Hong Kong during the ITF Conference & AGM. During the event, the ITF will publish the ITF Global Tennis Report 2024 and provide an update on the status of the global tennis landscape.

## **Performance**

In 2024, the GSPDP has awarded Grand Slam Player grants totalling \$1.21 million to 51 junior and professional players from 27 countries. Assisting players to move into the Top 100 ATP/WTA tours is a key objective of this programme. At the time of writing, six players have successfully made this transition in 2024 and seventy-five percent of the grant recipients have progressed their ranking.

The GSPDP/ITF touring team programme gives talented players aged 13 and over the opportunity to compete in top international tournaments, with travel and coaching provided. Ten international teams are planned for 2024. In the first half of the year, four teams comprising 30 players from 16 nations travelled to Australia, South America and Europe to play junior tournaments, while two other teams went to North Africa to play WTT men's and women's tournaments in Tunisia. The remaining four teams are scheduled to travel between August and December.

The regional touring team calendar for 2024 is full, with 25 teams planned. At the time of writing, 21 teams have completed their tours, with the remaining 9 scheduled for the second half of the year. A highlight of the regional touring team calendar are the five regional 14 & Under teams that travel to Europe to compete in some of the world's best events at this level. This year sees 44 players and 11 coaches from 25 nations taking part, with several players also being involved in the World Junior Tennis finals in Prostějov, including players on the boys' team from Brazil, who reached the event final..

## INTERNATIONAL RELATIONS

### Purpose

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

Our objectives are:

#### **ENGAGE**

Listen, understand priorities and identify how to support each and every member nation

#### **EMPOWER**

Ensure member nations make full use of their ITF membership and align with ITF strategy

The department followed a three-tier communication strategy:

1. Direct dialogue with our 213-member National Associations is essential to strategic development; *Every nation has a voice.*
2. Alignment and communication with our six Regional Associations; *Stronger together.*
3. Hosting in-person and virtual events, meetings and visits to promote and raise awareness of ITF priorities among member National Associations.

### Engagement

In early 2024, the department supported the ITF Board as it developed a new Stakeholder Engagement strategy for the 2024/25 business cycle. Stakeholder Engagement is one of the 7 priority programmes within ITF2024+4.

The department supports two taskforces. The first is the Regional Association President's Taskforce). This is a platform for the ITF and RAs to discuss business priorities at international and regional levels, with the objective to achieve greater alignment, with the department delivering 4 virtual meetings in 2024. The department also coordinated a 2-day summit between the ITF and 6 Regional Association leaderships to discuss strategic alignment and collaboration on priorities.

The department also supports the Stakeholder Engagement Taskforce, which has met four times in 2024. Composed of the 6 Regional Association Directors, the taskforce's objective is to advise the ITF on engagement methodology and inclusion of NA/RA in ITF strategic planning.

In 2024, the taskforce has focus on raising awareness of digitalisation and the role it plays in strengthening National Association's memberships. Multiple regional workshops will be held throughout the year, as well as presentations at RA AGMs and RA Board meetings, providing critical feedback to our digitalisation strategy.

The department is supporting the update to the Memorandum of Understanding (MoU) between the ITF and each of the 6 Regional Associations, to ensure greater alignment with the new ITF2024+4 strategy.

The department collaborates with the Regional Associations to ensure an ITF presence at their AGMs throughout the year, both in-person and virtually. The department also supports the Regional Association Communications Taskforce, introduced in late 2019 to ensure a smooth cascade of key information through regional offices to the member nations.

The department also delivers two Engagement Events, at Roland Garros and Wimbledon respectively. These events provided an opportunity for National and Regional Associations to meet with the ITF leadership to discuss priority issues, network and share knowledge. 42 National and

Regional Associations attended these events to discuss ITF Digital Strategy and the Governance Review.

The department enabled 17 National Associations and all 6 Regional Associations to visit the ITF offices in Roehampton for day-long meetings with numerous ITF departments at the ITF headquarters in 2024.

Throughout Wimbledon, the department managed the ITF office at Wimbledon, which hosted over 50 meetings with NA/RAs across the fortnight.

The department also delivers the ITF Solidarity Programme, in which NA Executive Directors are invited to visit the ITF office for 3 days to discuss NA priorities and meet all major ITF departments. At time of printing, 4 NA General Secretaries/Managers have participated in a programme with a further 3 scheduled to visit in Q4 of 2024.

The department also supported the Governance Review consultation process phase 2, with three virtual webinars held for National and Regional Associations to provide essential feedback on proposed amendments to the ITF Constitution.

## **Empowerment**

On a day-to-day basis the department acts as a first point of contact for NAs and RAs across a wide range of subjects. We recognise that each NA is unique and requires a customised support, so the department aims to ensure ITF help is prompt and appropriate for each NA.

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

In coordination with the ITF Development department and Development Officers (who play a key role, in developing and maintaining relationships), a membership pathway has been developed to support Class C member nations to attain Class B (full) membership. 17 Class C nations have made the move to Class B with a further nation applying at the 2024 AGM during the lifetime of the department. The department delivers virtual workshops to learn how to apply and discuss the benefits and the infrastructure necessary to sustain Class B membership.

With more than 200 member nations, there is a high turnover of leaders, and the department aims to integrate new leaders to the benefits and opportunities of ITF membership and raise awareness of our strategic priorities. Regular integration workshops are scheduled to start in early 2025.

## **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.



## ITF WORLD TENNIS NUMBER (WTN)

The ITF World Tennis Number (WTN) continues to be a leading digital initiative for the ITF. Providing a global rating system free of charge to all National and regional associations, World Tennis Number is growing fast while being efficiently run and sustainable. Alongside the rating system is an expanding digital product and website that offers tools to nations, players and tennis fans alike to grow the game through deeper engagement.

### Adoption

170 National and Regional Associations have signed Data Sharing Agreements with the WTN project, committing to joining the 82 Associations who have shared quality player and match data to fully integrate and deliver WTNs to their player populations. The WTN is now powered by the data from 30 million tennis matches from around the world. WTN continues to be the exclusive rating for the Intercollegiate Tennis Association in the USA. WTN now adds further value in digital features such as in ITA College Connect. This is a tool that allows players to identify college opportunities based on their WTN.

### World Tennis Number Registrations

From late 2023, players have been able to register for a profile on [www.worldtennisnumber.com](http://www.worldtennisnumber.com). This is currently available at the choice and convenience of the players' National Association. Players can claim their profile on the website, giving them greater access to statistics, history and watchlists of players.

### Responsive Improvements to the Calculation

The algorithm behind the numbers is of utmost importance. As the volume of data continues to grow, the team are able to track trends, changes and feedback. They continually monitor and look to optimise the performance of the algorithm to ensure that the core values of consistency, accuracy and integrity are upheld. The ITF team of data scientists have worked alongside our WTN Steering Committee in 2024 to implement important adjustments to the algorithm. This is done with great consideration for the impact to all players and implemented with a considered communications plan alongside the live nations.

### Tournament Management Systems

ClubSpark Tournament Desk continues to be rolled out to all applying National Associations to provide improved digital opportunities. Quality established systems such as Tournament Software and Tennis Integrado are also fully integrated with WTN. These tournament management systems ensure quality match and player data can feed into the algorithm and that WTN can seamlessly power National Association leagues, acceptance and seeding.

### Digitalisation Grant

From its inception in 2018, the ITF Digitalisation Grant Programme has awarded grants to 70 nations. The vision is to empower ITF member nations to introduce, upgrade and improve their digital tools, we have seen an increase in the adoption of tournament management tools and as part of this, an uplift in data quality. This allows the WTN to function at the highest level and deliver a reliable tool back to participating nations.

### Goals and Opportunities

The entire digital and development teams are supporting the adoption and use of WTN by all the National Associations. From January 2025 the ITF are aiming for the use of WTN in U14 and U16 Regional Association Tours, and ITF will also aim for WTN to be used as acceptance criteria in the ITF World Tennis Tour and to have an enhanced role in the acceptance and/or seeding criteria for ITF World Tennis Tour Juniors, ITF Junior Team Competitions and/or ITF World Tennis Masters Tour.

## 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 ITF 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 will be 27 active partnerships providing valuable support across the ITF as currently listed below:

2024 Partnerships	
<b>Davis Cup</b>	Rolex UniCredit Socios Joma Dunlop Stake Lexus Quironsalud Mapfre ( <i>Contracting stage yet to be announced</i> )
<b>Billie Jean King Cup</b>	Gainbridge Microsoft Magellan Tory Burch Stake E.L.F Iberdrola ( <i>Contracting stage yet to be announced</i> )
<b>Wheelchair</b>	NEC UNIQLO BNP Paribas
<b>FX Partner</b>	OFX
<b>IPIN</b>	Tennis Point
<b>Olympic Ball Olympic Supplier</b>	Dunlop UNIQLO
<b>Data &amp; Live Scoring</b>	Sportradar ( <i>Moving to Infront in 2025</i> )
<b>E-Sports</b>	Wildlife
<b>Education/ Juniors Tennis</b>	Dwight Global
<b>World Champions Dinner</b>	UNIQLO

## **New in 2024:**

### **Wheelchair partnerships extended**

We renewed our long-term partnership with Uniqlo and the Japanese fashion retailer continues as title partner of the Uniqlo Wheelchair Tennis tour through 2028. Technology giant NEC also extended their long-standing relationship with the NEC Wheelchair Singles Masters (as title partner) and Uniqlo Wheelchair Tennis Tour (international partner).

### **UniCredit announced as Official Banking Partner of Davis Cup**

The partnership sees UniCredit partner the men's World Cup of Tennis from 2024 until the end of 2026. UniCredit's new online banking service, buddy, will have visibility at Davis Cup ties and events for the next three years. Buddy, which is designed as the first remote branch of the UniCredit Group and offers online banking on demand, was launched in March.

### **Uniqlo becomes the Official Clothing Supplier of the ITF – to include the Paris 2024 Olympic Tennis Event and Paralympic Wheelchair Tennis Event**

UNIQLO and the ITF selected clothing from the highly functional and comfortable LifeWear lineup for the match officials during the summer games. UNIQLO will provide a total of five items. Each item under the agreement is finished with ITF logo, and the logo of the tournament where it will be worn.

### **Davis Cup and Billie Jean King Cup New Partnership Category:**

From 2024, the ITF welcomes Stake to Davis Cup and Billie Jean King Cup by Gainbridge as the Official Betting Partner of both competitions. The partnership was agreed following due diligence conducted in line with the ITF's rules for betting sponsorship, developed in consultation with the International Tennis Integrity Agency.

We also announced Infront, the international sports media and marketing agency, as the ITF's partner for global data and betting streaming rights from 2025 to 2029. The agreement covers a range of ITF-produced events, including the ITF World Tennis Tour, and will be an important step in providing us with data-driven content and stories around our competitions.

## **BROADCAST**

The ITF brought tennis action to record international television audiences in 2023 and 2024 by producing premium content from a range of ITF events and delivering it to our broadcast partners globally.

### **Davis Cup**

The television audience for the Davis Cup Final 8 in November 2023 was the highest for a single Davis Cup event since 2019. A total of 37.7 million people watched the six days of action in Malaga, more than double the previous year. It was broadcast in 153 markets worldwide, compared to 116 in 2022.

In Italy alone, 22.7 million viewers watched as the nation won its first Davis Cup title in 47 years, accounting for 60% of the global audience. Thirteen channels provided free-to-air coverage of the Final 8, a significant increase on the previous year. There was also a notable 171% increase in viewers watching on digital platforms.

For September's Davis Cup Group Stage, there were 25.1 million viewers of the action from the four venues, and 6,673 hours of coverage. Of these, 3.9 million were digital viewers, up 165% on 2022, due in large part to coverage aired across Douyin in China and streamed on BBC iPlayer in Great Britain. While viewers from Europe accounted for just over half of the total audience, the audience in Asia was up 71%, with 2.46 million viewers in the region tuning in.

The Davis Cup Qualifiers in February enjoyed their highest audience figures since they were introduced in 2019. A total of 14.1 million people watched the 12 home-and-away ties, a 172% increase on 2022. The 2,073 hours of broadcast coverage more than doubled the previous year's figure. Viewership was 91% via linear TV, and 9% from the digital market. European audiences accounted for 9.9 million of the total audience.

Davis Cup World Group I and World Group II action was watched by a television audience of 14.2 million over 1,114 hours of broadcast coverage, with the highest viewership being in the Americas and Europe.

### **Billie Jean King Cup by Gainbridge**

A total of 18.8 million people watched the 2023 Billie Jean King Cup Finals across linear TV and digital platforms. European networks supplied 14.8 million viewers, 23% of the total viewership, and aired 785 hours of broadcast coverage from Seville. Eight out of the 12 nations in action were from Europe.

There was a 36% year-on-year increase in television audience for the Billie Jean King Cup Qualifiers in April, which were watched by 9.32 million people over 955 hours of coverage. More than a third of viewers were in Europe, with numbers boosted by free-to-air coverage on Supertennis which reached 3.4 million viewers for Italy's 3-2 victory over Slovakia.

### **Wheelchair Tennis**

The ITF produced the 2023 Wheelchair BNP Paribas World Team Cup in Vilamoura, Portugal with English commentary and made it available for broadcast distribution. The audience for the nation versus nation event reached a record high of 1.46 million, with more than half a million viewers coming from the Pan Africa (Sub Sahara) region.

For the season-ending NEC Wheelchair Singles Masters and ITF Wheelchair Doubles Masters in Barcelona, Spain, there was an audience of nearly 850,000. The ITF will continue to invest in broadcasting these events in 2024 to promote greater coverage of wheelchair tennis.

### **Juniors**

The prestigious ITF World Tennis Tour Juniors event in Chengdu, China, was broadcast live with 184 hours of action shown from the 18-and-under best-of-the best tournament.

We are working with our broadcasters to engage them in the 16-and-under Davis Cup Juniors and Billie Jean King Cup Juniors by Gainbridge, encouraging rights holders to support these elite junior team events because they showcase the stars of the future.

### **Beach Tennis**

ITF invested in production of the four Sand Series Classic events on the 2023 ITF Beach Tennis World Tour and these were broadcast with English commentary to an international audience for the first time. This included a review show for each tournament that boosted the worldwide reach for the sport.

### **Historic Archive**

The ITF has invested in digitising our moving footage archive, which contains valuable historic Davis Cup and Billie Jean King Cup content. All high priority content is now available in a dedicated digital portal, with the rest of the archive being preserved as quickly as possible.

The archive is available to our broadcast and commercial partners and our member National Associations, and we will invest the revenue from archive sales back into growing the sport.

## WTA

It has been a busy year for the WTA Board. An extensive process to identify a new CEO concluded earlier this year and resulted in the appointment of Portia Archer. Ms Archer, who has more than 20 years of experience in the global sports and media industries, joined the WTA from the NBA, where she held the position of Chief Operating Officer of the NBA G League.

Ms Archer will focus on the day-to-day strategy and operations of the WTA, including relations with players and tournament members, thereby allowing the current WTA Chair and CEO, Steve Simon, to assume the role of Chairman, focusing on governance and strategic development.

Significant attention has been paid throughout the year to the 2024 calendar, building on those reforms approved in 2023 and implemented in the months following. The good spirit of cooperation between the ITF and WTA with respect to the calendar is evidenced by work undertaken to address overlaps between WTA events due to the Paris Olympics.

A comprehensive process undertaken by the WTA Board to review bids for the WTA Finals resulted in the appointment of Riyadh, Saudi Arabia, to host the Finals in 2024 through 2026. This year's Finals, which will take place in week 45 (2 – 9 November), builds on the WTA's presence of more than 20 years in the Middle East.

Linked to WTA Finals decision, the ITF Billie Jean King Cup final (Malaga, week of 13 November) finds itself with more of a gap than usual between the two major women's year-end events, which is a very helpful aid for player movement.

The commercial entity of the WTA – WTA Ventures – continues to progress well, under the careful guidance of WTA Ventures CEO, Marina Storti and WTA Chairman, Steve Simon.

As a founding member of the WTA, the ITF is the federation member and a voting member on the WTA Board and member of the Finance Committee and Code of Conduct Committee. To promote continued collaboration, the WTA has one full member on the ITF World Tennis Tour Committee and Rules of Tennis Committee. The WTA has an observer on the Billie Jean King Cup Committee and the Olympic Committee, and ex-officio members on the Sport Science and Medicine Commission and Technical Commission.

## MAJOR EVENTS

### Billie Jean King Cup by Gainbridge Finals update

In July it was announced that the 2024 Billie Jean King Cup by Gainbridge Finals, the women's World Cup of Tennis, would be relocated from Sevilla to nearby Malaga and take place alongside the men's Davis Cup Final 8 in November.

The BJK Cup Finals dates and match schedule remain unchanged running from 13-20 November. The Davis Cup Final 8 match schedule and dates also remain unchanged, taking place from 19-24 November.

The relocation was required by the event's host partner, Junta de Andalucía, and supported by the City and Diputación of Málaga. The Billie Jean King Cup will join with the Davis Cup to create a unique, world-class fortnight of international team tennis at Malaga's renowned Palacio de Deportes Jose Maria Martin Carpena Arena.

Malaga, which has hosted successful Davis Cup Final-8 events for the last two years, provides outstanding facilities and a vibrant community of sports fans, ensuring the events' continuity and creating a unique opportunity for tennis fans to experience the world's best women's and men's players competing for their respective national teams to be crowned world champions in one city over two weeks.

ITF and BJKCL have a unique opportunity to host the two main international tennis competitions in the same venue at the same time, something that has never happened before.

Defending Champion Canada will join Australia, Czechia, Germany, Great Britain, Italy, Japan, Poland, Romania, Slovakia, Spain and USA in the Finals.

Conchita Martinez, tennis legend, extremely popular public figure in Spain, and highly-respected coach on the current women's Tour, will continue as Tournament Director for the Finals following a very successful first term in 2023.

### Davis Cup Finals Update

Three out of four of the 2022 & 2023 Group Stage host cities return in September: Bologna, Manchester and Valencia once again being ready to showcase the World Cup of Tennis.

The fourth Group Stage will take place at the Hengqin International Tennis Centre in Zhuhai. It will be the first time China, PR has hosted a Davis Cup Finals event, and the excitement of bringing Davis Cup Finals to this region is only amplified following the country's recent Olympic success.

The Finals Group Stage Draw took place on 19 March at the ITF offices in London with the following results:

- Group A: Italy, Netherlands, Belgium, Brazil
- Group B: Australia, Czechia, France, Spain
- Group C: Germany, USA, Slovakia, Chile
- Group D: Canada, Finland, Great Britain, Argentina

Team nominations were announced mid-July and world #1 Jannick Sinner and the recently crowned Wimbledon champion and Olympic Silver medallist Carlos Alcaraz are among the players named for September. Other nominations include Alex de Minaur, Felix Auger-Aliassime, Jack Draper and Lorenzo Musetti.

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.

In March we announced that Feliciano Lopez would return as Tournament Director for the 2024 Davis Cup Finals. Lopez contested 31 Davis Cup ties for Spain between 2003 and 2021 and helped his country win the competition four times.

We continue to work closely with the ATP on the Davis Cup within the framework of the agreement and they have an observer on the Davis Cup Committee.

### **Davis Cup Qualifiers, World Group I and II Play-Offs**

The Week I Davis Cup ties were played week commencing 29 January with home nations once again having choice of playing Friday/Saturday or Saturday/Sunday. A total of 70 nations participated in the home and away format across six continents to determine the composition of the Finals Group Stages and World Group I and II ties in September.

In the Qualifiers, two nations advanced to the Finals for the first time. Brazil defeated Sweden in Helsingborg and Slovakia notched an impressive victory as they defeated 2023 Semi-finalists Serbia, in Kraljevo. Peru, who were competing in the Qualifiers for the first time, narrowly missed out to Chile whilst Ukraine lost to the USA at their neutral ground tie in Vilnius, Lithuania.

A total of 42,392 spectators attended the World Group I and II Play-offs with Greece having the highest attended tie for a second year in a row. Due to the uncertainty in the region, the Davis Cup Committee decided that the World Group II Play-off tie between Iran and Estonia would take place on neutral ground. The tie was held successfully in Colombo, Sri Lanka, on 15-16 March.

The World Group I Play-off tie between Pakistan and India took place in Islamabad in what was the first tie between the two nations on Pakistan soil in 60 years.

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. Two ties are being hosted on neutral ground venues with Israel v Ukraine taking place in Cyprus and Lebanon v South Africa in Egypt.

### **Billie Jean King Cup Qualifiers and Play-Off ties**

#### **Qualifiers**

Eight Qualifier ties took place in April, with the winning teams set to join last year's finalists; Italy and Canada, along with hosts, Spain and wild cards, Czechia, in the Finals. Australia, Poland, USA and Slovakia all advanced without losing a match however it was the opposite for Romania who came from 0-2 down against Ukraine to reach the Finals for the first time.

Brazil were unable to prevail in a tight encounter at home to Germany however with an attendance of 8,050 on the second day they set a new record for the highest single day attendance for any Billie Jean King Cup Qualifier tie. In total, the attendance over the two days reached a record 14,940.

The Qualifiers spotlighted the rise of the upcoming generation of BJKC players. Following her triumph as the Junior Australian Open Champion in January, junior world No. 1, Renata Jamrichova carried her impressive form and in just her second appearance in BJKC, secured the tie for Slovakia. Simultaneously, 18-year-old Taylah Preston made her Billie Jean King Cup debut representing Australia against Mexico and made a notable impact by winning her singles match and helping her team establish a 2-0 lead by the end of the first day.

#### **Play-Offs**

Eight Play-off ties are due to take place week commencing 11 November as nations bid to secure a place in the 2025 Qualifiers.

## Davis Cup and Billie Jean King Cup Regional Group Events

In 2023, structural changes were introduced for the Regional Groups which aimed to maintain fixed group sizes, reduce the largest groups in lower tiers, and create a more balanced structure across the competitions. This has allowed for more winners and easier logistics for host nations. The Europe-only and Africa-only groups in Billie Jean King Cup Groups III and below have continued to help with visa and travel challenges.

Regionals participation numbers have increased this year, with Davis Cup seeing an increase from 89 nations in 2023 to 94 in 2024, and Billie Jean King Cup growing from 113 nations in 2023 to 114 in 2024. There were 39 applications to host events this year, demonstrating the ongoing enthusiasm and commitment of national associations.

Several new host nations were welcomed: Moldova in Billie Jean King Cup, and Cambodia, Nigeria, and Angola in Davis Cup. Botswana successfully hosted an event for the first time in over ten years, accommodating 15 teams.

Overall, the feedback has been very positive, highlighting the success of the ongoing restructuring efforts.

### Regional Group Events – 2024

<b>Davis Cup</b>		
<b>Group</b>	<b>Host Nation</b>	<b>Event Dates</b>
Americas III	Paraguay	w/c 17 June
Americas IV	Trinidad & Tobago	w/c 22 July
Asia Oceania III	Jordan	w/c 10 June
Asia Oceania IV	Cambodia	w/c 8 July
Asia Oceania V	Bahrain	w/c 18 November
Europe III	Montenegro	w/c 17 June
Europe IV	Albania	w/c 10 June
Africa III	Nigeria	w/c 15 July
Africa IV	Angola	w/c 17 June
Africa V	Botswana	w/c 15 July

<b>Billie Jean King Cup</b>		
<b>Group</b>	<b>Host Nation</b>	<b>Event Dates</b>
Americas I	Colombia	w/c 8 April
Americas II	Dominican Republic	w/c 22 July
Americas III	Trinidad and Tobago	w/c 5 August
Asia/Oceania I	China PR	w/c 8 April
Asia Oceania II	Malaysia	w/c 15 July
Asia Oceania III	Bahrain	w/c 25 November
Europe Africa I	Portugal	w/c 8 April
Europe Africa II	Lithuania	w/c 8 April
Europe III	Moldova	w/c 17 June
Africa III	Kenya	w/c 10 June
Africa IV	Rwanda	w/c 10 June



## **MULTI-SPORTS GAMES**

### **Paris 2024 Olympic and Paralympic Games**

The iconic venue of Roland Garros played host to the 174 athletes from 40 countries who competed across the five medal events at the Olympic Games. The new event delivery model meant that the event benefited from the extensive experience of many FFT and Roland Garros staff who worked closely with the ITF to stage the event.

While the first day of competition was hit by rain, making the scheduling quite a challenge, all matches were completed in time and the full and exuberant crowds were spoilt with some incredible tennis, including the women's singles final, which saw Zheng Qinwen from China crowned as the gold medallist, and the men's singles final which provided the final jewel in the crown for Novak Djokovic as he achieved the career golden slam. The overall medal tally was shared between eleven nations.

The ITF built on the success of recent Games, with Paris drawing a strong player field. Despite some late withdrawals due to injury, the Games was a great success and the feedback from the teams was overwhelmingly positive.

The schedule does remain a challenge, and for players wishing to compete in all three disciplines (singles, doubles and mixed doubles), attempting this inside nine days continues to prove unrealistic. As such the ITF will continue to explore options to extend the event in Los Angeles (2028).

The Paris 2024 Paralympic Wheelchair Tennis Event will be staged at the same venue and begins on 30 August. At the time of writing, preparations are going well, ticket sales are very positive, and with another strong field of athletes, the anticipation is high.

### **Los Angeles 2028**

The ITF team met with representatives from LA2028 during the Olympics in Paris and envisage carrying out a first full site visit early in 2025. The key focus will be on the overlay that is required at the venue in order to provide the level of facilities and services required for the Games.

### **Senegal 2022 Youth Olympic Games**

The 2022 Youth Olympic Games was postponed until 2026 but, still with no confirmed tennis venue, the IOC is now potentially looking at an alternative format for tennis and discussions will begin shortly.

## TOURS AND PLAYER PATHWAY

### ITF WORLD TENNIS TOUR

#### Introduction

The ITF World Tennis Tour continues to make significant progress against its key strategic objectives. 2024 is forecast to see record prize money for both men and women – crucial to easing the financial burden for players – as well as more tournaments than at any time since 2016. As well as record tournaments for women, further gender parity progress has been seen at the W50-W75-W100 level. Away from the calendar, the ITF's new data/streaming deal from 2025 will raise the profile of the World Tennis Tour through increased streaming and digital enhancements. The ITF is committed to supporting National Associations, not just through financial distributions, but also through new business development and reporting initiatives to assist in attracting local and national investment, and so drive the ongoing growth of the Tour.

#### Tournament calendar

With the ITF working closely with, and in support of, National Associations, 2024 will see another year of growth on the ITF World Tennis Tour calendar across all key measurable items:

- Total tournament numbers forecast to surpass 1,200 for the first time since 2016.
- More than 600 women's tournaments is a record for the ITF World Tennis Tour.
- Record prize money forecast across the Tour of \$29.4m.
  - Prize money for women anticipated at \$17.8m would be a record for the third consecutive year (2023: \$17.5m; 2022: \$15.1m)
  - Record prize money forecast for men of \$11.6m (2023: \$11.1m).
- Progress on gender parity at the higher level of W50-W75-W100 tournaments has been sustained.
  - Over 160 ITF tournaments at this level in 2024, with the potential to convert W50s to W75s before the end of the year.
  - Including the WTA 125 tournaments, over 200 tournaments are forecast at the ATP Challenger-equivalent level in 2024. This consolidates a significant milestone for gender parity in the number of equivalent tournaments. Attention now turns to the residual gaps in prize money and hospitality provision.
- Men's M15 and M25 tournaments forecast to reach 600 for the first time since 2017, with potentially more M25s added before the end of the year.
- Calendar scheduling collaboration (and pathway collaboration) with ATP and WTA.

*ITF World Tennis Tour tournaments 2022, 2023, 2024 (forecast)*

Year	M15	M25	Men Total	W15	W35	W50	W75*	W100	Women Total	Total
2022	320	206	526	230	207	-	82	14	533	1059
2023	316	255	571	211	195	53	83	22	564	1135
2024^	373	240	613	257	184	72	68	24	605	1218

\* W75 includes both the former W60 and W80 categories

^ Forecast, subject to change

#### Data Rights / Streaming 2025-2029

2025 will see Swiss company Infront replace Sportradar as the ITF's data and streaming partner for the World Tennis Tour for the next five years. The new deal will see a significant increase in the number of live-streamed matches with the potential for more enriched data for use by players,

fans, and National Associations. All National Associations currently hosting on the World Tennis Tour were invited to briefing sessions on the changes for 2025. Key information includes:

- All World Tennis Tour tournaments (from M15/W15 up to W100) will have live scoring from the umpire's chair (as they do currently), equivalent to approximately 65,000 matches each year.
- Infront will stream all W50-W75-W100 and M25 tournaments, a total of approximately 24,000 matches (and a significant increase on previous years).

## **Digital / Online development**

The World Tennis Tour is embracing digital activities to profile and professionalise the Tour – increasing our engagement with players and supporting more efficient services for National Associations and tournament organisers.

Profile:

- Live streaming of World Tennis Tour matches has grown in recent years and further growth under the Infront partnership will increase the profile for the Tour, its fans and players; potentially driving commercial interest and monetisation opportunities.
- New digital innovations will engage players and fans with the Tour: a bespoke and feature-driven OTT streaming platform and App are in creation for the 2025 launch.
- The Tour has opened new communication channels to help lead the Tour narrative and news. The World Tennis Tour social account for fans has approximately 10,000 followers, with the women's player community account nearing 1,000 followers.

Services:

- The new Tournament Management System (TMS) has been rolled out across all National Associations and ITF Tours – allowing for online submission of tournament applications/fact sheets and reducing administrative time for National Associations.
- A second phase, which will overhaul the slow and manual Entry and Deadline Management system, is underway. It will provide a significant time saving for ITF users.
- ITF UNO – the ITF's accreditation and tournament administration platform – continues to grow in use. New features are being added including an accommodation module to support tournament organisers.
- Smartabase – the ITF's platform for tracking healthcare treatment of players on the Tour – also continues to evolve. A proposed increase in use in the next strategic term will support our goal of greater continuity of care for players and support with analysing healthcare trends.

## **Business Development**

Funding from National Associations, local sponsors, local government or from the ITF is vital for tournaments to host. The World Tennis Tour team has developed and in 2024 will share a package of business development support to include:

- A professional commercial document for National Associations to “sell” the Tour to partners, including our core narrative, sales information, and the ability to tailor for local partnerships.
- A promotional Tour video to capture the essence of the World Tennis Tour and help sponsors visualise what they are “buying” into.
- The distribution of additional tournament data to support “return on investment” analysis - including live streaming statistics, ITF webpage views and feedback from players.
- Support for nations to use the WTT team in sponsor meetings with private or public partners. Working examples include Kenya, Slovenia and Burundi.

## **ITF WORLD TENNIS TOUR JUNIORS & JUNIOR COMPETITIONS**

### **Tour Calendar**

The 2024 ITF World Tennis Tour Juniors (“WTTJ”) continues to provide greater access to local opportunities, with an emphasis on entry level J30 and J60 tournaments, which account for 75% of all tournaments.

Building on the 131 nations hosting tournaments last year, the WTTJ is on track to achieve 135 host nations in 2024, with the addition of several new countries including Liechtenstein, Northern Mariana Islands and Macau. The expectation is that the WTTJ will comprise of over 975 tournaments in 2024, building on the record of 923 tournaments in 2023.

The drive for growth is deliberate and aims to improve access for talented young players to the international player pathway, with less emphasis on travel and cost.

### **Tournament Recognition Award**

A new Tournament Recognition Award, introduced in 2024, recognises tournaments achieving high standards of delivery as reported to the ITF through the post-event player feedback survey. The initiative, which is a collaboration across ITF World Tennis Tour for Juniors, Men and Women, has been warmly received by recipients of the award.

The Juniors Committee plan to introduce an extension of the Recognition Award programme to recognise tournaments that have remained on the calendar for a period of 25 or more consecutive years (between 1999 and 2023). More details of this new ‘Longevity’ award will be circulated later in 2024.

### **ITF World Tennis Number**

The ITF World Tennis Number (WTN) continues to provide excellent support to the WTTJ and the Junior Team Competitions.

As of June 2024, 75% of active players on the WTTJ have a verified WTN, which ensures that there is a high degree of accuracy with the rating assigned to the player. The WTN is largely a tool for acceptance to qualifying events at J30 and J60 level and it is consistently performing well, with over 71% of match results correctly predicted based on WTN.

The WTN is also in use to assist the seeding process at all ITF Junior Team Competitions, again with great success. The Committee is in the process of considering further uses of the WTN to benefit the WTTJ acceptance process, feed-up programmes from regional events, and as part of ITF Junior Team Competitions.

### **14U and Under Strategy**

A Development department initiative, in collaboration with the Juniors department, is the ongoing review of the pathway for younger players, specifically those aged between and competing in 10U through to 14U tournaments and events.

A group consisting of ITF personnel with experience in 14 and under tennis is in place. One of the group’s first actions being to conduct and receive survey data from National Associations, the feedback from which will support the direction of travel for future projects and initiatives in this area. Looking ahead, it is the intention of the Juniors Committee to establish a Working Group of key personnel, including Regional Association representatives, to advance the strategy and implement projects from January 2025 onwards.

## **14U World Junior Tennis**

The 14U ITF World Junior Tennis Finals will take place in Prostějov, Czechia from 5 to 10 August 2024, marking the 25<sup>th</sup> consecutive time the event has been staged in Prostějov by the Czech Tennis Association. The Juniors Committee recently confirmed that Prostějov and the Czech Tennis Association will continue as hosts of the Finals in 2025 and 2026.

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

With the support of the Türkiye Tenis Federasyonu, the 2024 Davis Cup Junior Finals and Billie Jean King Cup Juniors by Gainbridge Finals will take place at Megasaray Tennis Academy, Antalya, Türkiye from Monday 11 to Sunday 17 November 2024 – the venue for the very successful 2021 and 2022 Finals. The 2024 Finals sees a return to staging the Boys and Girls in the same week and at the same venue.

## **18U ITF World Tennis Tour Junior Finals**

The Sichuan International Tennis Center, Chengdu, China will host the 2024 Finals, from 16 to 20 October 2024. This year's event sees an uplift in the Ranking Points awarded, with the winning player earning 850 points (750 in 2023) aimed at boosting players' ITF Junior Year-End Ranking and enhancing players' position within the 2025 Junior Accelerator programme.

## **High-Performance Player Progression**

The 2024 Junior Accelerator Programme is providing the best performing boys and girls from the 2023 ITF Junior Year-End Rankings with opportunities to compete in higher-level professional events, up to W100 Women's Events and the ATP Challenger 75 level – therefore providing an equitable feed-up programme for both genders.

A positive story of the opportunities provided by the Programme is Tereza Valentova from Czechia, who claimed the W35 Sharm El Sheik title in April 2024, helping to improve her WTA ranking from 680 at the beginning of the year, to 264 in July 2024.

## **Player & Support Team Education**

The ITF continues to drive forward its ambition to deliver a One Sport Education approach for the benefit of players, support team members, and tournament officials. The Juniors department has established a successful taskforce with the ATP and WTA, with the joint assistance of the Grand Slams, ITIA and Regional Associations.

Since January 2024, all players competing on the WTTJ are required to complete four (4) mandatory courses through the ITF Academy online platform to maintain access to the ITF's entry system (IPIN). The courses provide players with key information relating to the WTTJ Regulations and Procedures, Values and Integrity, and Safeguarding of ITF Junior players. As of July 2024, more than 21,000 WTTJ players have completed all four courses.

The online education programme will expand in late 2024, requiring players achieving an ITF Junior Ranking of 500 or better to complete an additional mandatory course linked to content relevant to their position on the pathway. Content will include information on higher-level WTTJ events, as well as pathway initiatives such as the Junior Reserved programme, and further support on areas such as tennis integrity and media.

The ITF's Introduction to Safeguarding Children course has also been rolled out to Team Captains at ITF Junior Team Competitions since May 2024, and will be a requirement for all Tournament Directors at WTTJ events in 2025.

## MASTERS

Excellent progress is being made in terms of delivering on the Strategic Plan for Masters Tennis, which sets out a clear roadmap to help achieve the Tour's mission for Masters Tennis to be the leading sport in terms of tournament participation for athletes aged 30 and over.

### Growth Strategy in Asia

As outlined in the Plan, the Committee has placed an emphasis on growth in Asia for the 2023-2026 period. Whilst growth is encouraged and evident in all regions, it is recognised that Asia provides great opportunity based on the number of tournaments and active players in the region, relative to the known playing population of adults aged 30 and over.

Work is underway with several nations in Asia to introduce new tournaments, and to increase player participation, with the pleasing result that Bangladesh, Brunei, Korea, Pakistan, Saudi Arabia and United Arab Emirates will or have already become part of the ITF Masters Tour calendar, noting that further nations are hopeful of joining the calendar soon.

### 2024 Calendar and Key Performance Measures

The 2024 ITF World Tennis Masters Tour ("WTMT") is attracting good support from National Associations, with 71 nations already committed to hosting tournaments, versus 68 nations for the full duration of 2023. Outside of Asia we have welcomed Guam and the U.S Virgin Islands to the calendar, and with the continued support of nations, we anticipate exceeding the record of 552 tournaments held in 2023.

ITF Masters Tour (IPIN) take up is crucial to help drive tournament registrations, with exceptional progress made so far this year. IPIN memberships for the Masters Tour have increased from 35,500 (January 2023) to 45,200 (July 2024). Based on the 2024 calendar forecast and the increased number of registered players, it seems likely that up to 95,000 matches will take place in 2024 (88,263 matches in 2023).

Athlete satisfaction at tournaments is measured by a post-event feedback survey issued to all players and is an important tool to help understand player experience, improve delivery standards, and ultimately to retain players as part of the Tour. Pleasingly, the 2024 ITF Masters Tour is achieving an average satisfaction score of 4.2 out of 5 (84%).

### 2024 World Championships

The World Team and Individual Championships are the pinnacle of the Tour, with players from numerous nations known to aspire to represent their country and have the unique experience of competing in a World Championship. The events are hugely powerful in supporting player commitment to the Tour throughout the year.

The 65, 70, 75, 80, 85 World Team and Individual Championships took place at the Ali Bey Club, Turkiye, in March, attracting a good entry of 120 teams. The World Individual Championships cemented a successful return for the 65-90 age groups to the club – marking a welcome return to a venue that this age group last visited in 2014.

The 50, 55, 60 World Team and Individual Championships took place in Mexico City, Mexico, from 28 April to 11 May, a return to that country for the first time since 2010. The event attracted a good entry of 101 teams, and 358 unique players who competed in the World Individual Championships.

The 30, 35, 40 World Team and Individual Championships will take place in Lisbon, Portugal, from 4 to 17 August 2024. An excellent entry of 101 teams has been received for the World Team Championships, with notable growth in the 30+ Men's Cup (16 teams) and the 30+ Women's Cup (10 teams).

The 45+ World Team and Individual Championships will take place at the Ariake Tennis Park, Tokyo, Japan, from 17 to 30 November 2024. The department are working closely with the Host Organisers to plan for the event – which will be first time an ITF Masters World Championships will be played in Asia. The ITF is proactively contacting nations across Asia to encourage entries into the World Team and Individual Championships.

For the first time, Live Streaming of a small number of match courts is in place at each of the 2024 World Championships to allow more people to follow and engage with the event.

### **2025 World Championships**

Following a review of applications to host the 2025 ITF Masters World Team & Individual Championships, the Committee has appointed the following hosts:

- The 30, 35, 40, 45 World Team & Individual Championships will be played at Ali Bey Club, Manavgat, Turkiye, from Sunday 9 to Saturday 22 March 2025.
- The 50, 55 World Team & Individual Championships will be played in Lisbon and Oeiras, Portugal, from Sunday 3 to Saturday 16 August 2025.
- The 60, 65, 70 World Team & Individual Championships will be played in Palm Beach Gardens, USA, from Sunday 11 to Saturday 24 May 2025.
- The 75, 80, 85, 90\* World Team & Individual Championships will be played in Bol, Croatia, from Sunday 5 to Saturday 18 October 2025. This will be the first time that Bol has hosted an ITF Masters World Championships.

\*Individual event only.

### **International Masters Games Association (IMGA)**

The ITF is proud to be a founding member of the IMGA, in the 1980's. The World Masters Games is an extensive multi-sport games event featuring existing tennis events, and there is considerable recognition of the fantastic experience that the event can provide to existing players, including the inspiration they might provide for those new and emerging players.

The Committee is working closely with the IMGA and Host Organisers of the 2025 World Masters Games, scheduled to take place in Taipei and New Taipei City in May 2025. The event will feature the existing tennis event aimed at recreational players, as well as a new higher-level event aimed at ITF Masters Tour players, which will award MT700 ranking points and be run in accordance with the Masters Tour Regulations and processes.

## BEACH TENNIS

### Calendar

In 2024, a total of 500 ITF Beach Tennis tournaments are expected to take place, which represents a significant uplift (65% increase) versus 2023, when the Calendar comprised 302 tournaments in 32 different countries. South America continues to lead the way in terms of the number of tournaments held within the region, primarily in Brazil, with 120 tournaments or almost 25% of the Tour. Many nations not only returned to this year's Tour, but uplifted their activity level, which helped to underpin the growth spurt. With an estimated 30 nations due to host an ITF Beach Tennis tournament in 2024, there remains much scope for further expansion.

In April 2024, Iran held its first ITF beach tennis tournaments, offering a series of two BT10's. The success of the tournaments led that nation staging two more BT10's in July. Additionally, Kenya, who joined the Tour last year, continues its Beach Tennis adventure, hosting a series of BT10's in April.

Between 2022 and 2023 prize money increased by 29% (\$1,133,000 to \$1,463,000). The increase in prize money from 2023 to date is 14% (\$1,669,000). Two of the seven ITF premier Sand Series Beach Tennis tournaments, Reunion and Aruba, became the first to offer a prize money pot of US\$75,000. The other Sand Series tournaments continue to offer \$50,000, but we are hopefully that some may uplift their pot in 2025 – if so not only will this ensure that total prize money will continue to be above one million dollars, but it will be another step on the journey to achieving the goal of a sustainable Tour for players.

The growth in prize money offered by the Sand Series tournaments has also been mirrored by the growth of spectators across the top tournaments, as documented by the broadcast company PlayBT. A record breaking 26,576 devices connected to watch the Live Broadcast of the Men's Finals of the BT400 Balneário Camboriu, Brazil, in March. Pleasingly, this record was broken shortly thereafter, when 37,264 devices connected to the Live Broadcast of the Men's Finals of the BT400 Tucuruí, Brazil, which took place in June.

### World Cup

The 2024 Beach Tennis World Cup event will be hosted in Sao Paulo, Brazil, from 9 – 16 December 2024, bringing together the top sixteen nations in the world to compete in the professional event, as well as an 18U competition. The 2024 edition will see prize money offered, with \$35,000 available to teams for the first time.

### World Championships

The Beach Tennis World Championships will remain in Italy, albeit moving to a new date. The 2024 edition moves from its more traditional slot of May, to 2 – 8 September 2024, taking place in Cesenatico in the Emilia-Romagna region, meaning that the sport will return to its founding home.

Catastrophic weather conditions at this event in 2023 proved very challenging for both the organisers and players alike. This year's organisers, FITP, are confident that the experience in 2024 will be very different and as we would expect are doing their utmost to create a wonderful atmosphere and venue for the players.

### Rules of Beach Tennis

The request to introduce a 6m Prohibited Zone in men's doubles for the server's partner achieved a green light this year and has been well received, with positive feedback received from players, organisers and officials. The Beach Tennis Committee has implemented a strategy which sees rules changes applied in the professional division, also introduced for the 18U category. This is in



consideration of the player pathway and the high number of 18U players competing in professional events.

## **Coaching**

The ITF Play Beach Tennis Level 1 Course is designed to complement the ITF's Beach Tennis Global Development Programme and provide coaches with the required skills to introduce beach tennis into their curriculum. Following very successful delivery of courses in 2023, in Thailand and in Brazil, the first course of 2024 took place in Mozambique, attended by the three (3) Development Officers from Africa and eleven (11) coaches. The next level of the Play Beach Tennis Coaching curriculum is currently being developed (level 2), with a pilot course due to be rolled prior to the Beach Tennis World Cup in Sao Paolo in December.

## **Officiating**

The first Beach Tennis Officiating Module is due for launch by the middle of August 2024, focusing on Line Umpires. Additional modules focusing on the rules of Beach Tennis and Refereeing aspects will be developed for release during the final quarter of 2024.

Finally, the first Referee online conference took place in May, with 115 national and ITF certified Beach Tennis Referees invited to attend a presentation designed to foster consistency and ensure adherence with minimum standards and procedures, and as a step towards improving the level of officiating across all Beach Tennis events. A further Referees' seminar will be held during September 2024.

## **WHEELCHAIR TENNIS**

### **Strategy**

In-depth analysis of the Wheelchair Tennis eco-system has established strategic priorities focused on governance, development and competition – the key aspects identified to deliver the vision of enhancing lives through Wheelchair Tennis.

To support these priorities, the Committee is focused on the importance of driving new revenue, whether this be through working more closely and effectively with existing partners, or exploring new opportunities, potentially including Corporate Social Responsibility avenues, and in the longer-term, raising the profile of the sport and its players to attract new partners through the commercial value of Wheelchair Tennis activity.

### **Governance / Classification**

A key Governance project is the creation of an online entry system for the Tour, which will be launched later this year, and which will allow players to manage their tournament schedules.

Linked to this, a number of specific regulation enhancements are under review, including an updated ranking point system and the introduction of protected ranking for players, the latter is expected to be introduced in 2025.

Classification remains a vital element in Paralympic sport, determining player eligibility to compete in ITF Wheelchair Tennis Tournaments and ensuring players are assigned to an appropriate category for the purpose of competition, which in turn ensures as level a playing field as possible.

Building on enhancements achieved in this area in 2020/21, where sport-specific research informed the Minimum Impairment Criteria for all players to be assessed against, the next phase of enhancing the Classification system will be complete by the end of 2024. The majority of work undertaken relates to the number of sport classes and the boundaries between those classes – sport-specific research (the execution of the physical demands of Wheelchair Tennis) has been carried out, and with leading scientific expertise and key sport consultations, this will be translated into new sport class criteria, a new scoring system and updated testing protocols.

Quality assurance measures of players classified have now been designed and introduced, meaning processes are now in place to monitor players' classification status over time – an important development to ensure fair and meaningful competition on an ongoing basis.

Additionally, the ITF has reviewed the Classification system as a whole with identified enhancements to processes and practices regarding evaluation delivery methods, workforce development and data management. The implementation of these changes will be carried out alongside continued collaboration with the IPC to ensure alignment with the new IPC Classification Code, which comes into effect in January 2025.

### **Development**

A new approach to Development is supported which will see a strategic investment approach facilitate the development of sustainable Wheelchair Tennis programmes, specifically to increase the number of nations engaging in Wheelchair Tennis activity. By encouraging and creating more national programmes, it is anticipated that the number of nations represented on the rankings – currently 65 – will improve.

The ITF continues to facilitate growth in the game regarding participation and National Association Wheelchair Tennis activity, reflected by the increase in applications for development grants. 2024 saw a 136% increase in applications since 2019, demonstrating the need and appetite for growth and support in these areas.

International Player Development Camps continue to be delivered across regions on an annual basis to inspire, educate and develop players and coaches. The projected camp participation for 2024 shows a 40% increase in player numbers and a 50% increase in nations represented.

Building on from these camps, leading junior players can now participate in two new Junior Performance Camps in 2024, ensuring greater opportunities for the high-potential young players. The Grand Slam Player Development Programme included Wheelchair Tennis player grants for the first time in 2024, providing up to a total of \$125,000 to ten emerging players in need of financial support.

### **UNIQLO Wheelchair Tennis Tour**

From a competition perspective, the Tour structure is evolving to ensure greater sustainability for tournament hosts and players, whilst enhancing the profile and product to increase reach, raise awareness and stimulate greater interest.

Although the number of sanctioned tournaments on the UNIQLO Wheelchair Tennis Tour has not increased in 2024, Tour prize money is expected to increase to a record high of \$6m.

A primary factor in the prize money increase remains the continued growth of Wheelchair Tennis within the Grand Slams - the Australian Open, Roland Garros and Wimbledon increased draw sizes across 2023 and 2024. Whilst the US Open draws of Men, Women and Quads could not take place in 2024, due to an immovable calendar clash with the Paralympic Games, the generosity of the USTA to distribute prize money ensured players who would automatically qualify on merit were not financially impacted by the overlap.

Additionally, following the lead of the US Open in 2022, Roland Garros added Junior Wheelchair Tennis draws in 2024, providing more meaningful competition to young boys and girls on the performance pathway. Junior activity remains a key challenge and an area with huge growth potential. Of the 158 Tour tournaments in 2024, the number of standalone junior competitions has increased by over 50% to 19 – these events are in addition to the 70 junior draws taking place alongside adult tournaments.

### **Wheelchair Tennis Major Events**

On a major event front, the 2024 World Team Cup achieved record numbers of teams (100) and nations competing (52), reinforcing the importance this flagship event plays for the sport and countries active in Wheelchair Tennis.

The NEC Wheelchair Singles Masters and the UNIQLO Wheelchair Doubles will take place in November in 2024 in Arnhem, Netherlands, becoming the fifth Dutch city to host since 1994. As 2024 is an Olympic and Paralympic year, the Paris Paralympic Games provides an incredible platform to showcase and celebrate our sport and inspire the next generation and public alike. As such, much work has gone into competition planning, operational preparations and how to maximise the opportunity of such an event.

## **OFFICIATING**

### **ITF Officiating**

The drive for improvement continues within the Officiating Department, with an emphasis on education, training, evaluations and assignments, to ensure that all officials feel part of the officiating fraternity, including recognition given for work undertaken at major ITF events such as Davis Cup, Billie Jean King Cup and the 2024 Paris Olympic Tennis event and Paralympic Wheelchair Tennis event.

Ensuring a robust pathway and that Officiating continues to attract new recruits into this area of the sport is essential, particularly in light of the introduction of and increasing prevalence of Electronic Line Calling devices across professional tennis events.

### **Assignments**

2024 saw an encouraging uplift in the number of Referee, Assistant Referee, Chief of Umpires, and Review Officials assignments made across Davis Cup and Billie Jean King Cup – 574 versus 507 in 2023 – achieved through increased officiating activity at regional competition level.

Compliance, accountability and transparency are an integral part of the assignment process. Accordingly, when ITF tournament organisers find themselves unable to fulfil the minimum officiating requirements, the ITF is available to assist with recruitment, overseeing a process whereby applications are submitted to the ITF Officiating Head of Compliance, who ensures consultation with an appropriate ITF Officiating Regional Officer, to issue recommendations as and when required.

### **ITF Officiating Schools**

In the first half of 2024 not less than four (4) White Badge National Schools – one (1) International and seventeen (17) National Schools – took place across all regions.

Several White Badge and Green Badge Schools are planned over the course of the year, along with a second International School in Argentina. Numerous National Schools will take place, primarily in South America and Europe.

A similar footprint for Schools programmes in 2025 is planned, following consultation with Regional Associations, to ensure development of new and existing officials, not only to safeguard the health of this important areas of the game, but to assist Regions / Nations to become more self-sustainable with respect to fulfilling minimum officiating requirements and thereby reduce officiating related costs associated with provision of travel and hospitality for officials from outside the region.

### **Plenary Meetings**

Officiating is now a regular agenda item, part of the various Plenary meetings each year with Regional Associations. Regional Officers are required to attend meetings in order to establish closer working relationships with Executives, and thereby facilitate more effective officiating projects.

### **ITF National Package**

A variety of National Officiating packages are available for purchase from ITF Officiating to assist National Associations who lack course materials to train up local officials.

Whereas historically, such courses were conducted by National Associations and required candidates to attend in person, the intention going forward is to integrate courses as part of the ITF Academy platform to allow for their delivery online. This will expand the reach of our education

programme and allow for increased participation by more new and emerging officials, while delivering considerable cost savings for participants and hosts alike.

### Certified Officials Breakdown by Region – 2024

REGION/BADGE	GREEN	WHITE	BRONZE	SILVER	GOLD	TOTAL
TE		524	122	153	97	896
ATF		173	35	27	11	246
POC		34	9	15	9	67
CAT	29	118	13	12	4	176
USA + CAN		52	16	17	18	103
COTECC	6	26		1	2	35
COSAT	38	114	10	15	9	189
<b>TOTAL</b>	<b>73 (67)</b>	<b>1041 (1010)</b>	<b>205 (181)</b>	<b>240 (209)</b>	<b>150 (148)</b>	<b>1712 (1615)</b>

\*2023 Total indicated in brackets

### ITF Officiating Education

#### Education Portal & ITF Academy

Additional training modules are available in 2024 as part of the ITF Academy platform, designed to provide refresher materials for existing officials, particularly with respect to their understanding of procedures and rule interpretations. The expectation for 2025 is that ITF White Badge Schools will move to using the ITF Academy in terms of materials, pre-tests, final exams and assessments.

The introduction of Review Official curriculum is being finalised to ensure in person schools can be held, while having remote schools at major events to assist with the training and certification of Review Officials. A standardised curriculum is being developed to train officials to be sufficiently competent to adapt to the many approved electronic line calling products in use.

#### School Curriculum:

Materials are continually updated, and much effort is being made to best use of technology to reach more officials and ensure that attendees are better prepared in advance versus the traditional in-person Schools approach, with the associated attendance limitation and cost challenges. An example of positive progress is the integration of National Schools curriculum within ITF Academy, which provide mandatory modules which must be completed prior to an official being assessed in terms of their suitability to attend a school.

### Open Book Test

The 2024 annual Open Book Test, held in during the first quarter of the year comprised two tests. An Open Book Test was created for all International Officials, with a second, separate, Open Book Test created for White and Green Badge Officials. The purpose of the two-pronged approach was to ensure relevant questions dependent on the category of tournaments/events that officials within each qualification level are most likely to work.

96% of International Officials achieved a minimum score of 93%, while White Badge and Green Badge attendees achieved 90%, evidence that the revised approach is paying dividends and delivering more and better-informed officials. A Third Open Book Test for Review Officials is planned for 2025.

## **FINANCE, IT AND PEOPLE**

### **INFORMATION TECHNOLOGY**

The ITF's IT activities continue to be focussed on enhancing our digital capabilities, leveraging data for strategic insight and decision making, and adopting new technologies that can improve operational efficiency and enable better customer engagement.

#### **Live Data Services**

One of the biggest technology challenges that we face in 2024 is the move to working with a new data partner, Infront, from the start of next year. The new partnership requires us to build an extensive array of completely new IT systems to support the many different areas that it touches, but it also presents us with many exciting opportunities for enhancing the fan experience and supporting the growth of tennis globally via new digital platforms.

National Associations will also receive a digital dividend from the new partnership as we take the opportunity to put an entirely new range of technology services in place across every level of the tournament experience, from new umpire scoring systems, to live video streaming, AI-driven data generation and analysis, and new web and app platforms for the ITF World Tennis Tour, Davis Cup, and Billie Jean King Cup.

Behind all of this, powering these new services, sits an intricate web of data capture and processing systems which first need to be built, tested, and integrated by the ITF together with a large number of our technology partners and other service providers.

We need everything to be ready for the start of 2025 when the switchover takes place and all these new services go live, so this requires meticulous planning, coordination, and execution across many teams and levels of the organisation. The countdown is already well underway, and as we embark on what will be a transformative change our focus will be on delivering a greatly enhanced experience for fans, players, and partners alike.

#### **Digital Growth**

One of the main objectives of our digital strategy is to use new digital services, such as the new live content-focussed app and web platforms that we are building for next year, to better understand and to directly engage with tennis consumers globally.

Our new customer data platform (CDP) has been instrumental in centralising and consolidating all the user information we collect across our different digital services. It provides detailed insight into our customers and tools to segment audiences and communicate with them more effectively and in more personalised ways.

We have continued to expand the capabilities of our CDP in 2024, adding more profile data from ITF World Tennis Number and ITF Academy, and linking in more of our growing portfolio of online services.

Key to facilitating this enhanced data gathering has been the widening use of our ITF Tennis ID digital identity across our digital platforms.

Tennis ID is our initiative to provide everyone across the sport with a single user profile and unique ID that can be used to validate identity and securely access any online services with just one account. This establishes a direct connection between the ITF and the huge number of users of online tennis services, putting the ITF at the heart of the global digital community.

Tennis ID benefits the tennis consumer, but it is also something that National Associations, commercial service providers, and other tennis stakeholders can use to access, exchange, and derive value from data more easily. By removing existing barriers to data sharing, improving the accuracy and quality of data, and giving our customers more control and transparency over how their data is being used, we aim to promote a more open and innovative digital ecosystem within our sport.

### **Tournament Operations Management**

Our ongoing programme of work to modernise and enhance our legacy tournament operations management systems has continued in 2024. Following the successful launch of the new tournament administration system at the start of this year, National Associations are for the first time now able to remotely access our new web-based Baseline application and manage the full tournament application process online across all ITF Tours.

This has greatly improved the tournament application process for NA's, tournament organisers, and for ITF staff. Providing direct access to the new Baseline system and automating much of the application process has improved the speed, accuracy, and timeliness of the process and reduced much of the previous manual administration through the introduction of streamlined workflows and enhanced data validation.

### **Wheelchair Automation**

To support the continued growth and development of the ITF Wheelchair Tour we are currently undertaking a major project to introduce online entries across all ITF wheelchair tournaments. This work builds on the established base of the many platforms that are currently used for online entries across the other ITF Tours, including IPIN and Tournament Planner, and adapting them so that they fully support wheelchair events. We will also, as part of this work, be developing an entirely new tournament entry processing engine as part of our new modernised Baseline application. With tournament entries being the most complex of the operational processes that we run, the ITF Wheelchair Tour will take the pioneering role in establishing the new modern system to manage this key service which the other Tours will move across to during the course of next year.

The new automation systems for Wheelchair will be launched in the final quarter of this year to be ready in good time for the first 2025 tournament entry deadlines.

## HUMAN RESOURCES

### Headcount

The headcount reported at the end of June 2024 is 148. 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:

	2020	2021	2022	2023
FULL Headcount	115	123	134	154
<i>Allowing for part time/fixed term staff</i>	<i>105</i>	<i>111</i>	<i>124</i>	<i>140</i>

The increase in headcount continues to support the level of activity across the organisation with a current focus on the Digital area and our Major Events.

Our final 2023 voluntary staff turnover figure (based on those employees who resign to take up a new role) was 15% and with an average employee tenure of 3 years.

Since January of this year, 11 people have resigned (or are working their notice period) and we anticipate a final staff turnover for the end of year of around 12%.

### Gender Balance

We are pleased to say that the gender balance across the organisation continue to improve as we work to ensure equal opportunities for all and particularly relating to promotion, learning and development and in our recruitment practices. At the start of 2024 we recorded an increase of **5 females in Senior Manager roles** and an increase of **9 females in Team or Project Lead roles**.

Our recruitment agencies are tasked with providing our hiring managers with a gender-balanced short list of potential candidates.

We plan to conduct organisational-wide diversity training at the beginning of 2025 to ensure an improved awareness of the benefits of a diverse workforce. Training will be tailored by employee level. Diversity awareness applies not only to gender of course and will be crafted to cover all aspects of diversity.

### Succession Planning

Developing a succession plan is crucial to ensure continuity, strategic growth, and the preservation of organisational knowledge. We are in the process of assessing our current leadership and our needs and are reviewing:

- Identifying Key Positions: *Reviewing senior leadership roles critical to operations and strategic objectives.*
- Evaluate Skills and Competencies: *Assess the current skills, competencies, and performance of each leader.*
- Determine Retirement Timeline: *Estimate when current leaders plan to retire or transition out.*



This comes hand in hand with analysing our future needs in order to align succession planning with our long-term goals and vision. We are identifying potential skill gaps based on our future needs and emerging trends.

This is process that evolves over time however, it is important to keep succession in mind when planning any department re-structures, promotions and when reviewing staffing needs.

### **Benefits Review**

We always like to make sure we are providing a good service with an excellent level of benefits to our team members.

This year we have changed our payroll provider bringing improved processes and a better level of service and accuracy in line with our expectations. We have also conducted a review of our pension provider and have made the decision to change from Scottish Widows to Royal London. This comes with more reasonable fees and a better standard of customer service amongst other things.

With sustainability in mind, we are researching employer electric car leasing schemes. This works in a similar way to our Ride to Work scheme (for bicycles and e-bikes). Employees save money by paying for the car from their pre-tax salary and making electric vehicles more affordable.

## INTEGRITY AND 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 7,247 samples were collected under the TADP in 2023. 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.

	<b>Total samples</b>	<b>Men</b>	<b>Women</b>
In-Competition	4,141	2,448	1,693
Out-of-Competition	3,106	1,577	1,529
Urine	5,327	3,054	2,273
Blood	1,920	971	949

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 140 therapeutic use exemptions (**TUEs**) were granted under the TADP in 2023. 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. The 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.

At the time of writing, thirteen violations of the TADP arising from samples collected in 2023 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 TACP on behalf of professional tennis. Forty-one violations of the TACP were reported in 2023. Some of these violations occurred prior to 2023, 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 integrity breaches are particularly serious. Eight Chair Umpires were suspended under the TACP in 2023.

## **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 (**TIPP**) to anti-doping. In 2023, 11,521 players, officials, coaches, support personnel, medical practitioners and tournament staff completed TIPP. A further 3,256 individuals received face-to-face education.

While the Tennis Anti-Corruption Program does not cover ITF Juniors (because no betting is permitted on Junior events), integrity education is a core The ITF Junior education programme includes a mandatory 'Introduction to values and integrity' module, which has been completed 18,710 times.

## **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.

### **ITF Constitution**

From 2021 to 2024, the ITF has progressed a Constitutional Review, engaging in multiple phases of consultation with the Nations and Regions. The consultations have evidenced support for a range of proposals, as well as providing constructive feedback which the Constitutional Committee and Board have worked through to revise proposals and language and further explain the underlying rationale and intentions where required. The proposed new ITF Constitution will be placed before the AGM to vote on its approval and adoption in October 2024.

### **Good Governance – 2023 Elections**

The 2023 Presidential and Board of Directors elections were conducted using electronic voting for the first time. The ITF has received positive feedback from its stakeholders regarding the successful implementation of electronic voting at the 2023 AGM, together with the educational sessions and provision of test stations in advance. The ITF will continue to use electronic voting and review the use of other technology to simplify and enhance the voting procedures in future.

### **ASOIF Governance Survey**

In 2024, the ITF retained its place in the top tier of international federations in the fifth edition of ASOIF's summer international federations governance survey. The ITF has been ranked in the top tier in all five editions of the survey. Currently, 7 federations make up the top tier, with 32 federations participating in total. This performance reflects the ITF's commitment to, and status in, good governance.

### **Governance – Olympic and Paralympic Tennis Events**

In 2023 the ITF drafted and finalised Regulations and Qualification Systems for both the Olympic and Paralympic Tennis Events at Paris 2024. These were published following review and approval by the relevant ITF Committees and the ITF Board. They are now being applied in the preparations for, and running of, the Olympic and Paralympic Tennis Events.

### **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 2023, the ITF has continued to use 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 2023 were:

- The Legal team provided data protection advice to support the ITF Digital Strategy.
- Updated a range of ITF’s Data Protection Policies and supported the business to update personal data practices to align with best practice.
- ITF World Tennis Number (“WTN”). The legal team continued to support 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 July 2024, 124 nations have signed this (24 more than in 2023), 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.

## Dispute Resolution

Statistics of cases determined in 2023 under the ITF’s dispute resolution process are shown in the table below:

	Davis Cup/BJK Cup	ITF Tours
<b>Internal Adjudication Panel</b>		
Eligibility applications	64 (59 granted; 5 rejected)	39 (36 granted; 3 rejected)
Appeals of Entry Offences	N/A	25 (6 upheld; 5 partially upheld; 14 rejected)
Appeals of On-Site Offences	N/A	13 (2 upheld; 1 partially upheld; 10 rejected)
Welfare Offences**	0	2 (provisional suspensions affirmed)
Other	6 (Nations’ late withdrawals)	3 (reciprocation – all approved)
Officiating (White/Green badge)	N/A	0
	Davis Cup/BJK Cup	ITF Tours
<b>Independent Tribunal</b>		
Major Offences	0	5* (all outcome reached)
Welfare Offences**	N/A	1 (provisional suspension affirmed)
Tournament Offences	N/A	0
Appeals of IAP decisions	0	1 (IAP decision upheld)
Other (appeal of DCC decision)	2	0

[\* Includes cases charged and resolved prior to involvement of the Independent Tribunal (i.e., the player accepted the charge and the ITF’s proposed sanction (‘outcome reached’))]

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

## **SAFEGUARDING**

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

Safeguarding in sport remains a high priority for all international federations, with an ever-changing landscape in response to serious case reviews and reporting of historic and current allegations of abuse. Governing bodies must invest in the development of effective systems that prevent harm whilst affording 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 continue to champion and advocate the cause of safeguarding as an essential component of creating safe and inclusive tennis at all levels. This is formally recognised in the proposed ITF Constitution amendments.

The ITF has continued to develop partnerships with tennis stakeholders, including National and Regional Associations, Grand Slams and the International Tennis Integrity Agency. In particular, the ITF is seeking to harmonise a consistent approach to safeguarding across international tennis through cooperation with ATP and WTA. By developing and promoting best practice in sharing information about safeguarding risk management, the sport will fulfil its 'Duty of Care' to all participants.

The ITF Safeguarding Team also developed a close relationship with the IOC Safe Sport Department, to support delivery of safeguarding under the 2024 Paris Olympic and Paralympic Gametime Framework. The ITF continues to support Regional and National Associations in developing safeguarding capacity and has given those organisations advice and guidance in 2024, as they implement their own local safeguarding arrangements.

### **Regulation**

Implementation of the *ITF Safeguarding Policies and Procedures for Children and Adults* has continued. They provide a clear regulatory framework under which cases of serious abuse can be referred out to respective law enforcement and protective services. Those that fall below a criminal threshold can be investigated locally (where the competence exists) or by the ITF, and action taken to protect those who may be at wider risk of harm at ITF events or activities.

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

### **Education, Training and Monitoring**

Resources to raise awareness of safeguarding through education and training continue to be developed. The ITF Academy online safeguarding education module for Junior Players has now been completed over 24,000 times. The ITF has also worked in partnership with UNICEF, other international federations and the Open University to develop an online course for individuals nominated in each Regional and National Association to lead the development of local safeguarding capacity. The three-part qualification is now published in English, French and

Spanish with other languages planned, and the ITF has begun a pilot project to create an ITF Designated Safeguarding Lead qualification for National and Regional Associations.

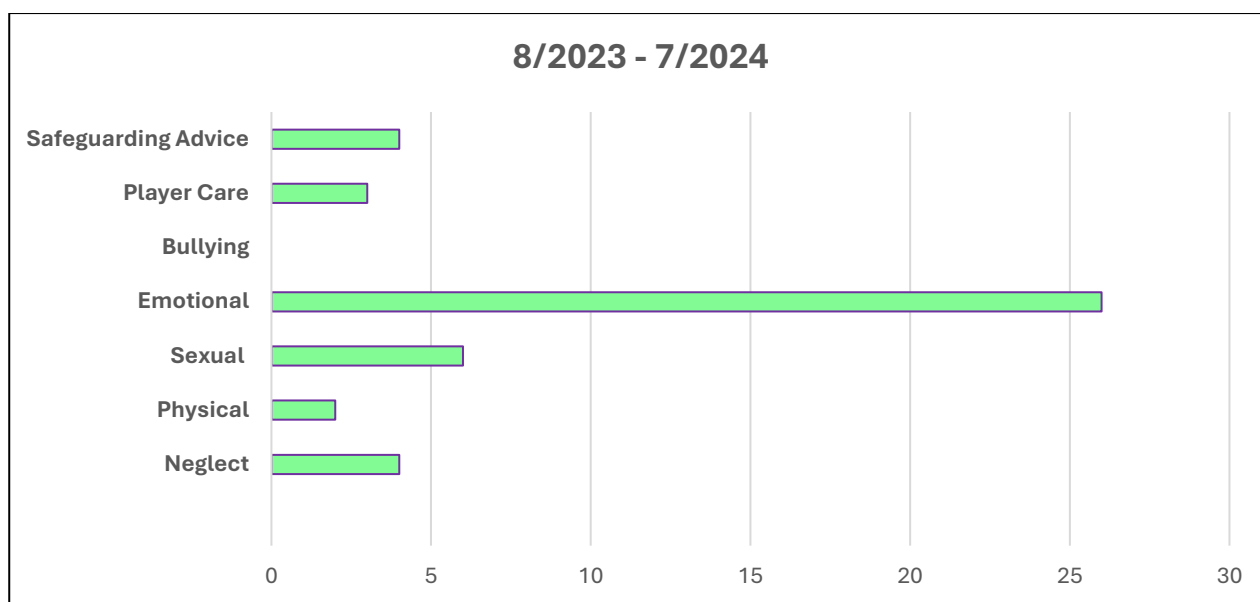
A joint safeguarding education taskforce (involving the ITF, Grand Slams, the WTA, ATP and ITIA) has worked closely to deliver sessions to players, coaches and parents attending junior events. The session at Junior Wimbledon 2024 focused on safeguarding in professional tennis and the risks to young players from social media abuse and the use of technology.

The ITF has recruited a full-time Player Care and Performance Lifestyle Officer to the Safeguarding Team, whose role is to engage with players to establish a programme of services for players in ITF events, including mental health awareness, finance, travel, safety and security. The objective of this programme is to support players in dealing with lifestyle issues that may affect their ability to perform at their highest level.

### Case management

The ITF Safeguarding Team have continued to receive and manage reports of incidents and concerns. Between August 2023 and July 2024, forty-five safeguarding reports have been received where action has been required to investigate, advise 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 the types of abuse against both children and adults that have been recorded over the last year.

Management of complex international safeguarding cases is challenging, especially those involving statutory authority intervention. The ITF has responsibility for managing ongoing identified risks to the wider tennis participants and close collaboration between the ITF Safeguarding Team and ITF Legal Department is essential.



Type of abuse	Example Cases
Emotional Abuse	Verbal and intimidating behaviour or comments causing emotional harm by parents or coaches towards young players.
Sexual Abuse	Historic and recent serious sexual assault by coaches on players. Alleged sexual assault by medical staff on players.
Physical Abuse	Physical assaults by parents or players on other players.

## **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 2024 Rules of Tennis, which included 115 Stage 1, 2 and 3 brands. This number has remained stable for the past three years. Within the overall number of approvals, the number of Stage 2 approvals has been increasing due to the growth of Beach Tennis. At the time of writing, 60 Stage 2 brands are approved. The popularity of the ITF Court Pace Classification Programme has gradually returned to its pre-pandemic level, with 312 court surface products classified at the time of writing. ITF Recognition, which assesses the quality of installation of courts, is also growing, with a total of 118 Two-Star and 100 One-Star courts worldwide. Income from the certification programmes in 2023 exceeded \$1 million.

### **ITF Technical Centre**

The Technical Centre is working with ITF Officiating, the ATP, WTA and Grand Slam Tennis to increase the availability of electronic line-calling (ELC) across all surfaces at the highest level of the game. This has required intensive testing of ELC systems from new and existing providers. Four vendors – Hawk-Eye, Foxtenn, IMG Arena and Bolt6 – now offer certified 'live' (i.e. real-time) line calling on hard courts and grass courts, while trials on clay are ongoing. This top-tier of systems is referred to as the 'Gold level' and the ITF is now testing systems for lower levels of tournaments: at the 'Silver' and 'Bronze' levels. These tests are conducted to ensure that these systems offer greater accuracy than that currently provided at those levels (where fewer Line Umpires are available) and are practical to use. Alongside the expansion of ELC, the number of ITF-Approved Player Analysis Technology (PAT) products has increased and at the time of writing stands at 33 products.

The ITF Foundation, which comprises tennis equipment companies, met in July and received presentations on how the ITF is protecting the game, through testing and regulations, and fostering growth, through innovation and increased participation. Among the topics covered, was the need to create international guidelines for court construction to help National Associations (NAs) and the ITF maximise the return on their investment into facilities. The Sustainable Equipment Working Group, which includes members of the Foundation, Tours and NA representatives and environmental organisations, met to discuss research and actions to reduce the environmental impact of tennis balls. The ITF unveiled a prototype ball that has a 3D-printed shell in place of the traditional felt cover. The Working Group discussed how the carbon footprint of such a design compares to a conventional ball and the potential changes to the Rules of Tennis that would be needed to permit a ball of this kind to be used.

### **Sport Science & Medicine**

The Sport Science & Medicine Commission (SSMC) met in March and is working on recommendations and educational material to support tournament organisers in the management of medical emergencies. Consequently, a video-based course on cardiopulmonary resuscitation (CPR) has been added to the ITF Academy online platform. In addition, the SSMC is strongly endorsing the availability of automated external defibrillators (AEDs) at tournaments. The SSMC is also producing a course on mental health first aid, which will be available on the ITF Academy.



## ITF ETHICS COMMISSION 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 July 2023 to July 2024.

### Commission Membership

During the year under review, one new member of the Commission was appointed and one member resigned. Dr Jean Nicolau (Brazil) was appointed effective 17 August 2023 to represent the region of South America and Dr Tanya Haug (Germany) resigned in May 2024. There are therefore currently six members of the Commission representing the following regions:

- Central America and the Caribbean - Sandra Osborne SC, Chair (Barbados)
- Africa - Dr Donald Rukare (Uganda)
- Europe - Ms Urvasi Naidoo (United Kingdom)
- Oceania - Mr David Howman, Deputy Chair (New Zealand) and Professor Dr Jack Anderson (Australia)
- South America - Dr Jean Nicolau (Brazil).

In anticipation of terms expiring later in 2024, the term of the Chair was extended to 31 December 2025, while the appointments of Professor Dr Jack Anderson and Dr Jean Nicolau were renewed for three-year terms ending 31 December 2028.

### Commission Work

#### Complaints

The Commission re-opened an investigation into an old matter and issued a decision in relation to another. The latter is the subject of an appeal before the Independent Tribunal under the Code. Two new complaints were received but were not actioned as these were not within 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. There were no issues arising from these declarations that had to be addressed during the year.

#### Election and Eligibility Panel

The Election and Eligibility Panel, comprising Sandra Osborne and David Howman (on site) and Urvasi Naidoo (off site) supervised the 2023 presidential and board of directors elections. A significant change to the electoral process was the introduction of electronic voting managed by an external service provider. This greatly improved the efficiency of the entire process. Following the elections, a number of recommendations were made to the ITF Board to further enhance elections.

The Panel was also pleased to provide oversight of the elections at the request of one Regional Association.

#### Annual Meeting

The Commission held its annual meeting and one other meeting during the year.

**Sandra Osborne SC**  
**Chair, ITF Ethics Commission**  
**14 August 2024.**

## **ANNEX I**

### **THE 2025 CONSTITUTION OF THE INTERNATIONAL TENNIS FEDERATION**

**Final version for AGM  
(20 August 2024)**

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**COMMONWEALTH OF THE BAHAMAS**  
**MEMORANDUM OF ASSOCIATION OF ITF LIMITED**  
**AN INTERNATIONAL BUSINESS COMPANY LIMITED BY SHARES**  
**UNDER THE INTERNATIONAL BUSINESS COMPANIES ACT 2000**

- I The name of the *Company* is ITF Limited.
- II The registered office of the *Company* is located at the business premises of Graham, Thompson & Co. at Shirley Street and Victoria Avenue in the Western District of the Island of New Providence, one of the islands of the Commonwealth of the Bahamas. The *Company's* postal address is P.O. Box N-272, Nassau, Bahamas.
- III The registered agent of the *Company* is GTC Corporate Services Ltd. whose address is Sassoon House, Shirley Street and Victoria Avenue, Nassau, Bahamas and whose postal address is P.O. Box N-272, Nassau, Bahamas.
- IV The objects and purposes for which the *Company* is established are to:
- (a) act as the governing body for the sport of tennis worldwide;
  - (b) organise and use competitions, events, programmes and other activities at the international level, and support its *Members* to do the same at the national level, to foster the growth and promote the development of the sport at all levels worldwide;
  - (c) encourage universal participation in the sport, and oppose improper discrimination of any kind, such as discrimination on the grounds of race, colour, sex, sexual orientation, disability, language, religion, political or other opinion, national or social origin, property, birth or other status, and as may be set out in the *Olympic Charter*;
  - (d) play a leading role in the Olympic and Paralympic movements, including by contributing to the achievement of the goals set out in the *Olympic Charter*;
  - (e) make, amend, uphold, and enforce the *Rules of Tennis*, as well as other rules and regulations to be applied by the *Company* and its *Member National Associations* to regulate the practice of the sport efficiently and effectively wherever it is played;
  - (f) protect the integrity of the sport by implementing the highest standards of good governance, and by imposing and enforcing rules and regulations that protect all aspects of integrity and ethical conduct in the sport;
  - (g) promote and further the interests of the *Company* and its *Members* through engagement with the governing bodies of tennis and of other sports; and
  - (h) preserve the autonomy and independence of the *Company* to address all matters concerning the sport without improper intervention or influence by any outside authority.
- V The liability of each of the *Members* is limited to their respective investment in the share capital of the *Company*.

- VI The shares in the capital of the *Company* will be issued in the currency of the United States of America.
- VII The capital of the *Company* is One thousand dollars in the currency of the United States of America (US\$1,000.00) divided into One hundred (100) Class A Shares having a par value of one United States dollar (US\$1.00) each, Six hundred (600) Class B Shares having a par value of one United States dollar (US\$1.00) each, and Three hundred (300) Class C Shares having a par value of one United States dollar (US\$1.00) each, with power to divide the shares in the capital for the time being into several classes and series, and with power to increase or reduce the capital and to issue any of the shares in the capital (whether original, increased or reduced), with or subject to any preferential, special or qualified rights or conditions as regards dividends, repayment of capital, voting or otherwise, as the *Class B Members* may in any *General Meeting* of the *Company* from time to time by *Bare Majority* designate. The *Class B Members* are hereby expressly authorised to fix by *Bare Majority* any designations, powers, preferences, rights, qualifications, limitations or restrictions on each class or series of shares.
- VIII This memorandum may be amended at any time and from time to time in such manner as may be prescribed by the Articles of Association of the *Company*.

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Amended and restated dated this [Insert]

**COMMONWEALTH OF THE BAHAMAS**  
**ARTICLES OF ASSOCIATION OF ITF LIMITED**  
**AN INTERNATIONAL BUSINESS COMPANY LIMITED BY SHARES**  
**UNDER THE INTERNATIONAL BUSINESS COMPANIES ACT 2000**

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**PART 1: INTRODUCTION**

**1. CONSTITUTION OF THE *ITF***

- 1.1 ITF Limited is a company limited by shares, incorporated under the International Business Companies Act 2000 of the Commonwealth of the Bahamas. It trades as ‘the International Tennis Federation’, or the ‘ITF’, and will be referred to in these *Articles* as the *ITF*.
- 1.2 The Memorandum of Association and these Articles of Association of the *ITF*, including its *Appendices*, together with the *Bye-Laws* issued in accordance with these Articles of Association, will together constitute and be referred to as the *Constitution* of the *ITF*.
- 1.3 This *Constitution* is governed by and will be interpreted and applied in accordance with Bahamian law.
- 1.4 The rules of interpretation and definitions set out in Appendix A will be used as an aid to interpretation of the *Constitution*. Words and phrases that have a meaning defined in Appendix A are signified in the text by italicised font.

**2. OBJECTS AND GUIDING PRINCIPLES OF THE *ITF***

- 2.1 The objects and purposes of the *ITF* are set out in paragraph IV of the *Memorandum*.
- 2.2 The *ITF* respects, promotes and has regard to the following principles in carrying out its activities:
- 2.2.1 internationally-recognised human rights;
  - 2.2.2 the *Olympic Charter* and the principles of Olympism;
  - 2.2.3 the principle of political neutrality and impartiality;
  - 2.2.4 the right of sporting organisations to act with autonomy and without improper interference from bodies outside the *Olympic Movement*;
  - 2.2.5 clean sport and fair play;
  - 2.2.6 diversity and gender equality in the management of and participation in the sport of tennis;
  - 2.2.7 the safety and well-being of participants in the sport, including, in particular, children and vulnerable adults; and
  - 2.2.8 environmental sustainability and nature conservation in and through the sport; and



- 2.2.9 the obligation to afford minimum standards of procedural fairness to persons affected by its decisions.

### 3. POWERS OF THE *ITF*

- 3.1 Subject to this *Constitution* and its governing law, the *ITF* has all the powers of a legal person and may do all such acts or things that it considers to be necessary, desirable, incidental or conducive to advancing its objects and purposes, including the power to:

3.1.1 amend this *Constitution*, and/or issue, adopt, and enforce *Bye-laws* and other rules and regulations that make further provision for the management and control of the sport by the *ITF* and its *Member National Associations*, and for the affairs of the *ITF*;

3.1.2 establish: rules and regulations regulating the conduct of the sport throughout the world, including the rules of tennis to be followed in competitions at international and national level; regulations governing the organisation, sanctioning and conduct of competitions at international level; rules governing eligibility of tennis players to represent a *Member National Association* in *International Competitions*; and codes of conduct for participants in the sport;

3.1.3 apply and enforce the *Constitution* and rules and regulations issued thereunder, and ensure their application and enforcement by its *Member National Associations* throughout the sport;

3.1.4 organise and schedule and/or sanction the organisation and scheduling of *International Competitions* (including “world” or “international” championships and other events purporting to be “world” or “international” events or otherwise purporting to determine “world” or “international” champions of tennis) in accordance with the best long-term interests and priorities of the sport as a whole;

3.1.5 award *Official Tennis Championship* and *Recognised Tennis Championship* status;

3.1.6 organise and supervise the tennis programme at the Olympic Games and the wheelchair tennis programme at the Paralympic Games;

3.1.7 cooperate with other sport organisations including the *IOC*, the *IPC* and *WADA*, and public and private organisations, state authorities, and other relevant bodies to promote the interests of sport generally, and tennis in particular, throughout the world;

3.1.8 establish and maintain an administration to carry out the affairs of the *ITF*, including employing, engaging or procuring the services of any person(s) to supervise, organise, and carry out the work of the *ITF*, whether for remuneration or otherwise;

3.1.9 raise funds to finance the activities of the *ITF* by all available means, which in the case of fundraising from *Members* must have *Council* approval;

3.1.10 purchase, lease or otherwise acquire any property or other rights and privileges, construct, maintain and alter any buildings or premises, and/or sell, let, mortgage, dispose of or turn to account all or any of the property or assets of the *ITF*;

- 3.1.11 invest any funds not immediately required to fund the *ITF's* activities in accordance with a policy approved by the *Board of Directors*;
  - 3.1.12 establish, acquire, merge with, or otherwise establish control in respect of other legal entities (such as foundations or corporations), and contribute to, and exercise such rights in respect of, the governance of any such other legal entity; and
  - 3.1.13 take such measures as may appear expedient for advancing the interests of the sport of tennis.
- 3.2 The *ITF* will exercise its powers through its constituent bodies and officials, including *Council*, the *Board of Directors*, the *President*, the *ITF Staff*, and *Committees*, as well as by way of delegation of authority to any separate and/or independent body (such as the *International Tennis Integrity Agency*), in each case as set out in this *Constitution* and/or in the *Rules*.

## **PART 2: MEMBERS, REGIONAL ASSOCIATIONS, AND RECOGNISED ORGANISATIONS**

### **4. MEMBERS**

#### **4A. The different categories of membership**

- 4.1 The *Members* of the *ITF* are the registered holders of shares in the share capital of the *ITF*. The shares in the *ITF* have been issued in different classes, denoting different categories of *Membership*:
- 4.1.1 The *Class A Members* are the trustees from time to time of the *ITF Trust*. All *Class A* shares will upon application be allotted at par value to these trustees, to be held by them solely in accordance with the trusts, powers, and provisions contained in the *Declaration of Trust*, for the benefit of the *Class B Members* and the *Class C Members* as the beneficiaries of the *ITF Trust*.
  - 4.1.2 *Class B Members* are *National Associations* that meet the *Membership* requirements set out in Article 4.18 and that, in the opinion of *Council*, are sufficiently developed in tennis matters to warrant admission as *Class B Members*. The *Class B Members* of the *ITF* as of 1 January 2025 are listed at Part One of Appendix B.
  - 4.1.3 *Class C Members* are *National Associations* that meet the *Membership* requirements set out in Article 4.18 and that, in the opinion of *Council*, are sufficiently developed to warrant admission as *Class C Members*. The *Class C Members* of the *ITF* as of 1 January 2025 are listed at Part Two of Appendix B.
- 4.2 All the shares of each class will be numbered in a regular series, and every surrendered, cancelled or forfeited share will continue to bear its original number. The *ITF* will maintain at its registered office a *Register* containing the particulars required by the *Act*.
- 4.3 Certificates will not be issued in respect of shares in the *ITF*, but every *Member* will be entitled to request a letter signed by any two *Directors*, confirming that the *Member* is the registered holder of the share(s) mentioned in the letter. The letter will note the aggregate number of shares held, the issue number pursuant to Article 4.2, the total subscriptions paid up, and any conditions or restrictions to which the *Member* is subject.

- 4.4 Subject to these *Articles*, the unissued shares of the *ITF* will be under the control of *Council*, which may instruct the *Board of Directors* to allot them at par or otherwise dispose of them to or in favour of any *Member(s)*.
- 4.5 The *ITF* is entitled to treat the registered holder of any Class B share or Class C share as the absolute owner thereof, and therefore is not bound to recognise any equitable or other claim to or interest in such share on the part of any other person, except as ordered by a court of competent jurisdiction or as required by the *Act*.
- 4.6 Each allotment of shares of any class by or under the authority of the *Board of Directors* will be conclusive evidence that such shares were applied for by the *Member* in whose favour such allotment was made.
- 4.7 Class A shares may only be transferred consequent upon a change of trustees of the *ITF Trust* or in such other circumstances as may be authorised by the express provisions of the *Declaration of Trust*.
- 4.8 Class B shares and Class C shares may not be transferred except in favour of the *ITF* or otherwise as permitted by the *Board of Directors* pursuant to this *Constitution*.
- 4.9 Neither this *Constitution* nor *Membership* of the *ITF* will create a partnership or agency relationship between the *ITF* and its *Members*. The *Members* are not liable for the debts or obligations of the *ITF* beyond the amounts they have subscribed for the share capital in the *ITF*, and the *ITF* is not liable for the debts or obligations of its *Members*.
- 4.10 Neither a *Member* nor the *ITF*, nor any of their officials, has authority of any kind to act as an agent or representative of, or otherwise to enter into any contract or commitment on behalf of, the other, except as specifically authorised in writing by the other.

#### **4B. The rights of *Members***

- 4.11 *Class A Members*:
- 4.11.1 Any dividends declared by the *Board of Directors* from time to time in accordance with this *Constitution* will be paid solely and exclusively to the *Class A Members*, to be applied by them solely in accordance with the trusts, powers and provisions contained in the *Declaration of Trust*, for the benefit of the *Class B Members* and the *Class C Members* as the beneficiaries of the *ITF Trust*.
- 4.11.2 *Class A Members* have the right to attend and speak at *Council* meetings, but not to vote.
- 4.12 Each *Class B Member* and *Class C Member* has the right to be recognised by the *ITF* and its other *Members* as the body with the sole and exclusive right to govern tennis in its *Country*.
- 4.13 Each *Class B Member* and *Class C Member* in *Good Standing* has the right to:
- 4.13.1 appoint delegates to attend and speak at *Council* meetings;
- 4.13.2 propose resolutions to *Council*;
- 4.13.3 receive reports to *Council*, and other circulars and information;
- 4.13.4 enter teams in all *Official Team Competitions* other than the Davis Cup and Billie Jean King Cup;

- 4.13.5 participate in *ITF* programmes and activities;
  - 4.13.6 nominate individuals to be appointed to *Committees*;
  - 4.13.7 host *General Meetings*;
  - 4.13.8 host *International Competitions*; and
  - 4.13.9 enjoy such other rights and privileges applicable to them as a *Class B Member* or *Class C Member* as set out in this *Constitution* or the *Rules*.
- 4.14 Each *Class B Member* in *Good Standing* has the right to:
- 4.14.1 cast one vote per Class B share allotted to it on each resolution put before *Council*, subject to Article 4.17;
  - 4.14.2 nominate individuals for election as *President* and to the *Board of Directors*; and
  - 4.14.3 enter teams in the Davis Cup and the Billie Jean King Cup.
- 4.15 *Class B Members* and *Class C Members* have no right to any dividends.
- 4.16 The exercise of the *Membership* rights in Articles 4.13 and 4.14 is subject to other provisions in this *Constitution* and the *Rules*.
- 4.17 A *Class B Member* or a *Class C Member* whose subscriptions are in arrears may not speak or vote at any *General Meeting*, even if it is in *Good Standing*.

#### **4C. The role and duties of *Members***

- 4.18 Each *Class B Member* and each *Class C Member* must satisfy each of the following requirements when it becomes a *Member* and for as long as it remains a *Member*:
- 4.18.1 It must represent a *Country* for which there is no other *Member*.
    - 4.18.1.1 A *Member* for a *Country* that represents a commonwealth, protectorate, colony or special area may delegate its powers to a subsidiary association that has jurisdiction in that area.
    - 4.18.1.2 If applying to become a *Class B Member* and it represents a commonwealth, protectorate, colony or special area, it must have a *National Olympic Committee*, and it must have the written consent of the *National Association* that represents the parent *Country*.
  - 4.18.2 It must be a legal entity, whether for-profit or not-for-profit, that is properly constituted in accordance with the law applicable in its *Country*.
  - 4.18.3 It must not be declared insolvent by the applicable authority in its *Country*.
  - 4.18.4 It must be recognised as the national governing body for tennis in its *Country* including the administration, organisation and practising of the sport, but it may delegate powers to another body to govern some aspects of tennis in its *Country*.
  - 4.18.5 Its constitution and supplemental documents must:
    - 4.18.5.1 not be in conflict with this *Constitution*; and

- 4.18.5.2 be compliant with the *Olympic Charter* and the *World Anti-Doping Code*.
- 4.18.6 It must be a *Member* of the *Regional Association* whose territorial jurisdiction includes its *Country*, if such a *Regional Association* exists. It may only be a *Member* of one *Regional Association*.
- 4.19 Subject to the transitional provisions at Article 4.20, each *Class B Member* and each *Class C Member* acknowledges and undertakes that at all times while it remains a *Member* it will:
  - 4.19.1 inform the *Board of Directors* if there is a fundamental change in its ability to satisfy any of the requirements of Article 4.18 or a material change in its constitution;
  - 4.19.2 pay an annual subscription to the *ITF*, which will be payable in the lawful currency of the United States of America or the equivalent in any other currency acceptable to *Council*;
    - 4.19.2.1 The initial subscription will be payable upon admission as a *Member*, and will be deemed to include the par value amount payable upon the allotment of shares. Subsequent subscriptions will be payable on the first day of January of each year.
    - 4.19.2.2 *Council* may increase or decrease the subscription fees. If no such decision is made, the subscription fees will be increased annually on a percentage basis indicated by the *OECD Consumer Price Index*, unless the *Board of Directors* determines a lesser increase.
  - 4.19.3 represent and govern tennis satisfactorily in its *Country*, as further described in Bye-Law F;
  - 4.19.4 ensure that its officeholders are appointed, by election or otherwise, in a manner that is fair and transparent;
  - 4.19.5 comply with this *Constitution* and the *Rules*;
  - 4.19.6 recognise and enforce within its *Country*:
    - 4.19.6.1 all decisions validly made in accordance with the *Constitution* or the *Rules*; and
    - 4.19.6.2 periods of ineligibility of players and other participants and other disciplinary sanctions validly imposed under the *Constitution* or the *Rules*, or otherwise recognised and accepted by *ITF*;
  - 4.19.7 comply with any *Rules* issued regarding the sanctioning of international team competitions by the *ITF* or of other team competitions by a *Member*, and the organisation of or participation in those competitions;
  - 4.19.8 only authorise, organise, sanction or otherwise endorse competitions and events that are subject to integrity measures consistent with Articles 19, 20 and 21; and
  - 4.19.9 resolve any disputes with the *ITF* and/or any other *Member(s)* in accordance with the dispute resolution provisions of Articles 29 and 30 of this *Constitution* or of the *Rules* as applicable, not take any legal or other action inconsistent with

that obligation, and respect, abide by, recognise and enforce the outcome of the prescribed dispute resolution process.

4.20 All *Member National Associations* shall have until 31 December 2027 in which to ensure full compliance with Article 4.19. Any non-compliance with Articles 4.19.4 to 4.19.9 during that three-year transition period shall not be considered a breach of the *Constitution*, provided that:

4.20.1 the non-compliance would not have been a breach of the *Constitution* in effect prior to 1 January 2025; and

4.20.2 the *Member* demonstrates: (a) that it would be unreasonable to require its compliance, having regard to all relevant factors including its governing documents, the spirit of the obligation, and the willingness of the *Member* to comply to the extent possible; and (b) that it is working towards full compliance by 31 December 2027.

#### **4D. Admission of new *Members***

4.21 Only *Council* may admit a new *Class B Member* or *Class C Member*, in accordance with this Section 4D.

4.22 The following *National Associations* may apply for admission as a new *Member*:

4.22.1 A *National Association* representing a *Country* for which there is no current *Member*.

4.22.1.1 A *National Association* that has been formed following the division of one *Country* into two or more new *Countries*, may apply to represent one of the new *Countries*. If the *National Association* representing the original single *Country* was a *Class B Member*, the newly-formed *National Association* may apply to be either a *Class B Member* or a *Class C Member*. The existing *Member* is not required to make a new application or be re-admitted, but it must notify *ITF* of the *Country* which it represents, and it may have its number of *Class B* shares reduced in accordance with Article 4.37.

4.22.1.2 A *National Association* that has been a *Member* previously may apply to be re-admitted as the *Member* for its *Country*. If that *National Association* was previously a *Class C Member*, it may only apply to be re-admitted as a *Class C Member*; if it was previously a *Class B Member*, it may apply to be either a *Class B Member* or *Class C Member*. As a condition of re-admission, unless waived by *Council* by *Special Majority*, it must pay: (a) any subscription fees or fines owed as of the date it ceased to be a *Member* and the subscription fee for the year of re-admission; (b) a penalty equivalent to one year's subscription, if it was expelled under Section 4H; and (c) any subscription fees owed to its *Regional Association* up to the date when it ceased to be a *Member*, together with its subscription to its *Regional Association* for the year of re-admission. It may also opt to pay the current year's subscription, which will entitle it to all the benefits of *Membership* remaining for the current year. Readmittance of a *National Association* that has been expelled may not take effect until at least 12 months from the date of expulsion, unless waived by *Council* by *Special Majority*.



- 4.22.1.3 In all other cases where there is no current *Member* for a *Country*, the *National Association* may only apply to be admitted as a *Class C Member*.
- 4.22.2 A *Member* seeking permission to transfer its *Membership* to another *National Association* in its *Country*.
- 4.22.2.1 The proposed transferee must also be a party to the application. The application will be treated as an application by the transferee to become a *Member* in place of and in the same category of *Membership* as the current *Member*, and the requirements of this Article 4 shall apply to them, with the necessary changes to reflect the circumstances of their application. The application may either request permission for all the current *Member's* shares to be transferred to the other *National Association*, or for a smaller number of shares to be transferred with the remainder to be returned in favour of the *ITF*.
- 4.23 Applications to represent a *Country* where there is a current *Member* will not be accepted. In the limited circumstance that more than one *National Association* applies in the same year to be admitted as a *Member* for a *Country* for which there is no current *Member*, the competing claims will be resolved in accordance with Article 4.28.
- 4.24 A *Class C Member* may apply to become a *Class B Member*.
- 4.24.1 A *Class C Member* that was previously a *Class B Member* may apply to be re-admitted as a *Class B Member* at the next *Annual General Meeting*, provided that its application is received at least four months before that meeting.
- 4.24.2 Otherwise, the *Class C Member* must have been a *Class C Member* for at least three years and written notice of its intention to apply to become a *Class B Member* must have been received at or before the previous *Annual General Meeting*.
- 4.25 In each case, the application for new *Membership* or to change category from a *Class C Member* to a *Class B Member* must be in writing in English and must include:
- 4.25.1 the name and address of the applicant *National Association*;
- 4.25.2 the names and addresses of the directors and officers of the *National Association*;
- 4.25.3 its categories of *Membership* and number of *Members* in each category, together with the number of individual participants affiliated to it;
- 4.25.4 a certified copy of the *National Association's* constitution;
- 4.25.5 a declaration confirming that the *National Association* satisfies, or in the case of an application for transfer would upon such transfer satisfy, all of the requirements set out at Article 4.18;
- 4.25.6 full details of the development of the game of tennis in the applicant *National Association's Country*; and
- 4.25.7 a sum equivalent to the subscription payable in the year of the application by a *Class C Member* or *Class B Member*, as applicable. If the application is approved, such payment will be applied towards the subscription amount due

from the applicant. If the application is not approved, it will be returned to the applicant.

- 4.26 Applications for new *Membership* or for change of *Membership* class must reach the *ITF* at least four months before the date of an *Annual General Meeting* in order to be included in the agenda for that meeting.
- 4.27 Where there are no competing claims to the *Membership* applied for:
- 4.27.1 The *Board of Directors* may request further relevant information and may appoint a representative to visit the applicant's *Country*. The representative will discuss the implications of the applicant's admission as a *Member* or its change of *Membership* class, advise on all relevant aspects of the game of tennis and the activities of the *ITF*, assess the applicant's satisfaction of the Article 4.18 requirements, and assess the standard of tennis played within the *Country*. The representative will submit a report of their visit to the *Board of Directors*. The *ITF* will bear the costs of the visit for applications for a *Class C Member* only; otherwise the applicant shall pay.
- 4.27.2 When the *Board of Directors* is satisfied that the application satisfies all the applicable requirements, it will submit the application to *Council* for decision.
- 4.28 Competing claims to be the *Member* for a particular *Country* will be resolved as follows:
- 4.28.1 The *Board of Directors* will specify the criteria by which the competing claims are to be assessed.
- 4.28.2 The *Board of Directors* will establish a *Committee* to consider the respective claims of the competing parties, in accordance with a fair and impartial process, and then to make a written recommendation as to which of those parties, in the *Committee's* view, better meets the specified criteria and so should be the *Member* for that *Country*.
- 4.28.3 The *Board of Directors* will submit that recommendation to *Council* for decision.
- 4.28.4 *Council* will consider the competing claims and the *Committee's* recommendation, and will give each party an equal opportunity to be heard before voting on which claim to accept, if any.
- 4.29 The *Board of Directors* may make a recommendation to *Council* on applications for *Membership* or change of *Membership* class. However, *Council* is not bound by that recommendation.
- 4.30 A resolution to admit an applicant as a *Member* requires a *Special Majority* to be passed by *Council*. If the resolution is passed, the applicant will subscribe for and be allotted one Class C or Class B share, or such other number of Class B shares as is specified in the resolution for admission that was passed by *Council*, and will become a *Class C Member* or *Class B Member* as applicable.
- 4.31 Once granted, *Membership* of the *ITF* continues unless and until the *Member National Association* resigns from *Membership* in accordance with Section 4F, or *Council* expels the *Member National Association* in accordance with Section 4H. *Membership* of the *ITF* may be suspended in accordance with Section 4G. During any period of suspension, the *Member National Association* may not exercise any of the rights of a *Member* and will not be subject to any of the obligations of a *Member*, save that it must fulfil any outstanding obligations, including payment obligations, that had accrued prior to the period of suspension commencing.



**4E. Increasing or reducing an allocation of Class B shares**

- 4.32 A *Class B Member* may hold 1, 3, 5, 7, 9 or 12 Class B shares.
- 4.33 The *Class B Members* of the *ITF* as of 1 January 2025 are entitled as of that date to the number of shares set against their respective names at Part One of Appendix B.
- 4.34 Only *Council* may increase or reduce the number of Class B shares held by a *Class B Member*, by passing by *Special Majority* a resolution submitted by the *Class B Member* in accordance with Article 4.35 or by the *Board of Directors* in accordance with Article 4.37 at an *Annual General Meeting*. Any increase or reduction will be limited to the next share category, being 1, 3, 5, 7, 9, or 12.
- 4.35 A *Class B Member* may apply for an increase or reduction in the number of Class B shares it holds as follows:
- 4.35.1 A *Class B Member* with one Class B share may apply at any time for the cancellation of that share and the issue of a Class C share to become a *Class C Member*.
- 4.35.2 A *Class B Member* with one Class B share must hold that share for at least three years before applying for an increase.
- 4.35.3 A *Class B Member* that has been granted an increase in Class B shares at one *Annual General Meeting*:
- 4.35.3.1 may not apply for another increase at the following year's *Annual General Meeting*; and
- 4.35.3.2 may not apply for a reduction in Class B shares to be considered for at least the following three *Annual General Meetings*.
- 4.35.4 A *Class B Member* that has been granted a reduction in Class B shares at one *Annual General Meeting* may not apply for an increase in Class B shares to be considered for at least the following three *Annual General Meetings*, unless it pays the subscriptions for the intervening years at the higher rate.
- 4.36 Applications under Article 4.35 must reach the *ITF* at least four months before the date of an *Annual General Meeting* in order to be included in the agenda for that meeting. The *Board of Directors* will make a recommendation as to whether or not *Council* should pass the resolution, assessed by reference to the factors set out in Bye-law D.
- 4.37 The *Board of Directors* may at any time submit a resolution to *Council* to increase or reduce the number of Class B shares held by a *Class B Member*, assessed by reference to the factors set out in Bye-law D. Prior to submitting any such resolution, the *Board of Directors* must first seek representations from the *Class B Member*.
- 4.38 The *Board of Directors* may appoint a representative to visit the *Country* of a *Class B Member* applying for an increase in shares, to assess the *Member's* fulfilment of the Article 4.18 and 4.19 criteria and the factors in Bye-law D, and to submit a report of the visit to the *Board of Directors*. The *Class B Member* shall pay for this visit.
- 4.39 If *Council* passes a resolution to change the number of shares held by a *Class B Member*, the *Class B Member* will subscribe for and be allotted the new number of Class B shares. If *Council* passes a resolution to take away the sole share of a *Class B Member*, that Class B Share will be duly cancelled and a Class C share will be issued to that *Member*.

**4F. Voluntary termination of membership and forfeiture of shares**

- 4.40 Any *Member National Association* may resign as a *Member* by giving the *ITF* notice in writing. The resignation will take effect on the 31st day of December of the year in which the notice is received by the *ITF*. The resigning *Member* will remain liable for all subscription fees due up to that date and for the following year had they remained a *Member*.

**4G. Suspension of membership or imposition of other sanction(s) by the Board of Directors and Council**

- 4.41 *Council* may suspend the *Membership* of a *Member National Association* with immediate effect by a resolution passed by a *Special Majority* on the basis that:
- 4.41.1 the *Member* has ceased in a material way to meet one or more of the *Membership* requirements set out in Articles 4.18 and 4.19, excluding Article 4.19.2;
  - 4.41.2 the *Member's* independence has been compromised;
  - 4.41.3 the *Member* has by its acts or omissions caused serious prejudice to the sport, the *ITF*, its *Members* or the *International Competitions*, or has brought or risked bringing those into disrepute in a material way;
  - 4.41.4 the *Member's* continued active *Membership* of the *ITF* would or would be likely to cause serious prejudice to the international standing of tennis as a world sport;
  - 4.41.5 the *Member* has failed to pay any amount(s) other than subscriptions that are due and payable to the *ITF*, unless such payment is disputed, in which case the deadline is that specified by the applicable decision-maker or any later deadline specified by the *Board of Directors*; or
  - 4.41.6 the *Member* has failed to pay its subscriptions for two successive years.
- 4.42 Prior to *Council* passing a resolution to suspend a *Member National Association* under Article 4.41.1 to 4.41.5 the *ITF* will conduct an appropriate investigation, including:
- 4.42.1 informing the relevant *Member* of the basis for suspension;
  - 4.42.2 seeking and considering representations from the relevant *Member*;
  - 4.42.3 reviewing relevant evidence;
  - 4.42.4 providing an opportunity to resolve the matter where reasonable, having regard to the seriousness of the matter, its impact on the integrity of the *ITF* and/or tennis in the *Country*, and whether resolution is possible; and
  - 4.42.5 giving the *Member* the right to be heard at the *Council* meeting where the proposed resolution is considered.
- 4.43 Any suspension of a *Member* by *Council* in accordance with Article 4.41 shall be subject to such terms and conditions as *Council* may determine, including terms and conditions that the *Member* must satisfy in order to have its suspension lifted. The terms and conditions may be reviewed and amended by *Council* during the course of a *Member's* suspension.

- 4.44 Any *Member* suspended under Article 4.41 will, unless *Council* decides otherwise in its absolute discretion, be deprived of all its rights as a *Member* except Article 4.12, whether set out in this *Constitution* or otherwise, and including the right for a team representing their *Country* to enter *Official Team Competitions*. Any contractual or other obligations owed between the *Member* and the *ITF* that have accrued prior to suspension shall continue to remain legally valid, binding and in full force and effect.
- 4.45 In addition to or in place of the suspension process at Articles 4.41 to 4.43, the *Board of Directors* may by a *Special Majority* take interim action against a *Member National Association* in accordance with the following process:
- 4.45.1 It may take any action it considers appropriate, including an interim suspension, where it considers that the autonomy of a *Member* is compromised, and urgent action is necessary to uphold the *Olympic Charter* and right of *Members* to act with autonomy and without improper interference from bodies outside the *Olympic Movement*.
- 4.45.2 It may take any action it considers appropriate, excluding any suspension of or restriction of the rights set out in Articles 4.12 and 4.13.1 to 4.13.3, where the *Member* has failed to pay when due any amount owed to the *ITF* other than subscriptions, that failure is material and is not subject to a current dispute, and the *Member* has been given a reasonable opportunity to make the payment (but at a minimum 30 days).
- 4.45.3 The interim action must be ratified by *Council* by a *Special Majority* at the next *General Meeting*, and may be varied. Where the affected *Member* is subject to an interim suspension, they may require the *Board of Directors* to convene an *Extraordinary General Meeting* within ten weeks of such written demand. The affected *Member* shall be entitled to make representations prior to any vote. If *Council* resolves not to ratify the suspension or other action taken by the *Board of Directors*, then the suspension or other action shall be reversed with immediate effect.
- 4.46 Nothing in Section 4G limits or prejudices any other powers that exist under this *Constitution* or the *Rules* to impose sanctions on *Members*.
- 4.47 A suspension may be lifted in accordance with the following process and conditions:
- 4.47.1 A *Member* may apply to have a suspension lifted, despite not being in *Good Standing* and having any other rights to propose resolutions.
- 4.47.2 Unless waived by *Council* by *Special Majority*, it must pay: (a) any subscription fees or fines owed as of the date of suspension and the subscription fee for the year for which the suspension is lifted; and (b) any subscription fees owed to its *Regional Association* up to the date of its suspension, together with its subscription to its *Regional Association* for the year for which the suspension is lifted. It may also pay the current year's subscription, which will entitle it to all the benefits of *Membership* remaining for the current year, subject to Article 4.47.4. The lifting of the suspension will only take effect once payment has been made.
- 4.47.3 The *Board of Directors* has the power to lift a suspension imposed under Article 4.41.5 or 4.41.6, or under Article 4.45.1 that has not been ratified. *Council* has the power to lift any other suspension, which must be passed by a *Special Majority*.

4.47.4 The *Member* is permitted to enter *Official Team Competitions* for the year for which the suspension is lifted. A *Member* that pays for the current year's subscription may only enter *Official Team Competitions* for the current year subject to the *Rules* and to the feasibility of accepting a late entry within the competition format and schedule.

#### **4H. Expulsion from membership or imposition of other sanction(s) by Council**

4.48 A resolution proposing expulsion must be put forward by a *Class B Member* or the *Board of Directors*.

4.49 *Council* may expel a *Member National Association* by resolution passed by a *Super Majority* where:

4.49.1 the *Member* has failed to pay its subscriptions for two successive years;

4.49.2 the *Member* has failed to pay any amount(s) other than subscriptions that are due and payable to the *ITF*, unless such payment is disputed in which case the deadline is that specified by the applicable decision-maker or any later deadline specified by the *Board of Directors*;

4.49.3 the *Member* has committed a serious breach of, or repeatedly or persistently breached, one or more of its obligations under the *Constitution* or the *Rules*;

4.49.4 the *Member* has by its acts or omissions caused serious prejudice to the sport, the *ITF*, its *Members* or the *International Competitions*, or has brought or risked bringing those into disrepute in a material way;

4.49.5 its continued *Membership* of the *ITF* would or would be likely to cause serious prejudice to the international standing of tennis as a world sport; or

4.49.6 the *Member* has been suspended under Article 4.41, and the matters giving rise to the suspension have not been addressed to the satisfaction of *Council* within a reasonable time which shall be at least one year.

4.50 Prior to *Council* passing a resolution to expel a *Member National Association*, the *Board of Directors* will:

4.50.1 conduct an appropriate investigation and review the relevant evidence;

4.50.2 notify the *Member* in writing of the proposal that *Council* resolves to expel the *Member*, giving the reasons for such proposal;

4.50.3 give the *Member* at least 30 days to respond to the proposal; and

4.50.4 give the *Member* the right to be heard at the *Council* meeting where the proposed resolution is considered.

4.51 Where it sees fit, rather than expel a *Member National Association*, *Council* may by a *Special Majority* decide to impose other sanctions on the *Member* short of expulsion.

4.52 Nothing in Section 4H limits or prejudices any other powers that exist under this *Constitution* or the *Rules* to impose sanctions on *Members*.

#### **4I. Consequences of termination of membership**

4.53 Where *Membership* of the *ITF* is terminated by resignation or expulsion:

- 4.53.1 The shares held by the *Member* will be deemed to have been forfeited and will accordingly be cancelled by the *Board of Directors*. The *Register* will be amended accordingly.
- 4.53.2 The former *Member*:
  - 4.53.2.1 may not hold itself out as a *Member* of the *ITF*;
  - 4.53.2.2 forfeits all *Membership* rights from the date of termination, and has no rights in or claims upon the *ITF* and its property that would otherwise arise if its *Membership* had continued; and
  - 4.53.2.3 may not use any *ITF* property, including its intellectual property.
- 4.53.3 No person who holds or continues to hold any office in the former *Member*:
  - 4.53.3.1 may become or remain an *ITF Officeholder*; or
  - 4.53.3.2 may exercise any other rights, entitlements or privileges that they would have been entitled to exercise if the former *Member* were still a *Member*, including representation, entry, participation or involvement in any capacity in any competition, activity, event, function or meeting of the *ITF*, including meetings of *Council* and of the *Board of Directors*.
- 4.53.4 A person who continues to hold *Membership* of or affiliation to the former *Member* may enter and compete in *ITF* competitions unless prohibited by the *Rules*.

## **5. REGIONAL ASSOCIATIONS**

- 5.1 The *Regional Associations* affiliated to the *ITF* as of 1 January 2025 are listed at Appendix D.
- 5.2 *Council* may by *Special Majority* resolve to grant an application for affiliation to the *ITF* as a *Regional Association*. An application for affiliation will not be accepted where the applicant's geographic region includes one or more *Countries* already included in an affiliated *Regional Association*.
- 5.3 An application for affiliation to the *ITF* as a *Regional Association* must be made in writing to the *Board of Directors*, and must include:
  - 5.3.1 the name of the applicant and the addresses of its registered office and of its principal place of business;
  - 5.3.2 evidence that the applicant has been in existence for at least three full years prior to the date of the application, and a description of its activities since it was created, including a list of tournaments and other events that the applicant organises on a regular basis;
  - 5.3.3 a certified copy of the applicant's constitution, which must:
    - 5.3.3.1 not be in conflict with this *Constitution*;
    - 5.3.3.2 allow applications for *Membership* only from any national tennis association that represents a *Country* within its geographic region,

and that is not within the geographic region of any other affiliated *Regional Association*; and

- 5.3.3.3 be compliant with the *Olympic Charter* and the *World Anti-Doping Code*;
  - 5.3.4 the names of the applicant's directors and officers;
  - 5.3.5 the names and addresses of the applicant's *Members*, and details of the *Membership* fees payable by such *Members*; and
  - 5.3.6 a list of the applicant's international affiliations, if any.
- 5.4 A *Regional Association* must obtain approval from the *Board of Directors* for any amendment to its *Membership* fees. A *Regional Association* may make changes to its constitution without approval from the *ITF*. However, if the *ITF* considers that there is a conflict between any proposed or approved change to a *Regional Association's* constitution and this *Constitution*, the *ITF* may not recognise those changes, any acts taken by the *Regional Association* pursuant to those changes, or the consequences of any such changes or acts.
- 5.5 Each *Regional Association* has the right:
- 5.5.1 to send up to two delegates to a *General Meeting*;
  - 5.5.2 to propose resolutions to *Council*;
  - 5.5.3 to apply for funds that the *ITF* makes available to *Regional Associations*; and
  - 5.5.4 to receive support and guidance from the *ITF* regarding development plans in its region, pursuant to the *ITF's* development strategy from time to time.
- 5.6 A *Regional Association* has the following functions and duties:
- 5.6.1 to provide a link between its *Member National Associations* and the *ITF*;
  - 5.6.2 to represent its *Members* in their dealings with the *ITF*, if asked to intervene on their behalf;
  - 5.6.3 to uphold and work within this *Constitution* and the *Rules*;
  - 5.6.4 to promote and stimulate competition and sportsmanship among its *Members*;
  - 5.6.5 to establish, sanction and organise calendars of events at all levels within its region;
  - 5.6.6 to recommend events to the *ITF* for inclusion in international tours extending beyond the region;
  - 5.6.7 to promote, establish, and coordinate development and educational programmes for tennis within its region; and
  - 5.6.8 to execute any other functions delegated to it by the *ITF*.
- 5.7 A *Regional Association* must:
- 5.7.1 be a legal entity, whether for-profit or not-for-profit, that is properly constituted in accordance with the law applicable to the *Country* in which it is registered;



- 5.7.2 elect or appoint its officeholders in a manner that is fair and transparent;
  - 5.7.3 invite the *ITF* to attend its general meetings as observers with a right to speak;
  - 5.7.4 represent tennis satisfactorily in its region, as further described in Bye-law G;
  - 5.7.5 apply any funds provided by the *ITF* in the manner required by the *ITF*;
  - 5.7.6 pay any monies owing to the *ITF* when due and payable, unless such payment is disputed in which case the deadline is that specified by the applicable decision-maker or any later deadline specified by the *Board of Directors*;
  - 5.7.7 provide on request independently-audited accounts;
  - 5.7.8 not be declared insolvent by the applicable authority in the *Country* in which it is registered;
  - 5.7.9 conduct its affairs without improper discrimination, including on the grounds set out in the *Olympic Charter*;
  - 5.7.10 accept as final the ruling of the *ITF* in any matter related to the *Constitution* or *Rules*;
  - 5.7.11 recognise and enforce:
    - 5.7.11.1 all decisions validly made in accordance with the *Constitution* and/or the *Rules*; and
    - 5.7.11.2 periods of ineligibility of players and other participants and other disciplinary sanctions validly imposed under the *Constitution* or the *Rules*, or otherwise recognised and accepted by *ITF*;
  - 5.7.12 in relation to suspension or expulsion of the *ITF's Members* from the *Regional Association's Membership*, it shall:
    - 5.7.12.1 implement criteria and a process for suspension and expulsion of *Members* that are consistent with this *Constitution*;
    - 5.7.12.2 on request by the *ITF*, suspend or expel from *Membership* any *Class B* or *Class C Member* which the *ITF* has suspended or expelled from *ITF Membership*; and
    - 5.7.12.3 allow the *ITF* the opportunity to comment on a proposed suspension or expulsion of a *Member* from the *Regional Association*; and
  - 5.7.13 resolve any disputes with the *ITF* and/or any *Member(s)* or other *Regional Associations* in accordance with the dispute resolution provisions of Articles 29 and 30 of this *Constitution* or of the *Rules*, not take any legal or other action inconsistent with that obligation, and respect, abide by, recognise and enforce the outcome of the prescribed dispute resolution process.
- 5.8 A *Regional Association* may only accept for *Membership* any *Class B Member* or *Class C Member* that is within its geographical region. A *Regional Association* may admit as a *Member* a *National Association* that is not a *Member* of the *ITF*, however that *National Association* must cease its *Membership* if it is not accepted as a *Class C Member* within three years of its admission as a *Member* of the *Regional Association*.

- 5.9 Any *Regional Association* shall have until 31 December 2027 in which to ensure full compliance with Article 5.7. Any non-compliance with Article 5.7 during that three-year transition period shall not be considered a breach of the *Constitution*, provided that:
- 5.9.1 the non-compliance would not have been a breach of the *Constitution* in effect prior to 1 January 2025; and
- 5.9.2 the *Regional Association* demonstrates: (a) that it would be unreasonable to require its compliance, having regard to all relevant factors, including its governing documents, the spirit of the obligation, and the willingness of the *Regional Association* to comply to the extent possible; and (b) that it is working towards full compliance by 31 December 2027.
- 5.10 Neither a *Regional Association* nor the *ITF*, nor any of their officials, has authority of any kind to act as an agent or representative of, or otherwise to enter into any contract or commitment on behalf of, the other, except as specifically authorised in writing by the other.
- 5.11 A *Regional Association* may withdraw from affiliation to the *ITF* by giving three months' notice of such withdrawal.
- 5.12 The *ITF* and the *Regional Association* shall discuss *ITF* strategy and priority projects, the *Regional Association's* exercise of its functions and obligations, and how each can support the other in the best interests of tennis in the region and internationally.
- 5.13 A *Regional Association* may only have its affiliation withdrawn in limited and compelling circumstances, and after the *ITF* and the *Regional Association* have worked together to resolve the issue unless exceptional circumstances warrant immediate action. Withdrawal of affiliation must be decided by *Council* by *Special Majority*.

## 6. **RECOGNISED ORGANISATIONS**

- 6.1 Organisations that are not for profit and are concerned with the benefit, development, interest, and promotion of tennis may apply to the *ITF* for the status of a *Recognised Organisation*.
- 6.2 Applications to become a *Recognised Organisation* must contain the name of the organisation, its constitution, a description of its past activities, and the names of its officeholders. A *Special Majority* is required for that application to be granted by *Council*.
- 6.3 Upon *Council's* grant of its application, the applicant must pay the subscription fee set annually by the *Board of Directors* for *Recognised Organisations*. Subsequent subscriptions will be due on the first day of January each year.
- 6.4 *Recognised Organisations*:
- 6.4.1 have the freedom to operate in accordance with their constitutions, save that they must not act in any manner that is inconsistent with the *Constitution* and *Rules* of the *ITF*;
- 6.4.2 may attend but not speak or vote at *General Meetings*;
- 6.4.3 shall enter into a memorandum of understanding with the *ITF* that sets out the principles that will govern the relationship, including where relevant matters such as access to *ITF* resources and programmes, and consultation on relevant *ITF* activities. The *Board of Directors* may make entering into such memorandum of



understanding a pre-condition to the *Council's* consideration of its application;  
and

6.4.4 must accept as final the decisions of *Council* and the *Board of Directors* in any matter.

6.5 Any *Recognised Organisation* may resign by notice in writing to the *Company* delivered on or before the 31st day of December in any year. No part of the subscription due for that year will be refundable.

6.6 *Council* may resolve to withdraw the status of *Recognised Organisation* from any body previously granted such status. A *Special Majority* is required to pass such a resolution.

## 7. HONORARY POSITIONS

7.1 The *Board of Directors* may propose that *Council* resolve to appoint:

7.1.1 persons who have rendered long and distinguished service as *President* to the position of *Honorary Life President* of the *ITF*;

7.1.2 persons who have held the office of *President* and who have rendered long and distinguished service to the *ITF*, and persons who have rendered long and distinguished service as *Vice-President*, as *Honorary Life Vice-Presidents* of the *ITF*; and

7.1.3 persons who have rendered long and distinguished service to the *ITF* as *Honorary Life Counsellors* of the *ITF*.

7.2 The vote by *Council* on any such resolution will be conducted by secret ballot. A *Super Majority* is required to pass that resolution.

7.3 *Honorary Life Presidents*, *Honorary Life Vice-Presidents* and *Honorary Life Counsellors* may attend and speak at all *General Meetings* but may not vote.

7.4 *Council* may withdraw any appointment made under this Article 7, by a resolution passed by a *Super Majority* following a vote conducted by secret ballot.

## **PART 3: COUNCIL**

### **8. COMPOSITION AND POWERS OF COUNCIL**

8.1 *Council* is composed of the duly-appointed delegates of the *Class B Members* and the *Class C Members*, assembled together in a *General Meeting*.

8.2 *Council* holds ultimate and supreme authority in relation to the affairs of the *ITF*. It has the right to exercise all of the powers given to the *ITF* in this *Constitution* to further the objects and purposes of the *ITF*, including the power to:

8.2.1 amend this *Constitution*, in accordance with Article 36;

8.2.2 admit, suspend, expel, and otherwise sanction *Members* in accordance with Article 4;

8.2.3 establish further categories of *Membership* beyond those set out in this *Constitution*;

- 8.2.4 maintain, including deciding on resolutions to amend, the *Rules of Tennis*:
    - 8.2.4.1 The official and decisive text of the *Rules of Tennis* will be for ever in the English language.
    - 8.2.4.2 The *Rules of Tennis* may only be altered by a duly notified resolution of *Council* passed by a *Special Majority* at a *General Meeting*. The alteration will take effect from the following 1 January, unless the resolution states otherwise.
    - 8.2.4.3 The *Board of Directors* may settle any urgent questions of interpretation of the *Rules of Tennis* that arise between *General Meetings*, subject to confirmation by *Council* at the next *General Meeting*.
  - 8.2.5 subject to Article 22.4 which relates to regulations for *International Competitions*, decide on resolutions proposed by *Members* to amend or annul any *Rules* except the *Tennis Anti-Corruption Program* and *Tennis Anti-Doping Programme*, which may not have retroactive effect;
  - 8.2.6 decide on other resolutions proposed in accordance with this *Constitution* and the *Rules*;
  - 8.2.7 elect the *President* and other *Members* of the *Board of Directors*;
  - 8.2.8 appoint the independent chair of the *Ethics Commission*, upon nomination by the *Board of Directors*;
  - 8.2.9 appoint the *Auditors*;
  - 8.2.10 receive reports on the *ITF* budget and also annual reports from:
    - 8.2.10.1 the *Board of Directors*, which will include: a statement of the *ITF*'s income and expenditure for the most recent financial year as well as a balance sheet summarising the *ITF*'s assets and liabilities, and the report thereon of the *Auditors*; progress towards achievement of strategic objectives; a record of attendance of *Directors* at meetings of the *Board of Directors* held since the previous *General Meeting* and a list of any retiring *Directors*;
    - 8.2.10.2 the *Ethics Commission*; and
    - 8.2.10.3 the *International Tennis Integrity Agency*;
  - 8.2.11 decide on resolutions proposed by the *Board of Directors* or by *Members* to raise funds from the *Members*;
  - 8.2.12 merge the *ITF* with another body by resolution passed by *Super Majority*; or
  - 8.2.13 dissolve the *ITF* in accordance with Article 37.
- 8.3 *Council* may delegate to the *Board of Directors* any of its powers under Articles 8.2.2 and 8.2.3 and any other powers not specifically enumerated in Article 8.2. Alternatively, *Council* may refer matters to the *Board of Directors* for consideration and advice.

**9. GENERAL MEETINGS OF COUNCIL**

**9A. Annual General Meetings**

9.1 A *General Meeting* of Council will be held each year at a place and time appointed by the *Board of Directors* which may be held in person, or partly or wholly by means of electronic facility or facilities, as may be determined by the *Board of Directors* (the '**Annual General Meeting**'). The *Country* in which the *General Meeting* is held must permit entry to persons holding citizenship of all countries for which there is a *Member*.

9.2 The business of an *Annual General Meeting* will be:

9.2.1 to approve the minutes of the previous *General Meeting*;

9.2.2 to receive the reports referred to at Article 8.2.10;

9.2.3 to consider and deal with any resolutions of which due notice has been given in accordance with Article 9.12, including:

9.2.3.1 applications for *Membership*;

9.2.3.2 applications to increase or reduce the number of Class B shares held by a particular *Class B Member*;

9.2.3.3 applications for affiliation as a *Regional Association*;

9.2.3.4 applications for the sanctioning of *Official Tennis Championships*;

9.2.3.5 resolutions to amend the *Rules of Tennis*, the *Constitution*, and/or the *Rules*;

9.2.3.6 nominations for *ITF* awards for services to the game of tennis;

9.2.3.7 resolutions to suspend or expel any *Member* under this *Constitution*; and

9.2.3.8 resolutions to consider and confirm, ratify, revise or remove, any sanctions imposed upon any *Member* under this *Constitution* or the *Rules*.

9.2.4 to hold any elections required in accordance with Article 12;

9.2.5 to appoint the *Auditors*;

9.2.6 to consider nominations for appointment as Honorary Life Presidents, Honorary Life Vice-Presidents, and Honorary Life Counsellors; and

9.2.7 to transact any other business relating to the affairs of the *ITF* of which due notice has been given subject to Section 9D.

**9B. Extraordinary General Meetings**

9.3 An extraordinary *General Meeting* of Council (an '**Extraordinary General Meeting**' or '**EGM**')

9.3.1 may be convened at any time by the *Board of Directors*; and

- 9.3.2 must be convened by the *Board of Directors* within ten weeks of receipt of a written demand that:
- 9.3.2.1 is sent by any grouping of *Class B Members* who between them hold at least one-third of the aggregate votes capable of being cast at a *General Meeting*, and specifies the business for which the *EGM* is to be convened and provides the text of the proposed resolution(s); or
  - 9.3.2.2 is sent by a *Member* that is subject to an interim suspension, as further set out in Article 4.45.3.
- 9.4 An *EGM* may be held in person, or partly or wholly by means of electronic facility or facilities, as may be determined by the *Board of Directors*.
- 9.5 The only business that may be transacted at the *EGM* is: (a) confirmation of the minutes of the preceding *General Meeting*; and (b) the business specified in the notice of the meeting, which will be as specified by the *Board of Directors* when they resolved to call the meeting, or as specified in the written demand sent pursuant to Article 9.3.2. In the case of an *EGM* called by a demand of *Class B Members*, the *Board of Directors* will have the right to respond to the business specified, either in writing to the *Members* in advance and/or orally at the *EGM*.

#### **9C. Notice of General Meetings**

- 9.6 Written notice of every *General Meeting*, stating the date, time and place will be sent to each *Class B Member* and each *Class C Member* at least two months before an *Annual General Meeting* and at least six weeks before an *EGM*. The *ITF* may give such notice by one or more means permitted by Article 33. However, the inadvertent failure to give that notice, or the fact that a *Member* has not received the notice, will not invalidate the proceedings of the *General Meeting* unless holding the *General Meeting* at the date, time and place specified would have a material adverse effect on the conduct of the meeting or at least 5% of all *Class B Members*.
- 9.7 The agenda for each *General Meeting* will be prepared by the *Board of Directors* or at its direction by the *ITF Staff*, and will be distributed to *Members* at least 30 days before the date fixed for the meeting. However, neither the failure to give at least that notice, nor its non-receipt, will invalidate the proceedings of the *General Meeting* so long as the *General Meeting* is capable of taking place at the date, time and place specified without material adverse effect on the conduct of the meeting or at least 5% of all *Class B Members*.
- 9.8 The notice shall specify whether the meeting is an *Annual General Meeting* or an *Extraordinary General Meeting*.
- 9.9 If, pursuant to Article 9.1, 9.4 or 9.16, the *Board of Directors* determines that a *General Meeting* shall be held fully or partly by means of electronic facility or facilities, the notice shall specify the means of attendance and participation.

#### **9D. Notice of resolutions**

- 9.10 Resolutions may only be put to *Council* at a *General Meeting* by the *Board of Directors*, a *Member*, or a *Regional Association*; save that a *Member* whose subscription is in arrears may only bring forward a resolution for a reduction in the number of its *Class B* shares or

for the cancellation of that share and the issue of a Class C share to become a *Class C Member*.

- 9.11 Any *Member* or *Regional Association* that wishes to put a resolution to *Council* at an *Annual General Meeting* must send the text of the proposed resolution to the *Board of Directors* so that it is received at least four months before the date fixed for the meeting, unless less than four months' notice is given of the *Annual General Meeting*, and the text is received by the date specified by the *Board of Directors*.
- 9.12 The *Board of Directors* must give *Members* written notice of all resolutions intended to be brought forward for consideration at a *General Meeting* at least 30 days before the date fixed for the meeting.
- 9.13 A resolution that has not been put forward for an *Annual General Meeting* in accordance with Article 9.11 or 9.12 may be considered at that *Annual General Meeting* if *Council* resolves by a *Super Majority* to permit such consideration.

#### **9E. Attendees at General Meetings**

- 9.14 Each *Class B Member* and each *Class C Member* may send up to two delegates to represent it at a *General Meeting*. A *Class B Member* holding 12 Class B shares may send a third delegate.
- 9.14.1 Each *Member* must notify the *ITF* in writing of its delegate(s) at least 28 days before the *General Meeting* in the form and with such supporting evidence as the *ITF* requires, and which shall be its voting delegate. The voting delegate will have sole and exclusive authority to cast the vote(s) of that *Member* at the *General Meeting*. A *Member* may apply to the *ITF* to substitute its delegate(s) with another person or to make a late registration, which will be approved where good cause is shown.
- 9.14.2 Each delegate must be: (a) a current office-bearer or on the executive staff of the *Member*; and (b) either a national or a permanent resident of the *Country* represented by the *Member* for which they are a delegate. A *Member* may apply to the *ITF* to waive either of the stated requirements in extenuating circumstances, and in the case of *Class B Members* the application will be subject to confirmation from the *Member* that the delegate has been or will be provided with written voting instructions.
- 9.14.3 In the event that a *Member* nominates more than two delegates, they must not all be of the same gender.
- 9.14.4 A person may not be a delegate for more than one *Member* at the meeting. No *Director* or *Member* of the *ITF Staff* may be a delegate of a *Member*.
- 9.15 Other attendees:
- 9.15.1 *Directors* may attend and speak at *General Meetings* but may not vote.
- 9.15.2 The *Board of Directors* and/or the *President* may invite *ITF Staff* and other persons to attend a *General Meeting*. They may only speak if the *Chair* so permits, and they may not vote.
- 9.15.3 A *Parliamentarian* may be appointed by the *Board of Directors*. The *Parliamentarian* will be an individual with experience in corporate affairs and will assist the *Chair* on points of procedure which may require them to speak, but they may not vote.

- 9.15.4 A *Member* that is hosting the *General Meeting* may send up to three representatives to the meeting in addition to its rights in Article 9.14, who shall be observers, without power to speak or vote.
- 9.15.5 A *Regional Association* may send up to two persons to represent it at a *General Meeting*, being its president and/or any other persons designated by it in writing to the *ITF* at least 28 days before the meeting. Those representatives may speak but may not vote at the meeting.
- 9.15.6 A *Recognised Organisation* may send one person to represent it at a *General Meeting*, being its president or any other person designated by it in writing to the *ITF* at least 28 days before the meeting. That representative will be an observer, without power to speak or vote.
- 9.15.7 *Class A Members* may send delegates to represent it at a *General Meeting*, being any persons designated by it in writing to the *ITF* at least 28 days before the meeting. Those representatives may speak but may not vote at the meeting.

#### **9F. Conduct of General Meetings**

- 9.16 The *Board of Directors* may resolve that an electronic facility may be used by attendees at a *General Meeting*. The *Members* and delegates present by means of an electronic facility shall be counted in the quorum for, and be entitled to participate in, the *General Meeting*. That meeting shall be duly constituted and its proceedings valid if the *Chair* is satisfied that adequate facilities are available throughout the meeting to ensure that *Members* and delegates attending the meeting by all means are able to:
- 9.16.1 participate in the business for which the meeting has been convened, by speaking and voting;
- 9.16.2 hear all persons who speak at the meeting; and
- 9.16.3 be heard by all other persons attending and participating in the meeting.
- 9.17 No business of a *General Meeting* shall be transacted unless and until there are in attendance at the *General Meeting* a quorum, which shall constitute delegates representing: (a) one half of all *Class B Members*; or (b) any number of *Class B Members* holding, between them, at least half of the allotted *Class B* shares. Once there is such a quorum in attendance, the business of the *General Meeting* may begin, and continue to its conclusion even if departures mean that there is no longer such a quorum in attendance.

#### **9G. Postponement or adjournment of General Meetings**

- 9.18 If a quorum is not present at an *Annual General Meeting* within fifteen minutes (or longer at the *Chair's* discretion) from the scheduled start time, it shall be adjourned for one hour. If a quorum is not reached at the adjourned meeting, it shall be adjourned to another day at least ten clear days after the original date, and at such time and place as the *Chair* (or, in default, the *Board of Directors*) may determine (including partly or wholly by means of electronic facility). If at the adjourned meeting the persons attending within half an hour of the time at which the meeting was due to start do not constitute a quorum, the *Member* delegates present shall constitute a quorum.
- 9.19 If a quorum is not present at an *Extraordinary General Meeting* within fifteen minutes (or longer at the *Chair's* discretion) from the scheduled start time, it shall be dissolved.



- 9.20 If the *Board of Directors* consider that as a result of extraordinary circumstances a *General Meeting* is unable to be held as stated in the notice calling the meeting, it may postpone and/or move that meeting. The *Board of Directors* shall take reasonable steps to ensure that notice of the date, time and place of the rearranged meeting is given to *Members*. Notice of the business to be transacted at such rearranged meeting shall not be required. The *Board of Directors* may also postpone or move the rearranged meeting, or do both, under this Article 9.20.

#### **9H. Voting at General Meetings**

- 9.21 All voting and other business at *General Meetings* will be conducted in accordance with the *Rules of Council*, which provide for: the constructive and fair exchange of ideas and dialogue on items of business; the proper transaction of business in accordance with the wishes of the *Council* including facilitating amendments; the efficient and orderly conduct of the meeting; and the integrity of voting.
- 9.22 Only *Class B Members* in *Good Standing*, who are not in arrears and whose voting delegates are in attendance at the *General Meeting* at the time of the vote are entitled to vote. Voting by proxy or by letter is not permitted.
- 9.23 Unless specified otherwise in this *Constitution* (as summarised in Appendix C), a resolution will be deemed passed by *Council* if it receives a *Bare Majority* of votes in favour. When calculating the number of votes required to obtain a majority or unanimity, neither abstentions nor spoiled ballot papers will be taken into consideration.
- 9.23.1 Where a *Bare Majority* is required, in the event of a tie in the votes cast, it will be put to a second vote. If the second vote also results in a tie in the votes cast, the resolution will not be passed.
- 9.23.2 A resolution brought forward by a *Member* or a *Regional Association* that would, if passed, have the effect of reversing a decision taken at the immediately preceding *General Meeting* may not be considered unless *Council* resolves by a *Super Majority* to permit such consideration.
- 9.24 Resolutions shall take effect as follows:
- 9.24.1 Resolutions to admit a *National Association* as a *Class C Member* or as a *Class B Member*, and resolutions to increase or reduce the number of Class B shares allocated to a particular *Class B Member*, will come into effect on the 1st day of January following the meeting.
- 9.24.2 Save where this *Constitution* or the *Rules* provide otherwise, any other resolutions passed by *Council* will become effective immediately, unless the resolution specifies a later effective date.
- 9.25 The *ITF* will publish on its website the minutes of a *General Meeting* or a summary, and the reports referenced at Article 8.2.10.1 and 8.2.10.2.

#### **9I. Arrangements for General Meetings**

- 9.26 The *Board of Directors* may in its discretion issue any protocols and procedures, and make arrangements, for any *General Meeting* that it considers appropriate in the circumstances to maintain the proper and orderly conduct of the meeting, the security of the meeting, and to facilitate satellite meeting places and overflow meeting rooms.
- 9.27 The *Chair* shall take such action or give directions as they think fit to maintain the proper and orderly conduct of the business of the meeting as arranged, and to ensure the security

of the meeting and the safety of the people attending the meeting. The *Chair's* decision on matters of procedure or arising incidentally from the business of the *General Meeting* shall be final, as shall be their determination as to whether any matter is of such a nature.

#### **PART 4: THE BOARD OF DIRECTORS**

##### **10. THE POWERS AND DUTIES OF THE BOARD OF DIRECTORS**

- 10.1 Between meetings of *Council*, the *Board of Directors* will be responsible for managing the affairs of the *ITF*.
- 10.2 In addition to the powers and authorities conferred upon them by the *Act*, and subject always to the provisions of the *Act* and of this *Constitution*, the *Board of Directors* has all of the powers that are necessary or useful to carry on the work of the *ITF* and the day-to-day management of its affairs, including any powers delegated to it by *Council* in accordance with Article 8.3, including the power, and the responsibility, to:
- 10.2.1 implement the decisions of *Council*, including exercising all of the powers and do all of the acts that *Council* expressly directs or requires to be exercised or done;
  - 10.2.2 determine the host, venue and date of the next *General Meeting*;
  - 10.2.3 adopt, maintain, amend and/or withdraw the *Bye-laws* and/or the *Rules* (save for the *Rules of Tennis* which only *Council* may adopt, maintain, amend, and withdraw, in accordance with Article 8.2.4), to come into effect on the date specified by the *Board of Directors* and to continue in effect unless and until: (a) the *Board of Directors* rescinds them; or (b) *Council* passes a motion proposed by an *Member* in accordance with Article 8.2.5 to amend or annul them;
  - 10.2.4 set the strategy and policies of the *ITF* to achieve its objects and purposes, including adopting an annual plan for the *ITF*;
  - 10.2.5 administer the finances, assets and liabilities of the *ITF* prudently for any of the purposes of the *ITF* and for carrying on the business or transaction which the *ITF* is authorised to carry on under the *Act*, including investing the *ITF's* funds;
  - 10.2.6 propose resolutions and make recommendations to *Council*;
  - 10.2.7 manage or supervise *International Competitions*, including determining applications for sanction of competitions; and
  - 10.2.8 decide all matters not reserved to another body by this *Constitution* or by a mandatory provision of Bahamian law.
- 10.3 The objects of the *ITF* are deemed to include the duties and powers set out in Article 10.2 as an additional object, to the extent necessary to authorise the exercise of any such duty or power. However, no additional object will be included that conflicts with or detracts from the objects set out in the *Memorandum*.
- 10.4 The *Board of Directors* may delegate any of its powers and duties to the *President*, to a *Member* of the *ITF Staff*, and/or to *Committees* duly appointed by it.



## 11. COMPOSITION OF THE *BOARD OF DIRECTORS*

- 11.1 The *Board of Directors* will consist of the *President* elected in accordance with Article 12.7, fourteen other persons elected in accordance with Article 12.8, and two player representatives appointed by the elected *Members* of the *Board of Directors* in accordance with Article 12.9.
- 11.1.1 The *President* and the other elected *Members* of the *Board of Directors* will be elected for a term of four consecutive years, unless earlier removed in accordance with these *Articles*. That term starts at the conclusion of the *Annual General Meeting* at which they are elected and ends at the conclusion of the election at the fourth subsequent *Annual General Meeting*.
- 11.1.2 Player representative *Members* of the *Board of Directors* will be appointed for a term that starts at the conclusion of the meeting of the *Board of Directors* at which they are appointed and ends when a new *Board of Directors* is elected, unless earlier removed in accordance with these *Articles*.
- 11.1.3 If the election or appointment of new *Members* of the *Board of Directors* is delayed beyond the end of the terms specified above, the incumbent *Members* will remain in post until the new election or appointments can be made.
- 11.2 To be eligible for nomination, election or appointment as a *Member* of the *Board of Directors*, a person must:
- 11.2.1 be a national of a *Country* (including a newly-formed independent *Country* resulting from the division of a former *Country*) which has played in the Davis Cup Competition at least ten times and played in the Billie Jean King Cup Competition (or its predecessor) at least:
- 11.2.1.1 six (6) times for the elections in 2027; and
- 11.2.1.2 ten (10) times for the elections in 2031 and beyond;
- 11.2.2 be a national of the *Country* of the *Class B Member* that has nominated them (except for the office of the *President* or player representative);
- 11.2.3 be twenty-one (21) years old or older;
- 11.2.4 be determined, in accordance with Article 18, to be *Eligible*; and
- 11.2.5 not have previously served as a *Director* (including prior to the effective date of this *Constitution*) such that their further election or appointment would put them in breach of any of the following term limits:
- 11.2.5.1 The maximum period of service as *President* is twelve years, discounting any part term served on first becoming *President*. *Membership* of the *Board of Directors* other than as *President* is not counted for these purposes.
- 11.2.5.2 The maximum period of service as a *Director* is twelve years, discounting any part terms served. *Membership* of the *Board of Directors* as *President* is not counted for these purposes, and nor is *Membership* in any capacity prior to September 2015.
- 11.2.5.3 The maximum total period of service is twenty years as a *Member* of the *Board of Directors*, either as a *Director* or the *President*, in

each case as calculated in accordance with Articles 11.2.5.1 and 11.2.5.2.

- 11.3 A person is elected or appointed as a *Member* of the *Board of Directors* in a personal capacity. They must act independently, in accordance with the *ITF Code of Ethics*, and they will not be accountable to any *Member* from which they are drawn or any *Regional Association* in respect of anything they do or fail to do as a *Director*.
- 11.4 All decisions of the *Board of Directors*, or of a sub-committee of the *Board of Directors*, and all acts by any person acting as a *Director*, will be as valid as though every such person had been duly elected or appointed and was qualified to be a *Director*, even if it is subsequently discovered that there was some defect in their eligibility and/or their election or appointment.

## 12. ELECTION OR APPOINTMENT TO THE *BOARD OF DIRECTORS*

### 12A. Nomination for election

- 12.1 *Class B Members* may nominate candidates for election to the *Board of Directors* if:
- 12.1.1 they are in *Good Standing*;
  - 12.1.2 they are not in arrears; and
  - 12.1.3 they represent (a) a *Country* that has played in, or (b) a newly formed independent *Country* resulting from the division of a former *Country* that played in:
    - 12.1.3.1 the Davis Cup Competition at least ten (10) times; and
    - 12.1.3.2 the Billie Jean King Cup Competition (or its predecessor) at least six (6) times for the elections in 2027 and ten (10) times for the elections in 2031 and beyond.
- 12.2 Only the following persons may nominate a candidate for election as *President*:
- 12.2.1 *Class B Members* in *Good Standing* who represent (a) a *Country* that has played in, or (b) a newly formed independent *Country* resulting from the division of a former *Country* that played in:
    - 12.2.1.1 the Davis Cup at least ten (10) times; and
    - 12.2.1.2 the Billie Jean King Cup (or its predecessor) at least six (6) times for the elections in 2027 and ten (10) times for the elections in 2031 and beyond; or
  - 12.2.2 The *Board of Directors*.
- 12.3 Each nomination of a candidate for election to the *Board of Directors* must:
- 12.3.1 be in writing, in the form designated by the *Election and Eligibility Panel*;
  - 12.3.2 if made by a *Class B Member*, be duly authorised by the president, general secretary, or other legally-appointed representative of such *Member*, excluding the candidate; and

- 12.3.3 be sent to the *Company Secretary* so as to be received at least five months before the *Annual General Meeting* at which the election is to take place. Late nominations shall not be accepted in any case.
- 12.4 At any time prior to the commencement of the voting process, a *Class B Member* may withdraw a candidate it has nominated.
- 12.5 The *Election and Eligibility Panel* will publish the candidate list once it has completed its vetting process.
- 12.6 In the event that there are for any reason fewer than fourteen candidates following completion of the vetting process, each candidate identified in the candidate list will be declared elected by acclamation. Any number of consequent vacancies may be filled in accordance with Articles 12.12 and 12.13.

## **12B. Election process**

- 12.7 *Council* will elect the *President* as follows:
- 12.7.1 If there is only one candidate, they will be declared elected by acclamation.
- 12.7.2 If there is more than one candidate, a secret ballot will be conducted.
- 12.7.2.1 If one candidate receives a *Bare Majority*, they will be declared elected.
- 12.7.2.2 If no candidate receives a *Bare Majority* in the first ballot, a second ballot will be held. The second ballot will include the two candidates who received the highest number of votes in the first ballot, plus a third candidate if they received twenty-five percent (25%) or more of the valid votes cast by those present and entitled to vote in the first ballot. A candidate who receives a *Bare Majority* on the second ballot will be declared elected.
- 12.7.2.3 If the second ballot is not decisive, a third ballot will be held. The third ballot will include only the two candidates who received the highest number of votes on the second ballot. The candidate receiving the higher number of votes in the third ballot will be declared elected.
- 12.7.2.4 If the third ballot results in a tie, a new ballot shall be held until one candidate receives more votes than the other.
- 12.8 The fourteen other elected *Members* of the *Board of Directors* will be elected as follows:
- 12.8.1 Nominations will be listed in alphabetical order. The names of current *Members* who have been nominated for re-election will be marked with an asterisk.
- 12.8.2 Voting delegates will be instructed to select the names of the 14 candidates whom they wish to elect. Any ballot paper submitted with fewer or more than fourteen names will be declared null and void.
- 12.8.3 Fourteen candidates will be declared elected who (unless Article 12.8.6 applies) taken collectively meet the requirements in Article 12.8.4, subject always to the following limits:

- 12.8.3.1 No more than six persons in total from any one of the regions, or groups of countries or territories, specified in Articles 12.8.4.1(a) to 12.8.4.1(e); and
- 12.8.3.2 No more than two persons from any one *Member*.
- 12.8.4 The fourteen elected candidates shall be those with the highest number of properly recorded votes that meet the following requirements, applied in the order listed:
- 12.8.4.1 The seven persons comprising:
- (a) one person from a *Class B Member* in Asia;
  - (b) one person from a *Class B Member* in South America;
  - (c) one person from a *Class B Member* in Africa;
  - (d) two persons from one or more *Class B Members* in Europe; and
  - (e) two persons from one or more *Class B Members* in the group of countries or territories comprising the United States of America, Canada, Mexico, Panama, Bermuda and those in Central America and the Caribbean.
- 12.8.4.2 To the extent not already satisfied through the candidates elected under Article 12.8.4.1, additional persons such that three candidates (each from a different *Class B Member*) come from *Class B Members* holding the maximum number of shares.
- 12.8.4.3 To the extent not already satisfied through the candidates elected through Articles 12.8.4.1 and 12.8.4.2, additional persons such that at least four (4) men and four (4) women are elected.
- 12.8.4.4 Then, such additional number of persons as is necessary to fill the remaining places on the *Board of Directors*, being the persons having the next greatest number of votes cast once persons filling the above requirements have been elected.
- 12.8.5 In the event that there is a tie between two or more candidates and that is material to determining which candidate is duly elected under Article 12.8.4, there will be a further election between those candidates only, to determine who is elected.
- 12.8.6 If there are insufficient eligible candidates nominated to meet the minimum criteria in Articles 12.8.4.1 to 12.8.4.3, the persons with the next greatest number(s) of votes in the election will be elected, irrespective of their region, nation or gender, provided always that Article 12.8.3 is respected.

## **12C. Appointment of player representatives**

- 12.9 At the first meeting following their election, the elected *Members* of the *Board of Directors* will appoint one man and one woman ex-player as the two player representative *Members* of the *Board of Directors*. Each appointee must be eligible within the meaning of Article 11.2, and as a guide, should have been active as a professional tennis player within 16 years of the date of their appointment. Their appointments will be subject to confirmation

by *Council* at the next *Annual General Meeting*, and if not confirmed, the *Board of Directors* shall appoint a new player representative as set out in this Article 12.9.

#### **12D. Vacancies**

- 12.10 The *Board of Directors* shall appoint an acting *President* from one of their number by *Special Majority*, and in a secret ballot in the event of:
- 12.10.1 a vacancy in the post of *President* pursuant to Article 12.11, with that acting *President* assuming the powers and duties of the *President* until a new *President* is elected at the next *General Meeting*; or
  - 12.10.2 in the event of an interim *Incapacity* as determined by the *Election and Eligibility Panel* under Article 18.1.4, with that acting *President* assuming the powers and duties of the *President* until the *President* is no longer suffering from *Incapacity*.
- 12.11 The office of a *Member* of the *Board of Directors* will automatically and immediately be vacated in the event that the *Member*:
- 12.11.1 dies;
  - 12.11.2 resigns as a *Director*;
  - 12.11.3 is determined by the *Election and Eligibility Panel*, in accordance with Article 18, not to be *Eligible*, only where that decision is final and binding;
  - 12.11.4 is determined to be ineligible to hold office in accordance with the *ITF Code of Ethics*, only where that decision is final and binding;
  - 12.11.5 becomes bankrupt; or
  - 12.11.6 is removed by a *Council* resolution passed by a *Special Majority*.
- 12.12 The *Board of Directors* may continue to act if there is a vacancy, but if their number is reduced below the quorum stated in Article 14.4, the continuing *Member(s)* may act only to fill those vacancies or convene an *Extraordinary General Meeting*. The appointment of the new *Member(s)* shall be subject to confirmation by *Council* at the next *Annual General Meeting*.
- 12.13 *Council* may elect a new *Member* to fill any vacancy in the elected *Members* of the *Board of Directors*. The *Board of Directors* will make arrangements for the nomination and election process as set out at Articles 12.1 to 12.6, and 12.8 with appropriate changes as required by the new context. *Council* may appoint a new *Member* to fill any vacancy in the player representatives, following the process set out at Article 12.9 with appropriate changes as required by the new context.

#### **13. DUTIES OF DIRECTORS**

- 13.1 Without prejudice to their duties under Bahamian law, each *Director* must at all times:
- 13.1.1 respect and further the objects and purposes of the *ITF*;
  - 13.1.2 act in good faith and discharge their responsibilities in the best interests of the *ITF* and the *Members* as a whole;
  - 13.1.3 comply, and ensure that the *ITF* complies, with this *Constitution* and with the *Rules*;

- 13.1.4 comply with and support decisions of the *Board of Directors*, even if they do not agree with them;
  - 13.1.5 (except for the *President*) not speak or make statements publicly on behalf of the *Board of Directors* unless authorised to do so by the *President*, or with the written permission of the *Board of Directors*;
  - 13.1.6 exercise the care, diligence, and skill that any reasonable director of a company would exercise in the same circumstances;
  - 13.1.7 comply with their obligations under the *ITF Code of Ethics*, including in relation to the disclosure of conflicts of interest and in relation to maintaining the confidentiality of confidential information; and
  - 13.1.8 make reasonable efforts to attend and actively participate in all meetings of the *Board of Directors*.
- 13.2 *Directors* other than the *President* or acting *President* will not be remunerated for their services, but the *ITF* will reimburse them for business class travel and hotel expenses incurred in connection with their attendance at meetings of the *Board of Directors*, *General Meetings of Council*, and *Committees* of which they are a *Member*.

#### **14. PROCEEDINGS OF THE BOARD OF DIRECTORS**

- 14.1 The *Board of Directors* will meet on such dates and at such times and places necessary in order to discharge their duties. Meetings shall take place as the *President* decides, or within no more than 30 days if at least four *Directors* submit a written request to do so. *Directors* will attend such meetings in person, or where permitted by the *President* remotely by teleconference or such similar communications equipment as allows all persons participating in the meeting to hear each other at the same time. *Directors* may not send alternates to attend meetings in their place.
- 14.2 The agenda for a meeting of the *Board of Directors* will be set by the *President* in consultation with the *Chief Executive Officer*. Any *Director* may request the inclusion of items on the agenda. The *Board of Directors* may by *Bare Majority* amend the agenda for a meeting at any time, including during the meeting.
- 14.3 Notice of a meeting of the *Board of Directors* and an agenda for the meeting will ordinarily be provided at least 30 days before the meeting is held. However, where more urgent action is required, the *President* or at least one-third of the *Directors* may call an emergency meeting at shorter notice of not less than two days, unless it is agreed by a *Super Majority* of the *Board of Directors* that the meeting can take place sooner. That short notice will be delivered by the *Company Secretary* as soon as practicable in writing. *Directors* may attend a meeting called on short notice remotely.
- 14.4 Except as permitted by Article 12.12, no business may be validly conducted at a meeting of the *Board of Directors* unless a quorum is present, in person or remotely as permitted. For these purposes, a quorum is at least nine *Directors* then in office.
- 14.5 The *President* will chair meetings of the *Board of Directors*. If the *President* is unavailable, the *Directors* in attendance at the meeting will appoint a chairperson for the meeting from among their number.
- 14.6 Meetings of the *Board of Directors* are not public, but the *President* may invite third parties to attend all or part of such meetings, subject to such confidentiality protections as the *President* may deem appropriate.



- 14.7 Voting:
- 14.7.1 Unless limited by Article 14.7.4, each *Director* that is present in person or remotely at a meeting of the *Board of Directors* will have one vote on each matter presented for decision. Voting by proxy or by letter is not permitted.
  - 14.7.2 Voting will be conducted by voice, or if requested by any *Director* by a show of hands, or if so resolved by *Special Majority* by ballot or by secret ballot.
  - 14.7.3 Unless otherwise specified in this *Constitution* or the *Rules*, resolutions of the *Board of Directors* require a *Bare Majority* in order to be carried. In such cases, in the event of a tie in the votes cast, the chairperson will have a deciding vote.
  - 14.7.4 If a *Director* or any person connected with them has an actual or perceived conflict of interest in relation to a matter that relates to the affairs of the *ITF*, the chairperson may require them to recuse themselves from the meeting or to refrain from participating in discussion on the matter. In any event, the conflicted *Director* must not cast a vote on the matter. If it is the chairperson who has the conflict, the *Board of Directors* excluding the chairperson will decide in place of the chairperson. If the recusal of one or more *Director* leaves the meeting without a quorum, the quorum shall be reduced by the number of recused *Directors* for the purposes of holding the meeting.
  - 14.7.5 Any uncertainty or dispute as to whether a *Director* has a conflict of interest that arises before the meeting will be resolved as set out in the *ITF Code of Ethics*. If that uncertainty or dispute arises at the meeting of the *Board of Directors*, it will be resolved by decision of the *Board of Directors*, excluding the *Director* with the potential conflict.
- 14.8 The *Company Secretary* or their delegate will take minutes of each meeting of the *Board of Directors* and send them to *Directors*. Any amendments proposed by a *Director* who was present at the meeting will be discussed at the next meeting of the *Board of Directors* and any agreed amendments will be noted. A non-confidential summary will also be published.
- 14.9 Conducting business of the *Board of Directors* outside meetings:
- 14.9.1 Votes may be conducted remotely outside meetings by electronic means, and shall be valid as if they had been passed at a meeting of the *Board of Directors*. For the purposes of determining the requisite majority, all *Members* of the *Board of Directors* are deemed to be present, and failure to vote shall be treated as a vote against. Votes must be communicated to the *President* and the *ITF Staff* in a form as may be required, including email or other form of electronic communication. The resolution will require the same majority to pass as would be required had the vote taken place at a meeting.
  - 14.9.2 A resolution in writing that is signed, or consented to by email or other forms of electronic communication, by all of the *Directors* then in office and entitled to vote will be valid as if it had been passed at a meeting of the *Board of Directors*. Any such resolution may consist of several documents in the same form, each signed or consented to by one or more of the *Directors*.
- 14.10 Subject to the provisions of these *Articles*, the *Board of Directors* may adjourn and/or otherwise regulate their meetings as they think fit.

**PART 5: OFFICERS AND STAFF, AND COMMITTEES**

**15. OFFICERS**

- 15.1 The officers of the *Company* will consist of the *President* and up to four *Vice-Presidents*, the *Chief Executive Officer* and such other persons as the *Board of Directors* may decide. The officers do not become *Members* of the *Board of Directors* by virtue of appointment as an officer.
- 15.2 The officers will perform such duties as may be prescribed by the *Act* or this *Constitution* or as are assigned to them from time to time by the *Board of Directors* or *Council*.
- 15.3 Subject to the requirements of this *Constitution* including Article 12.11 and this Article 15, any officer may be removed from office at any time by *Council*.

**15A. The *President***

- 15.4 The office of *President* is a full-time appointment.
- 15.5 The *President* has the following roles and responsibilities (which may be delegated to others, where agreed by the *Board of Directors*):
- 15.5.1 to be the ambassador and main spokesperson for the *ITF*, in accordance with policies decided by the *Board of Directors*;
  - 15.5.2 to maintain good relations with the *IOC*, *IPC*, *WADA*, and other international sports federations and organisations;
  - 15.5.3 to chair meetings of the *Board of Directors* and *General Meetings* until the end of the *Annual General Meeting* at which their successor is elected;
  - 15.5.4 to lead the work of the *Board of Directors*, including ensuring the *Board of Directors* is organised properly, functions effectively, acts within its powers, and meets its obligations and responsibilities;
  - 15.5.5 to ensure that decisions of *Council* and of the *Board of Directors* are implemented and that the *Constitution* and the *Rules* are complied with;
  - 15.5.6 to liaise and facilitate effective communication and relationships with *Members*, commercial partners, and other stakeholders of the *ITF*;
  - 15.5.7 to support, monitor, and liaise with the *Executive Staff* on behalf of the *Board of Directors*;
  - 15.5.8 to authorise transactions and sign documents on behalf of the *ITF* in accordance with policies set by the *Board of Directors*; and
  - 15.5.9 to perform such other tasks and duties as are delegated to the *President* by *Council* or the *Board of Directors*.
- 15.6 The *President* (including any acting *President* appointed in accordance with Article 12.10) is entitled to remuneration for their services and reimbursement of the reasonable expenses incurred by them in performing their duties. The level of such remuneration and the terms and conditions of the engagement and the location where the duties of the *President* are to be performed will be fixed by the *Board of Directors* and set out in a formal written agreement.



- 15.7 The *President* may remain a *Member* of but may not hold any executive or other position with a *Member* or a *Regional Association*, whether as a director, officer, committee *Member*, employee, consultant, or otherwise. If a *Director* is required to take over the *President's* role because the *President* is suffering from *Incapacity*, the same restriction will apply to the *Director*.

**15B. The Vice-Presidents**

- 15.8 At the first meeting following their election, the *Board of Directors* will appoint from among the *Board of Directors* up to four *Vice-Presidents* for a term concurrent with their term as a *Director*, unless earlier removed in accordance with Article 12.11.
- 15.9 The role of the *Vice-President(s)* is to stand in for the *President* whenever the *President* is unavailable and/or otherwise as the *President* may request.
- 15.10 A *Vice-President* may be removed from office prior to the end of their four-year term by a *Special Majority* of *Council* passed following a resolution submitted by the *Board of Directors* that is carried by a two-third majority of the *Board of Directors*. The *Board of Directors* may by the same majority suspend a *Vice-President* from office pending the decision of *Council* as to whether they should be removed from office. Removal from office as *Vice-President* shall not affect a person's position on the *Board of Directors*, unless that position is also vacated pursuant to Article 12.11.

**15C. Treasurer**

- 15.11 The office of *Treasurer* may be appointed from the *Board of Directors* for a term of up to four years, unless earlier removed in accordance with Article 12.11.
- 15.12 The role of the *Treasurer* is to chair the Finance Committee and any other relevant committee(s) as may be decided by the *Board of Directors*.
- 15.13 A *Treasurer* may be removed from office prior to the end of their four-year term by a *Special Majority* of *Council* passed following a resolution submitted by the *Board of Directors* that is carried by a two-third majority of the *Board of Directors*. The *Board of Directors* may by the same majority suspend a *Treasurer* from office pending the decision of *Council* as to whether they should be removed from office. Removal from office as *Treasurer* shall not affect a person's position on the *Board of Directors*, unless that position is also vacated pursuant to Article 12.11.

**15D. Executive Staff**

- 15.14 The *Chief Executive Officer* is appointed by, and accountable to, the *Board of Directors*. The position of *Chief Executive Officer* shall not for any reason be performed by the *President*. The *Chief Executive Officer* is responsible for:
- 15.14.1 managing the day-to-day operations of the *ITF* in accordance with the directions of the *Board of Directors* through the *President*, and within such limitations and delegated authority as the *Board of Directors* may specify. If there is any inconsistency between directions from the *President* and directions from the *Board of Directors*, the matter will be referred to the *Board of Directors* for resolution;
- 15.14.2 managing the *ITF* office and the *ITF Staff*;
- 15.14.3 acting as the *Company Secretary* or appointing another *Member* of the *Executive Staff* to do so;

- 15.14.4 attending meetings of the *Board of Directors* and *Council*;
  - 15.14.5 preparing minutes of meetings of the *Board of Directors* and *Council*;
  - 15.14.6 preparing the annual reports of the *Board of Directors* to *Council*, including arranging for the required review by the *Auditors* of the financial statements included in those reports;
  - 15.14.7 supporting the *Board of Directors* in its development of a strategic plan for the *ITF*, and implementing the plan following its approval by the *Board of Directors*;
  - 15.14.8 developing an annual operational plan for the *ITF* and implementing that plan following its approval by the *Board of Directors*;
  - 15.14.9 ensuring compliance by the *ITF* and *ITF Staff* with all applicable laws, rules and regulations, including this *Constitution* and the *Rules*;
  - 15.14.10 supporting the activities of the *Committees* established by the *Board of Directors*, including ensuring that they are functioning effectively, acting within their powers, and meeting their obligations and responsibilities; and
  - 15.14.11 undertaking all of these responsibilities within the approved budgets, respecting the limits of authority set by the *Board of Directors*, and striving to meet best practice standards in the administration of international sports federations.
- 15.15 *ITF Staff* are not officers of the *ITF*. The *ITF Staff* will perform their tasks under the ultimate direction of the *Chief Executive Officer* including in relation to:
- 15.15.1 the organisation of competitions and all related matters;
  - 15.15.2 the delivery of development programmes;
  - 15.15.3 the negotiation, execution and performance of all commercial contracts;
  - 15.15.4 administrative support; and
  - 15.15.5 other day-to-day business of the *ITF*.

## 16. COMMITTEES

- 16.1 The *Board of Directors* may: set up such *Committees* as required by Bye-Law E and otherwise as it considers necessary or appropriate; appoint their *Members*; fix or change any remuneration or expense allowance; fix or amend their terms and terms of reference; delegate to them such rights, powers and responsibilities as it considers necessary or appropriate from time to time; and remove *Members* from them as it sees fit.
- 16.2 When appointing *Members* to *Committees*, the *Board of Directors* must strive to appoint people with diversity of background, skills and experience, including appointing a minimum of 35% *Committee Members* of each gender, in aggregate across all *Committees*.
- 16.3 The *Board of Directors* may appoint the *President* as a non-voting *Member* of any *Committee*, but not the *Ethics Commission*.
- 16.4 All *Committees* will submit regular reports to the *Board of Directors* and comply in all respects with their terms of reference.

## **PART 6: INTEGRITY REQUIREMENTS**

### **17. ITF CODE OF ETHICS**

- 17.1 The *Board of Directors* must issue the *ITF Code of Ethics*, and may alter it from time to time.
- 17.2 The *ITF Code of Ethics* applies to the *Board of Directors*, *Committee Members*, and each person who is a candidate for election or appointment as a director or officer or *Committee Member*. The *ITF Code of Ethics* may apply to other individuals to the extent designated in it from time to time.
- 17.3 Each such person is bound by and required to comply with the ethical obligations and other requirements set out in the *ITF Code of Ethics*.
- 17.4 The purpose of the *ITF Code of Ethics* is to help ensure that the sport of tennis is governed ethically and in accordance with the highest standards of honesty and integrity. It is based on the principles of the *IOC* code of ethics as well as best practice in sport governance and ethics, and will be reviewed periodically by the *Ethics Commission* to ensure that it remains fit for purpose.
- 17.5 The *ITF Code of Ethics* is enforced entirely independently of the *Board of Directors*, the officers and the *ITF Staff*, save for as described at Article 17.6. The *Ethics Commission*, whose *Members* are independent of the *ITF*, is responsible under the *ITF Code of Ethics* for:
- 17.5.1 appointing an independent person from their *Membership* or otherwise to investigate any potential breaches of the *ITF Code of Ethics*;
  - 17.5.2 imposing minor sanctions following determination based on review of the investigator's report that the *ITF Code of Ethics* has been breached;
  - 17.5.3 pursuing more serious sanctions for breach of the *ITF Code of Ethics* before the *Independent Tribunal*, with the person determined to be in breach and the *Ethics Commission* having the right to appeal the final decision of the *Independent Tribunal* to the *CAS* in accordance with Article 29; and
  - 17.5.4 appointing from their *Membership* the *Election and Eligibility Panel* which shall perform the functions designated to it in the *ITF Code of Ethics* related to *ITF* elections and determining eligibility of persons to serve under Article 18.
- 17.6 *ITF Staff* may assist the *Ethics Commission* by providing administrative support relating to the *ITF Code of Ethics* and the proper functioning of the *Ethics Commission*. Such assistance may include, for example, assistance in relation to conflict management and the provision of administrative support for elections.
- 17.7 *Member National Associations* and *Regional Associations* must conduct themselves ethically in their dealings with each other and with the *ITF*. To help ensure compliance with that obligation, *Member National Associations* and *Regional Associations* are encouraged to adopt codes of ethics at least equivalent to the *ITF Code of Ethics* to apply to their own directors and officers and committee *Members*, as well as to candidates for election or appointment to such positions.

### **18. ELIGIBILITY TO SERVE**

- 18.1 Anyone who wishes to become or remain an *ITF Officeholder* must be *Eligible* to do so. Subject to Article 12.11, a person is not *Eligible* to become or to remain an *ITF*

*Officeholder* if they are determined by the *Election and Eligibility Panel*, acting further to and in accordance with the *ITF Code of Ethics*, to be subject to any of the following disqualifying conditions:

18.1.1 **Bankruptcy:** They have been adjudged bankrupt or insolvent or made subject to an equivalent court order, and have not been discharged or otherwise are no longer subject to such bankruptcy, insolvency or other court order.

18.1.2 **Criminal conviction:** They have been convicted:

- (a) in the previous ten years of an offence that involved mistreatment of people (i.e., any offences involving violence against a person, physical, emotional, mental or sexual abuse or misconduct, hate crimes, harassment or similar);
- (b) in the previous ten years of an offence that involved dishonesty (e.g. any offence involving deception, fraud, breach of trust, corruption, falsifying records, or similar); or
- (c) of an offence that was punished by a term of imprisonment of two or more years (suspended or otherwise);

and in each case: (i) only if any appeal rights against that conviction have expired or have been exhausted; and (ii) not if the *Election and Eligibility Panel* determines that disqualifying the *ITF Officeholder* on this ground would not be necessary or proportionate to protect the integrity and reputation of the ITF (such as where the offence is not a crime in a majority of jurisdictions).

18.1.3 **Disqualification:** They are prohibited in any jurisdiction from being a director or officer of or being concerned or taking part in the management of a company because of their breach of or non-compliance with any applicable law or regulation.

18.1.4 **Medical impairment:** They suffer any *Incapacity*, and may remain so for more than six months, as evidenced by the written opinion of a registered medical practitioner who is competent to provide such an opinion. A current *ITF Officeholder* may be declared not *Eligible* under this condition on an interim basis only, such that they are suspended but not removed from their position.

18.1.5 **Affairs protection order:** They are subject to an order by a court or regulatory authority that they are lacking in competence to manage their own affairs.

18.1.6 **Deprivation of civil liberty:** They are deprived of their civil liberty by proper application of the law.

18.1.7 **Breach of integrity code of conduct:** They are serving a period of ineligibility imposed for breach of:

18.1.7.1 the *ITF Code of Ethics*; or

18.1.7.2 any code of ethics or other rules of conduct of a *Member National Association* or *Regional Association* or of another sports organisation which in the opinion of the *Election and Eligibility Panel* has been properly imposed and gives rise to reasonable doubts that the *ITF Officeholder* is able to meet the high standards of conduct and integrity required of an *ITF Officeholder*.

- 18.1.8 **Anti-doping violations:** They have within the last ten (10) years been found by a relevant authority to have committed an anti-doping rule violation for which they served a period of ineligibility.
- 18.1.9 **Anti-corruption violations:** They have within the last ten (10) years been found by a relevant authority to have committed an anti-corruption violation in sport for which they served a period of ineligibility.
- 18.1.10 **Interest in a betting organisation:** They have a current *Interest* in a *Tennis Betting Operator*;
- 18.1.11 **Removal:** They have been removed from office in accordance with the *Constitution* or the *Rules* in effect from time to time, unless the *Election and Eligibility Panel* considers that the reasons for such removal do not pose a risk to the integrity and reputation of the *ITF* if that person was to become an *ITF Officeholder*.
- 18.2 A decision by the *Election and Eligibility Panel* that a person is not *Eligible* to serve as an *ITF Officeholder* may be appealed to the CAS in accordance with Article 29, with the *ITF* as the respondent to the appeal. Unless the outcome of the appeal proceedings determines otherwise, a person who is determined by the *Election and Eligibility Panel* not to be *Eligible*:
- 18.2.1 may not be appointed or elected as an *ITF Officeholder*; and
- 18.2.2 if they are already an *ITF Officeholder*, they will automatically be deemed to have resigned from their position as an *ITF Officeholder* and their position will be considered vacant from that point.
- The consequences specified at Article 18.2.2 shall not apply while any CAS appeal proceedings are underway, such that a person will be treated as *Eligible* subject to any interim decision of the CAS.
- 18.3 This Article 18 does not limit or prejudice in any way any right arising under this *Constitution* or the *Rules* or otherwise to suspend or remove an *ITF Officeholder*.
- 18.4 *ITF Officeholders* are eligible to be nominated, elected or appointed to sit on committees, board or other similar bodies of international sports organisations, subject always to their duty of loyalty and to declare conflicts under the *Act* and the *ITF Code of Ethics*. The *Board of Directors* has the power to veto any such nomination, election or appointment where it is as a result of their position as an *ITF Officeholder* if, in their opinion, it is not in the best interests of the sport of tennis.

## 19. ANTI-DOPING

### 19A. Compliance with the *World Anti-Doping Code*

- 19.1 As a signatory to the *World Anti-Doping Code*, the *ITF* acknowledges and accepts the *World Anti-Doping Code* and the accompanying *International Standards* as the basis for the fight against doping in tennis. The *ITF* also acknowledges and accepts all of the requirements of the *World Anti-Doping Code* and *International Standards* that apply to the *ITF*, as more fully set out in the *Bye-laws*.
- 19.2 No provision in the *Constitution* or the *Rules* is intended to prevent or will be interpreted or applied so as to prevent the *ITF* from complying with its obligations as a signatory to the *World Anti-Doping Code*.



## **19B. The Tennis Anti-Doping Programme**

- 19.3 The *ITF* has delegated authority to the *International Tennis Integrity Agency* to issue, maintain and enforce the *Tennis Anti-Doping Programme* in order to implement the *World Anti-Doping Code* in the sport of tennis, and so to maintain the integrity of the sport and protect the health and rights of tennis players.
- 19.4 As a condition of *Membership* of the *ITF*, each *Member National Association* must comply with all applicable requirements set out in the *Bye-laws* in relation to anti-doping and the *Tennis Anti-Doping Programme*.
- 19.5 As a condition of affiliation to and recognition by the *ITF*, each *Regional Association* must, in respect of any competitions or events that it organises, sanctions or endorses, implement and enforce anti-doping rules that comply with the *World Anti-Doping Code* and the *Tennis Anti-Doping Programme*. Such rules may be established by the *Regional Association* itself or any anti-doping organisation of the *Regional Association*, or the *Regional Association* may adopt for each competition or event it organises the anti-doping rules of the *National Association* or *NADO* in whose country the relevant event or competition is being held.

## **20. MANIPULATION OF COMPETITIONS**

- 20.1 The *ITF* has delegated authority to the *International Tennis Integrity Agency* to issue, maintain and enforce the *Tennis Anti-Corruption Program* in order to establish a uniform and consistent scheme applicable to professional tennis events organised, sanctioned or recognised by the *ITF* and the other *Governing Bodies* that implements the *Olympic Movement Code on the Prevention of the Manipulation of Competitions* in the sport of tennis, and so maintains the integrity of the sport and protects against any efforts to impact improperly the results of any match in such events.
- 20.2 As a condition of *Membership* of the *ITF*, each *Member National Association* must comply with all the applicable requirements set out in the *Bye-laws* in relation to the *Tennis Anti-Corruption Program*.
- 20.3 As a condition of affiliation to and recognition by the *ITF*, each *Regional Association* must in respect of any competitions or events that it organises, sanctions or endorses, implement and enforce anti-corruption rules equivalent in substance to those set out in the *Tennis Anti-Corruption Program*, with the equivalence to be determined by the *ITF*.

## **21. SAFEGUARDING**

- 21.1 In accordance with Article 2.2.7, the *ITF* has issued the *ITF Safeguarding Children Policy* and the *ITF Safeguarding Adults Policy* to enhance the safety and well-being of children and adults participating in the sport.
- 21.2 Each *Member National Association* must:
- 21.2.1 without prejudice to any requirements under applicable law, incorporate local safeguarding policies equivalent in substance to the *ITF Safeguarding Children Policy* and the *ITF Safeguarding Adults Policy* into its own rules, so that it may enforce those policies in respect to persons under its authority, with the equivalence to be determined by the *ITF*;
  - 21.2.2 report to the *ITF*'s safeguarding department any interim or final decisions taken under their local safeguarding policies that result in a suspension or ineligibility to participate in tennis activities;

- 21.2.3 report any suspected infringement of the *ITF Safeguarding Children Policy* or the *ITF Safeguarding Adults Policy* to the *ITF's* safeguarding department, and must cooperate with any investigation conducted by the *ITF* into that or any other suspected violation of such policy; and
- 21.2.4 recognise, abide by, and implement the decisions made under the *ITF Safeguarding Children Policy* and the *ITF Safeguarding Adults Policy* made against any person under its authority.
- 21.3 Without prejudice to any requirements under applicable law, each *Regional Association* must implement and enforce policies equivalent in substance to the *ITF Safeguarding Children Policy* and the *ITF Safeguarding Adults Policy* in respect to persons under its authority, with the equivalence to be determined by the *ITF*.
- 21.4 The *ITF* has the power to recognise and accept decisions taken by a *Member National Association* or a *Regional Association* under their local safeguarding policies. *Member National Associations* and *Regional Associations* must recognise and enforce any such decision if required to do so by the *ITF*.

## **PART 7: COMPETITIONS AND AWARDS**

### **22. GENERAL**

- 22.1 In accordance with Article 3.1.4, the *Board of Directors* may regulate the organisation, recognition, sanctioning, and/or conduct of competitions at the international level, including *Official Team Competitions*, tours, and other *International Competitions*. The *Board of Directors* may also issue *Rules* applicable at the national level or require *Member National Associations* to adopt regulations, where the subject matter of the *Rules* requires a globally-consistent regulatory approach (for example, in respect of integrity matters). Unless otherwise specified, applications for recognition of a competition by the *ITF* as an *Official Tennis Championship* or a *Recognised Tennis Championship* will be considered by *Council*.
- 22.2 The title “World Championships” in connection with tennis, or tennis competitions or events of any kind will not be instituted or revived at any time without the unanimous consent of *Council*.
- 22.3 The term “World” or any other term attributing a similar global dimension to a tennis competition or event or award or title of any kind may only be used by the *ITF* or as permitted by the *ITF*.
- 22.4 The regulations for *International Competitions* may be altered from time to time by the *Board of Directors*, and will take effect from the next edition of the *International Competition* in question, unless the *Board of Directors* specifies otherwise. *Council* may only reverse such alterations or otherwise amend the applicable regulations if a resolution to that effect is proposed by a *Class B Member* with the support of twenty other *Class B Members* and is passed by a *Special Majority*.

### **23. OFFICIAL TEAM COMPETITIONS**

- 23.1 The following are the *Official Team Competitions* of the *ITF*:

The Davis Cup	Team event for men
The Billie Jean King Cup	Team event for women
The Hopman Cup	Team event for men and women

**Juniors:**

The Junior Davis Cup	Team event for boys 16 and under
The Junior Billie Jean King Cup	Team event for girls 16 and under
World Junior Tennis	Team event for boys and girls 14 and under

**Masters:**

The Italia Cup	Team event for men 35 and over
The Tony Trabert Cup	Team event for men 40 and over
The Dubler Cup	Team event for men 45 and over
The Fred Perry Cup	Team event for men 50 and over
The Austria Cup	Team event for men 55 and over
The Von Cramm Cup	Team event for men 60 and over
The Britannia Cup	Team event for men 65 and over
The Crawford Cup	Team event for men 70 and over
The Bitsy Grant Cup	Team event for men 75 and over
The Gardner Mulloy Cup	Team event for men 80 and over
The Lorne Main Cup	Team event for men 85 and over
The Suzanne Lenglen Cup	Team event for women 35 and over
The Young Cup	Team event for women 40 and over
The Margaret Court Cup	Team event for women 45 and over
The Bueno Cup	Team event for women 50 and over
The Maureen Connolly Cup	Team event for women 55 and over
The Alice Marble Cup	Team event for women 60 and over
The Kitty Godfree Cup	Team event for women 65 and over
The Althea Gibson Cup	Team event for women 70 and over
The Queens' Cup	Team event for women 75 and over
The Doris Hart Cup	Team event for women 80 and over
The Angela Mortimer Cup	Team event for women 85 and over

**Wheelchair:**

World Team Cup	Wheelchair tennis team event for men, women, quads and juniors
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**Beach Tennis:**

The Beach Tennis World Cup	Beach tennis team event for men and women
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- 23.2 Other *Official Team Competitions* may be organised and managed by the *ITF* at the discretion of the *Board of Directors*.
- 23.3 The *ITF* will manage the *Official Team Competitions* in accordance with the regulations adopted for those events, and will hold and control the finances.
- 23.4 The *ITF Group* will own all commercial rights associated with the *Official Team Competitions*, in accordance with the applicable *Rules*, and will register in its name all related trade marks.
- 23.5 Unless otherwise decided by *Council*, and always subject to the applicable *Rules*:
- 23.5.1 only *Class B Members* may enter teams in the Davis Cup and the Billie Jean King Cup; and
- 23.5.2 *Class B Members* and *Class C Members* may enter teams in other *Official Team Competitions*.



- 23.6 The relevant *Member National Association* will be responsible for selecting the team that takes part in an *Official Team Competition*, in compliance with the *Constitution* and the *Rules* including the regulations for the competition in question, and the requirements of any applicable laws.
- 23.7 Teams representing the *Country* of a *Member National Association* which has had its *Membership* suspended or which has been expelled may not participate in any *Official Team Competition* where such suspension or expulsion is in force at the date on which the event commences.

## 24. COMPETITIONS FOR INDIVIDUALS

- 24.1 The following competitions will be classed as *Official Tennis Championships* of the *ITF*: the Lawn Tennis Championships (Wimbledon); the US Open; the French Championships; and the Australian Open.
- 24.1.1 Each of the above *Official Tennis Championships* will consist of men's and women's events, and will be played during the same period and at the same location as it has been played in the past two decades.
- 24.1.2 Each time an *Official Tennis Championship* is held, the *Member*, or *Member of a Member*, staging the event must pay the *ITF* prior to the event a sum equal to one per cent (1%) of the total gross prize money offered for the competitions played as part of the event.
- 24.1.3 *Official Tennis Championships* will carry the most weight in the determination of the *World Champions* for each year.
- 24.1.4 *Official Tennis Championships* will be played according to the *Rules of Tennis*.
- 24.2 The following competitions will be classified as *Recognised Tennis Championships* of the *ITF*: The International Championships of Spain; The Italian Open Championships; The Japan Open; and The Toray Pan Pacific Open Tennis Tournament.
- 24.2.1 Each time a *Recognised Tennis Championship* is held, the *Member*, or *Member of a Member*, staging the event must pay the *ITF* prior to the event a sum equal to one half of one per cent (0.5%) of the total gross prize money offered for the competitions played as part of the event.
- 24.2.2 *Recognised Tennis Championships* will be played according to the *Rules of Tennis* and follow the policies of the *ITF*.
- 24.3 The following events are owned or managed by the *ITF Group*:
- 24.3.1 The Olympic Tennis Event and Youth Olympic Tennis Event are managed by the *ITF Group* on behalf of the *IOC*.
- 24.3.2 The Paralympic Tennis Event is managed by the *ITF Group* on behalf of the *IPC*.
- 24.3.3 The *ITF Young Seniors World Individual Championships*, the *ITF Seniors World Individual Championships* and the *ITF Super-Seniors World Individual Championships* are owned by and staged under the direction and control of the *ITF Group*.
- 24.3.4 The *ITF Wheelchair Tennis Masters* is owned by and staged under the direction and control of the *ITF Group*.

- 24.3.5 The ITF Beach Tennis World Championships are owned by and staged under the direction and control of the *ITF Group*.
- 24.4 No *Member National Association* or *Regional Association* may deliver tennis at an event listed at Article 24.3, or at any other international multi-sport event without the written consent of the *Board of Directors*.
- 24.5 The following tours are the official tennis tours of the *ITF Group*:
- 24.5.1 the *ITF World Tennis Tour Men's*;
  - 24.5.2 the *ITF World Tennis Tour Women's*;
  - 24.5.3 the *ITF World Tennis Tour Juniors*;
  - 24.5.4 the *ITF World Tennis Masters Tour*;
  - 24.5.5 the *ITF Wheelchair Tennis Tour*;
  - 24.5.6 the *ITF Beach Tennis World Tour*; and
  - 24.5.7 the *ITF Beach Tennis Junior Tour*.

## 25. VIRTUAL COMPETITIONS

- 25.1 The following virtual e-tennis competitions are owned or managed by the *ITF Group*:
- 25.1.1 any virtual version of a tennis competition described in Article 23, 24.3 or 24.5; and
  - 25.1.2 any virtual version of any other international tennis competition that is or may be owned or managed by the *ITF*, as specified by the *Board of Directors*.
- 25.2 The *ITF Group* will own all commercial rights associated with these competitions, in accordance with the *Rules* adopted for those competitions, and will register in its name all related trade marks.

## 26. AWARDS

- 26.1 The *ITF* may award the title of *World Champion* to players who, in the opinion of the *Board of Directors*, are the most outstanding players in any year. The names of players who have been awarded this title will be listed in the *Roll of Honour*.
- 26.2 Persons who have rendered long and distinguished service to the game of tennis may be nominated by a *Member* or by the *Board of Directors* for an *ITF* award by *Council*.
- 26.3 A *Member* may make only one nomination per year. The categories are:
- 26.3.1 **Administrators:** presidents, general secretaries, international secretaries or directors with 12 years' service; delegates to *General Meetings* who have attended 10 *Annual General Meetings*; or tournament directors of *Official Tennis Championships* who have performed that role for 10 years.
  - 26.3.2 **Players:** those who have played 25 Davis Cup or Billie Jean King Cup ties.
  - 26.3.3 **Non-playing captains:** those who have captained at 25 Davis Cup ties or 25 Billie Jean King Cup ties.

- 26.3.4 **Officials:** referees or chair umpires who have officiated three Davis Cup and/or Billie Jean King Cup finals; referees or chair umpires who have officiated 25 Davis Cup and/or Billie Jean King Cup ties.
- 26.3.5 **Coaches:** for long and outstanding contributions to tennis teaching, both nationally and internationally.
- 26.3.6 **Others:** for long and outstanding contributions to the game of tennis at the international level.
- 26.4 Nominations must be sent to the *Company Secretary* by the deadline for putting forward resolutions specified at Article 9.11 above. Late nominations will not be considered. The *Board of Directors* shall consider all nominations, and propose to *Council* those nominations that meet the requirements in Article 26.3. The *Board of Directors* may propose to *Council* more than one recipient in each category except Article 26.3.6 which shall be limited to one nomination per year.
- 26.5 In addition, the *Board of Directors* may nominate individuals, *Member National Associations*, or *Regional Associations* for a Board of Director Award, for their special service to tennis or for a specific contribution to the activities of the *ITF*.
- 26.6 For the avoidance of doubt all awards for services to the game of tennis previously made by the International Tennis Federation prior to its incorporation will continue to be recognised and acknowledged by the *ITF*.

## **PART 8: DISPUTE RESOLUTION**

### **27. PROCEDURES FOR THE REVIEW OF AND HEARINGS ON THE RULES OF TENNIS**

- 27.1 The procedures for the review of and hearings on the *Rules of Tennis* will be carried out in accordance with Appendix XII of the *Rules of Tennis*.

### **28. ALLEGED VIOLATIONS OF THE RULES**

#### **28A Complaints**

- 28.1 Mechanisms will be established in the *Rules* to resolve any complaints relating to the fair and proper conduct of an *International Competition*, including complaints about alleged infringements by a player or player support personnel of the *Rules*, complaints about alleged errors by officials, protests about competition conditions, and complaints about announced results.

#### **28B Alleged violations of the *Tennis Anti-Doping Programme* or the *Tennis Anti-Corruption Program***

- 28.2 Alleged violations of the *Tennis Anti-Doping Programme* or the *Tennis Anti-Corruption Program* will be prosecuted by the *International Tennis Integrity Agency* before the *Independent Tribunal* or such other body or person, or pursuant to such other mechanism, as is specified in those rules.

#### **28C Alleged violations of the *ITF Code of Ethics***

- 28.3 Alleged violations of the *ITF Code of Ethics* warranting minor sanctions will be dealt with by the *Ethics Commission*, and other violations of the *ITF Code of Ethics* will be prosecuted by the *Ethics Commission* before the *Independent Tribunal*.

## **28D Alleged violations of other Rules**

- 28.4 Alleged violations of other *Rules* will be prosecuted by the *ITF* before the *ITF Internal Adjudication Panel* or the *Independent Tribunal* or as otherwise specified in those *Rules*.
- 28.5 Where a dispute is referred under the *Rules* to the *ITF Internal Adjudication Panel* or the *Independent Tribunal*, the parties to the dispute will be deemed to have agreed to submit to the jurisdiction of that body to resolve the dispute in accordance with that body's procedural rules. They may not bring any action or claim that conflicts with that jurisdiction, and they will be bound by the decision of that body, subject to any appeal rights established in the relevant *Rules*.

## **29. APPEALS AGAINST ITF DECISIONS**

- 29.1 All 'field of play' decisions, including decisions resolving protests in accordance with the *Rules*, will be final and binding on all parties concerned, and may not be appealed or otherwise challenged in any forum, save where the aggrieved party claims to have direct evidence that such decision is tainted by fraud or corruption or other bad faith/prejudice. Any such claim will be resolved exclusively by one or more arbitrators appointed by the CAS Ordinary Division, in accordance with the CAS Code of Sports-related Arbitration and the 'field of play' doctrine set out in CAS jurisprudence.
- 29.2 To the extent that this *Constitution* or the *Rules* give a party an explicit right of appeal against any decision of the *ITF* or of any constituent body or delegate of the *ITF*, that appeal is to be made exclusively to the CAS Appeals Division, unless otherwise specified in this *Constitution* or in those *Rules*. The CAS Appeals Division will resolve the appeal definitively in accordance with the CAS Code of Sports-related Arbitration. Unless otherwise specified, pending resolution of the appeal the decision being appealed will remain in full force and effect unless the CAS orders otherwise. The decision of the CAS resolving the appeal may not be challenged in any forum or on any ground, except as set out in Chapter 12 of the Swiss Federal Code on Private International Law.
- 29.3 The following is a non-exhaustive list of decisions under the *Constitution* that are appealable exclusively to CAS under this Article 29:
- 29.3.1 A decision to suspend or take any other action against a *Member* under Article 4.41 or to impose an interim action under Article 4.45;
- 29.3.2 A decision to expel or impose any other sanction(s) on a *Member* under Article 4.49;
- 29.3.3 A decision to withdraw affiliation from a *Regional Association* under Article 5.13;
- 29.3.4 A decision that a person is not *Eligible* to serve as an *ITF Officeholder*, under Article 18.1; and
- 29.3.5 A decision that a *Member* has failed to comply with its obligations under Bye-Law A2.

## **30. OTHER CLAIMS AND DISPUTES**

- 30.1 Subject to Article 30.3, this Article 30 applies to any claim or dispute:
- 30.1.1 between:
- 30.1.1.1 (a) the *ITF*; and (b) one or more *Members* and/or *Regional Associations* and/or *ITF Officeholders*;

- 30.1.1.2 two or more *Members* and/or *Regional Associations* and/or *ITF Officeholders*; or
- 30.1.1.3 (a) the *ITF*; and (b) any other person who is subject to the jurisdiction of the *ITF* or of a *Member*; and
- 30.1.2 that arises out of or is related in any way to: (a) the activities of the *ITF*; (b) any party's activities as a *Member*, *Regional Association*, or official of the *ITF*; or (c) any party's activities or interests as stakeholder in the *ITF*; and
- 30.1.3 whether such claim or dispute arises: (a) under this *Constitution* or the *Rules* (except the *Tennis Anti-Corruption Program* or the *Tennis Anti-Doping Programme*); (b) pursuant to a decision of the *ITF*; (c) in connection with a contract between the parties that does not provide for an alternative mechanism; or (d) otherwise; but
- 30.1.4 excluding personal injury claims.
- 30.2 Claims or disputes to which this Article 30 applies (**'Dispute'**) will be referred in accordance with the below provisions:
  - 30.2.1 **Jurisdiction:** The CAS Ordinary Division has exclusive jurisdiction to hear and definitively determine the *Dispute*. The parties will not bring any action or claim that conflicts with that submission to the jurisdiction of the CAS, and they will be bound by the decisions of the CAS.
  - 30.2.2 **Procedural rules:** The *Dispute* will be heard by three CAS arbitrators in accordance with the CAS Code of Sports-related Arbitration.
  - 30.2.3 **Scope of review:** Any *Dispute* involving the *ITF* as a respondent party that constitutes a challenge to a decision made by or on behalf of the *ITF* shall be determined by the CAS exercising a supervisory jurisdiction only. The scope of the panel's review shall be limited to determining the validity of the decision on the grounds of ultra vires (including error of law), irrationality, and/or procedural irregularity or procedural unfairness.
  - 30.2.4 **Limited rights of challenge:** The decision of the CAS Ordinary Division determining a *Dispute* may not be challenged in any forum or on any ground, except as set out in Chapter 12 of the Swiss Federal Code on Private International Law.
  - 30.2.5 **Prior attempts to resolve:** Absent compelling justification, the parties to any *Dispute* must put the other party, and the *ITF* if not a party, on notice, and exhaust all reasonable opportunities to resolve the *Dispute* before referring the matter to the CAS. Prior to the referral of the *Dispute* to CAS, the *Board of Directors* shall take reasonable steps to assist in the resolution of such *Dispute*, which may include appointing a mediator.
  - 30.2.6 **Filing time limits:** Subject to any different time limits applicable to the *Dispute* (including by virtue of this *Constitution*, the *Rules*, or any procedural rules of a body with jurisdiction to hear the *Dispute*), and unless the *ITF* has explicitly agreed to the contrary, any dispute resolution proceedings involving the *ITF* must be commenced within:
    - 30.2.6.1 twenty-one (21) days if related to an *International Competition* or any other competition; or

30.2.6.2 six months if related to any other matter;

of the occurrence of the acts or omissions on which the *Dispute* is based, or of the claimant's knowledge of such acts or omissions if later. In the event a claim is made after the expiry of the stated period, it shall be time barred.

30.3 This Article 30 does not apply to: (a) the claims and disputes falling within Article 28 or Article 29; (b) any claim or dispute for which alternative provision for dispute resolution is made in this *Constitution* or in the *Rules*; (c) any claim or dispute for which the Supreme Court of the Bahamas has exclusive jurisdiction under the *Act*; or (d) claims or disputes involving *ITF Staff* in relation to their terms of employment or engagement by the *ITF*, which are governed by the dispute resolution terms agreed in their contracts of employment or engagement by the *ITF*.

30.4 The following is a non-exhaustive list of decisions challengeable exclusively to CAS under this Article 30:

30.4.1 The rejection of an application to become a *Class C Member* or a *Class B Member*, or the failure of the *Board of Directors* to submit any such application to *Council* for consideration. By submitting an application, an applicant who is not already a *Member* agrees to submit to the exclusive jurisdiction of CAS.

## 31. GENERAL

31.1 Unless the *ITF* has explicitly agreed to the contrary, any dispute resolution proceedings involving the *ITF*, of whatever nature and in whatever forum:

31.1.1 will be conducted in the English language, and a party relying on any documents written in another language must provide certified English translations of those documents at their own cost; and

31.1.2 will be governed by the *Constitution* and the *Rules*, and subsidiarily by English law.

31.2 Unless otherwise agreed or ordered, any hearings of dispute resolution proceedings involving the *ITF* will take place in London, England.

31.3 Subject always to the foregoing provisions of this Part 8 and the *Act*, where notwithstanding those provisions a party retains a right to have recourse to the courts in respect of a claim against the *ITF*, the courts of England and Wales will have exclusive jurisdiction over that claim.

31.4 If any provision of this *Constitution* is determined to be unlawful or unenforceable for any reason, the remainder of this *Constitution* will remain intact and enforceable.

## **PART 9: OTHER MATTERS**

### 32. ACCOUNTS

32.1 The accounts of the *ITF* are published as part of the consolidated accounts for the *ITF Group*.

32.2 The *Board of Directors* will cause true accounts of the income and expenditure and of the assets and liabilities of the *ITF* to be kept at its registered office or at such other place as the *Board of Directors* may decide. Subject to any reasonable restrictions imposed by the *Board of Directors* (including the need to maintain third party confidentiality and comply



with all applicable data protection laws and regulations), and provided that access is sought for a proper purpose, such accounts will be available for in-person inspection by *Members* during normal business hours.

32.3 Unless *Council* decides otherwise, the financial year of the *ITF* will close on the 31<sup>st</sup> day of December in each year, and the *Board of Directors* will cause an annual statement of income and expenditure and a balance sheet summarising the assets and liabilities to be prepared and audited by the *Auditors* as soon as practicable thereafter, for submission to *Council* in accordance with Article 8.2.10.

32.4 The reporting currency of the *ITF* is the lawful currency of the United States of America.

### **33. NOTICES AND TIME LIMITS**

33.1 A notice sent by or to the *ITF* will be deemed to have been received by a *Member* or the *ITF* as applicable: (a) when hand-delivered, if sent by personal delivery or by an internationally recognised courier service; (b) when transmitted, if sent by e-mail; or (c) seven (7) working days after being deposited in the mail, when sent with postage prepaid, addressed to the *Member* or the *ITF* at its last-known address.

33.2 The *Chief Executive Officer* will be the representative of the *ITF* for the purposes of correspondence, and the receipt and issue of notices in connection with the *Constitution*.

33.3 Any time limits stated in this *Constitution* will begin on the day on which the notification is deemed received. Official holidays and non-working days are included in the calculation of time limits, save that if the last day of the time limit falls on an official holiday or non-working day in London or the *Country* of the relevant *Member*, the next working day will be deemed to be the last day of the time limit. A time limit will be deemed to have been met if the notification is received by 23:59 UK time on the last day of the specified time limit.

### **34. INDEMNITY**

34.1 The *ITF* will indemnify and hold harmless its *Directors* and officers and *Members* of its *Executive Staff* in respect of any liability for damages, costs, fines, or otherwise, that is incurred as a result of any civil or administrative claim that is made against them in any jurisdiction as a result of their office or the exercise of their powers or the execution of their duties under the *Constitution* or the *Rules*, whether or not judgment is given in their favour or they are acquitted, provided the indemnified person acted honestly and in good faith with a view to the best interests of the *ITF*.

### **35. OFFICIAL LANGUAGES**

35.1 The official languages of the *ITF* will be English, French, and Spanish. The following documents shall be published in the official languages: this *Constitution*; the *Rules of Tennis*; the agenda for a *General Meeting*, and its minutes. The *ITF* shall have discretion over what other *ITF* documents shall be published in the official languages, and whether they shall also be published in other languages.

35.2 If there is a difference between the English version of an *ITF* document and any other version, the English version will prevail.

### **36. ALTERATIONS TO THE MEMORANDUM OR ARTICLES**

36.1 Only *Council* may alter the *Memorandum* and the *Articles*.

36.1.1 Article 8.2.4 may only be altered with the unanimous consent of *Council*.

- 36.1.2 Any provision of the *Memorandum* or *Articles* that requires a majority vote greater than two-thirds may be altered only by a *Council* resolution that is passed with the support of the same or greater majority.
- 36.1.3 Any other alterations to the *Memorandum* or *Articles* require a resolution that is passed by a *Special Majority*.
- 36.1.4 Any alterations will take effect as from the first day of January following, unless *Council* decides otherwise by the required majority.
- 36.2 If *Council* resolves to alter any part of the *Memorandum* or *Articles*, it may delegate the responsibility for approving the final wording of the alteration to the *Board of Directors*.
- 36.3 The *Board of Directors* may at any time amend the *Memorandum* or *Articles* to correct typographical or clerical errors or for reasons of grammar or clarification, where those amendments arise from and are consistent with resolutions of *Council*. Any amendment made pursuant to this Article 36.3 must be notified to *Members* in writing as soon as practicable.
- 36.4 The *Bye-laws* and the *Rules* other than the *Rules of Tennis*, *Tennis Anti-Corruption Program* and *Tennis Anti-Doping Programme* may be amended by the *Board of Directors* provided that:
  - 36.4.1 such amendment does not create inconsistency with the *Memorandum* or *Articles*; and
  - 36.4.2 any amendment to Bye-Law F or G that introduces or amends any obligation on a *Member National Association* or *Regional Association* must be approved by *Council* prior to taking effect.

## **37. DISSOLUTION**

- 37.1 The *ITF* may only be voluntarily dissolved by a resolution of *Council* that is passed by a *Super Majority* at a *General Meeting* specifically convened for the purpose, or at an *Annual General Meeting*.
- 37.2 In the event of such dissolution, *Council* will appoint one or more liquidators, who will gather the *ITF's* assets and apply them to discharge all of the *ITF's* debts and liabilities. Any surplus assets will be paid to the *Class A Members* as trustees of the *ITF Trust* to be held pursuant to the *Declaration of Trust*, save that any funds held in any account designated "Grand Slam Development Fund" will be transferred to such trustees as may be appointed by the *Official Tennis Championships*, who will continue to hold and administer the fund for the designated purposes as determined from time to time.



## APPENDICES

### APPENDIX A RULES OF INTERPRETATION AND DEFINITIONS

#### Rules of interpretation

- A1.1 In the *Constitution* and also in the *Rules* other than the *Tennis Anti-Corruption Program* and *Tennis Anti-Doping Programme*, unless expressly specified otherwise:
- a. words importing a particular gender are intended to be neutral;
  - b. words in the singular include the plural, and words in the plural include the singular;
  - c. references to Parts, Sections, Articles and Appendices are references to parts, sections, and articles of and appendices to the document in which the references appear;
  - d. any reference to a set of Rules, or a policy, procedure, guideline or similar document of the ITF includes any amended version or successor document of a similar nature made or issued from time to time;
  - e. any reference to a provision in the Constitution, a Rule, or to a provision of a policy of the ITF, includes any modifications or successor provisions made or issued from time to time;
  - f. any reference to legislation includes any modification or re-enactment of legislation enacted in substitution of that legislation, and any regulation, order-in-council or other instrument from time to time issued or made under that legislation;
  - g. any reference to an agreement includes that agreement as modified, supplemented, novated or substituted from time to time;
  - h. a reference to 'writing' or 'write' or 'written' includes fax and email;
  - i. a reference to 'may' means 'in the sole discretion of such person';
  - j. a reference to a 'day' means any day of the week and is not limited to working days, while a reference to a 'working day' means a day when the banks are open for business in England, and a reference to a 'month' means a calendar month;
  - k. references to tennis players mean both amateur and professional players;
  - l. references to a 'person' include (as the context so requires) natural persons, corporate bodies, and unincorporated bodies (in each case whether or not having separate legal personality), and also the legal personal representatives, successors and permitted assigns of such persons;
  - m. headings and tables of content are for reference only and will not affect the proper interpretation and application of the document; and
  - n. any words following the terms 'including', 'include', 'in particular', 'such as', 'for example', or any similar expression, will be construed as illustrative and will not limit the sense of the words, description, definition, phrase or term preceding those terms.

A1.2 If there is an inconsistency between the terms of the documents listed in this paragraph A1.2, a term contained in a document higher in the list has priority over one contained in a document lower in the list:

A1.2.1 Memorandum and Articles, excluding the Appendices;

A1.2.2 the Appendices;

A1.2.3 the Bye-Laws; and

A1.2.4 the Rules.

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## **Definitions**

A1.3 The following words or phrases have the following meanings when used in this *Constitution*:

**Act** means the International Business Companies Act 2000 of The Bahamas, as amended from time to time;

**Annual General Meeting** or **AGM** means a *Council* meeting held in accordance with Article 9.1.

**Appendices** means the appendices to the *Articles*.

**Articles** means the Articles of Association of ITF Limited including its *Appendices*.

**ATP** means the ATP Tour, Inc.

**Auditors** means the independent firm of certified accountants appointed by *Council* on the recommendation of the *Board of Directors* to audit the annual accounts of the *ITF*.

**Bare Majority** means more than 50% of the valid votes cast by those present and voting.

**Basic Universal Principles of Good Governance** means the document of that name published by the IOC, as amended from time to time.

**Board of Directors** means the board of directors for the time being of the *Company*, composed in accordance with Article 11.

**Bye-laws** means the part of the *Constitution* appearing after the *Memorandum* and *Articles*, but does not include the *Appendices*.

**CAS** means the Court of Arbitration for Sport in Lausanne, Switzerland.

**Chair** means the person chairing a *General Meeting* in accordance with this *Constitution*.

**Chief Executive Officer** means the person appointed in accordance with Article 15.14 and employed by or on behalf of the *ITF*.

**Class A Members** means the trustees from time to time of the *ITF Trust*, in accordance with Article 4.1.1.

**Class B Member** means a *National Association* that is the registered holder of one or more Class B shares in the *Company*.

**Class C Member** means a *National Association* that is the registered holder of a Class C share in the *Company*.

**Committee** means a group of people that is appointed by the *Board of Directors* in accordance with Article 16, whether described as a committee, a commission, a panel, a working group, a taskforce or otherwise, and whether on an *ad hoc* or a standing basis, to provide expertise, advice and/or other support to the *Board of Directors*.

**Company** means the *ITF*.

**Company Secretary** means the *Chief Executive Officer* or other *Member(s)* of the *Executive Staff* who are appointed to carry out the functions of a company secretary.

**Constitution** means the *Memorandum* and *Articles*, the *Appendices* and the *Bye-laws* of

the *Company*, as set out in Article 1.2.

**Council** means the delegates of the *Members* assembled in a *General Meeting*.

**Country** means: (a) a self-governing geographical area of the world recognised as an independent state by the United Nations; and/or (b) a geographical territory or region that is not recognised as an independent state by the United Nations but that has certain aspects of self-government, at least to the extent of being autonomous in the control of its sport, and which is recognised as such by the *ITF*.

**Declaration of Trust** means the declaration of trust of the *ITF Trust* by the *Class A Members* dated the 22<sup>nd</sup> day of December, 1997.

**Director** means a *Member* of the *Board of Directors*, including the *President*.

**Dispute** has the meaning given to that term in Article 30.2.

**Election and Eligibility Panel** means the panel of that name established pursuant to the *ITF Code of Ethics*.

**Eligible** means not subject to any of the disqualifying conditions set out at Article 18.1.

**Ethics Commission** means the body of that name established pursuant to the *ITF Code of Ethics*.

**Executive Staff** means the executive staff employed by or otherwise acting on behalf of the *ITF*, excluding the officers appointed under Article 15.

**Extraordinary General Meeting** or **EGM** means a *Council* meeting called in accordance with Article 9.3.

**General Meeting** means an *Annual General Meeting* and/or an *Extraordinary General Meeting*.

**Good Standing** means not suspended or otherwise restricted from exercising all relevant *Membership* rights.

**Governing Bodies** means the *ATP*, *ITF*, *WTA*, and the four owners of the *Official Tennis Championships*.

**Honorary Life Counsellor** means a person appointed to the position of Honorary Life Counsellor of the *ITF* in accordance with Article 7.1.

**Honorary Life President** means a person appointed to the position of Honorary Life President of the *ITF* in accordance with Article 7.1.

**Honorary Life Vice-President** means a person appointed to the position of Honorary Life Vice-President of the *ITF* in accordance with Article 7.1.

**Incapacity** means a physical or mental impairment that prevents the person from effectively performing their duties as an *ITF Officeholder*.

**Independent Tribunal** means the independent body of that name established to decide matters referred to it under the *Constitution* or the *Rules* in accordance with its procedural rules.

**Interest** means: (a) the holding, directly or indirectly, of 5% or more of the shares of the relevant entity; (b) the holding, directly or indirectly, of 5% or more of the voting rights of

the relevant entity; or (c) holding a seat on the board of directors of the relevant entity.

**International Competitions** means all competitions that are now or in the future organised by or on behalf of the *ITF* between players or teams of players from and/or representing different *Countries*, and which include the *Official Team Competitions* and the *ITF Individual Competitions*.

**International Standards** means the international standards that support the *World Anti-Doping Code*, and that are adopted by *WADA*, as amended from time to time.

**International Tennis Integrity Agency** means the company known as *International Tennis Integrity Agency Limited*.

**IOC** means the International Olympic Committee.

**IPC** means the International Paralympic Committee.

**ITF** means the company known as *ITF Limited*, as set out in Article 1.1.

**ITF Beach Tennis Junior Tour** means the tennis tour composed of the international beach tennis junior tournaments owned and/or sanctioned by *Members* and approved by the *ITF*, whose organisers agree to abide by the *ITF Beach Tennis Junior Tour Regulations*, which detail the rights and responsibilities of the *ITF*, the tournament organisers, and the participating players.

**ITF Beach Tennis World Tour** means the tennis tour composed of the international beach tennis tournaments owned and/or sanctioned by *Members* and approved by the *ITF*, whose organisers agree to abide by the *ITF Beach Tennis World Tour Regulations*, which detail the rights and responsibilities of the *ITF*, the tournament organisers, and the participating players.

**ITF Code of Ethics** means the code of that name issued and maintained by the *ITF*.

**ITF Group** means the *ITF Trust* and its subsidiaries as may exist from time to time.

**ITF Individual Competitions** are the competitions described as such in Article 24.3 and 24.5.

**ITF Internal Adjudication Panel** means the body of that name established to decide matters referred to it under the *Constitution* or the *Rules* in accordance with its procedural rules.

**ITF Officeholder** means each of the following persons: the officers of the *ITF* appointed pursuant to Article 15 excluding the *Chief Executive Officer*, and the *Members* of the *Board of Directors*.

**ITF Safeguarding Adults Policy** means the policy in relation to the protection of adults from injury and harm issued and maintained by the *ITF*.

**ITF Safeguarding Children Policy** means the policy in relation to the protection of children from injury and harm issued and maintained by the *ITF*.

**ITF Staff** means any person who is employed or engaged by or on behalf of the *ITF* to undertake work for it or on its behalf, including the *Executive Staff*. *ITF Staff* are not officers of the *Company*.

**ITF Trust** means the trust declared by and contained in the *Declaration of Trust*.

**ITF Wheelchair Tennis Tour** means the tennis tour composed of the international wheelchair tennis tournaments owned and/or sanctioned by *Members* and approved by the *ITF*, whose organisers agree to abide by the Wheelchair Tennis Regulations, which detail the rights and responsibilities of the *ITF*, the tournament organisers, and the participating players.

**ITF World Tennis Tour Juniors** means the tennis tour composed of the international junior tournaments owned and/or sanctioned by *Members* and approved by the *ITF*, whose organisers agree to abide by the ITF World Tennis Tour Juniors Regulations, which detail the rights and responsibilities of the *ITF*, the tournament organisers, and the participating players.

**ITF World Tennis Masters Tour** means the tennis tour composed of the international tournaments for players aged 30 and over owned and/or sanctioned by *Members* and approved by the *ITF*, whose organisers agree to abide by the Masters Tour Regulations, which detail the rights and responsibilities of the *ITF*, the tournament organisers, and the participating players.

**ITF World Tennis Tour Men's** means the tennis tour composed of tournaments for men owned and/or sanctioned by *Members* and approved by the *ITF*, whose organisers agree to abide by the ITF World Tennis Tour Rules and Regulations, which detail the rights and responsibilities of the *ITF*, the tournament organisers, and the participating players.

**ITF World Tennis Tour Women's** means the tennis tour composed of tournaments for women owned and/or sanctioned by *Members* and approved by the *ITF*, whose organisers agree to abide by the ITF World Tennis Tour Rules and Regulations, which detail the rights and responsibilities of the *ITF*, the tournament organisers, and the participating players.

**Member National Associations** means the *Class B Members* and *Class C Members*.

**Members** means the registered holders of shares in the share capital of the *ITF*.

**Memorandum** means the Memorandum of Association of ITF Limited.

**NADO** means a national anti-doping organisation, having the roles and responsibilities conferred on it by the *World Anti-Doping Code*.

**National Association** means a national governing body for the sport of tennis representing a particular *Country*.

**National Olympic Committee** means the body recognised by the *IOC* as the national Olympic committee for a *Country*.

**OECD Consumer Price Index** means the 'OECD – Total' inflation rate published by the *Organisation for Economic Co-operation and Development* in its consumer price index database.

**Official Team Competitions** are the competitions described as such in Article 23.

**Official Tennis Championships** are the competitions described as such in Article 24.1.

**Olympic Charter** means the document of the same name published by the *IOC*, as amended from time to time.

**Olympic Movement** has the meaning set out in the *Olympic Charter*.

**Olympic Movement Code on the Prevention of Manipulation of Competition** means the document of the same name published by the *IOC*, as amended from time to time.

**Organisation for Economic Co-operation and Development** (or **OECD**) means the international organisation composed of *Member* countries pursuant to the Convention on the Organisation for Economic Co-operation and Development signed 14 December 1960 and supplemented from time to time.

**Parliamentarian** means the person appointed by the *Board of Directors* to carry out the functions ascribed to the *Parliamentarian* in the *Constitution*.

**President** means the president of the *ITF* elected in accordance with Article 12.7.

**Recognised Organisation** means an organisation recognised by the *ITF* in accordance with Article 6.

**Recognised Tennis Championships** are the competitions described as such in Article 24.2.

**Regional Association** means an association of *Members* that are recognised by the *ITF* and that belong to the same continent or assimilable geographic region, and which are affiliated to the *ITF* in accordance with Article 5.

**Register** means the register of *Members* to be kept pursuant to section 28(1) of the *Act*.

**Roll of Honour** means the list of players who have been awarded the title of *World Champion*, maintained and published by the *ITF*.

**Rules** means the rules and regulations that are issued or adopted by the *ITF* within its powers and responsibilities, and the *Tennis Anti-Corruption Program* and *Tennis Anti-Doping Programme*.

**Rules of Council** means the rules of that name set out in Bye-Law C, as amended from time to time.

**Rules of Tennis** means the rules of the game of tennis adopted and amended in accordance with Article 8.2.4.

**Special Majority** means two-thirds or more of the valid votes cast by those present and voting.

**Super Majority** means four-fifths or more of the valid votes cast by those present and voting.

**Tennis Anti-Corruption Program** means the rules of that name that are issued and maintained by the *International Tennis Integrity Agency* on behalf of the *ITF*, as amended from time to time in accordance with its terms.

**Tennis Anti-Doping Programme** means the rules of that name that are issued and maintained by the *International Tennis Integrity Agency* on behalf of the *ITF*, as amended from time to time in accordance with its terms.

**Tennis Betting Operator** has the meaning given to that term in the *Tennis Anti-Corruption Program*.

**Treasurer** means the treasurer of the *ITF* appointed in accordance with Article 15.11.

**Vice-President** means a vice-president of the *ITF* appointed in accordance with Article 15.8.

**WADA** means the World Anti-Doping Agency.

**World Anti-Doping Code** means the *World Anti-Doping Code* adopted by *WADA*, as amended from time to time.

**World Champion(s)** means the annual award(s) bestowed by the *ITF* in accordance with Article 26.1, in categories which may include: men's and women's singles and doubles; boys and girls; and wheelchair men's, women's and quad.

**WTA** means the WTA Tour, Inc.

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**APPENDIX B      SHARE REGISTER**

**Part One**

[•Insert Class B *Members* by share number•]

**Part Two**

[•Insert Class C *Members*•]

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## APPENDIX C

**SUMMARY OF ITEMS REQUIRING OTHER THAN A BARE MAJORITY**

<b>Article</b>	<b>Subject</b>	<b>Majority required of those voting</b>
4.22.1.2	Waiver of re-admission conditions	<i>Special Majority</i>
4.30	<i>Membership</i> applications (including division of territory into two or more, transfer of <i>Membership</i> and readmittance)	<i>Special Majority</i>
4.34	Increases and reductions in <i>Class B Shares</i>	<i>Special Majority</i>
4.41	Suspension of <i>Membership</i>	<i>Special Majority</i>
4.45	Interim action by the <i>Board of Directors</i> prior to ratification by <i>Council</i>	<i>Special Majority</i>
4.45.3	Ratification of interim action taken under Article 4.45	<i>Special Majority</i>
4.47.2	Waiver of conditions for the lifting of a suspension	<i>Special Majority</i>
4.47.3	Lifting of a suspension by <i>Council</i>	<i>Special Majority</i>
4.49	Expulsion from <i>Membership</i>	<i>Super Majority</i>
4.51	Decision to impose other sanctions on the <i>Member</i> short of expulsion	<i>Special Majority</i>
5.2	Affiliation of <i>Regional Associations</i>	<i>Special Majority</i>
5.13	Withdrawal of an affiliation previously granted to a <i>Regional Association</i>	<i>Special Majority</i>
6.2	Applications for recognition by <i>Recognised Organisations</i>	<i>Special Majority</i>
6.6	Expulsion of <i>Recognised Organisations</i>	<i>Special Majority</i>
7.2	Appointment of honorary positions	<i>Super Majority</i>
7.4	Withdrawal of honorary positions	<i>Super Majority</i>
8.2.4.2	Alteration to the <i>Rules of Tennis</i>	<i>Special Majority</i>
8.2.4.2	Date of effect of changes to the <i>Rules of Tennis</i>	<i>Special Majority</i>
8.2.12	Merger of the <i>ITF</i> with another body	<i>Super Majority</i>
9.13	Items of which due notice has not been given	<i>Super Majority</i>
9.23.2	Motion reversing a decision taken at the preceding <i>General Meeting</i>	<i>Super Majority</i>
12.10	Selection by the <i>Board of Directors</i> of an acting <i>President</i> in event of death, retirement or impairment of <i>President</i>	<i>Special Majority</i>

12.11.6	Removal of a <i>Member of the Board of Directors</i>	<i>Special Majority</i>
14.3	Decision of the <i>Board of Directors</i> to hold an emergency meeting at notice of less than two days	<i>Super Majority</i>
14.7.2	Decision of the <i>Board of Directors</i> to conduct voting at their meeting by ballot or secret ballot	<i>Special Majority</i>
15.10	Removal of <i>Vice-President</i> from office	<i>Special Majority</i>
15.13	Removal of <i>Treasurer</i> from office	<i>Special Majority</i>
22.2	Reviving the title “World Championships”	<i>Unanimity</i>
22.4	Reversal of an alteration to, or otherwise amending, the regulations for Davis Cup and Billie Jean King Cup Competitions	<i>Special Majority</i>
36.1.1	Alteration to Article 8.2.4	Unanimity
36.1.2	Alterations to provisions of the <i>Memorandum or Articles</i> that require more than two-thirds majority	The same or greater majority required by the provision being altered
36.1.3	Alterations to the <i>Constitution</i> not covered by Articles 36.1.1 and 36.1.2	<i>Special Majority</i>
36.1.4	Date of effect of change to the <i>Constitution</i>	The majority required to pass the substantive resolution
37.1	Dissolution of <i>ITF</i>	<i>Super Majority</i>
Bye-law C1.1.3	Election of <i>Chair</i> in the event that the <i>President</i> is indisposed	<i>Bare Majority</i> , each delegate to have only one vote
Bye-law C4.6	Adjournment of a <i>General Meeting</i>	<i>Special Majority</i>

**APPENDIX D**      **LIST OF REGIONAL ASSOCIATIONS**

African Tennis Confederation (CAT)

Asian Tennis Federation (ATF)

Central American and Caribbean Tennis Confederation (COTECC)

Oceania Tennis Federation (OTF)

South America Tennis Confederation (COSAT)

Tennis Europe (TE)

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## BYE-LAWS OF ITF LIMITED

### A. ANTI-DOPING

#### A1. Compliance with the *World Anti-Doping Code*

- A1.1 As a signatory to the *World Anti-Doping Code*, the *ITF* acknowledges and accepts the *World Anti-Doping Code* and the accompanying International Standards as the basis for the fight against doping in tennis. The *ITF* also acknowledges and accepts all of the requirements of the *World Anti-Doping Code* and International Standards that apply to the *ITF*, including the obligation imposed on the *ITF* by Article 24.1.9 of the 2021 *World Anti-Doping Code* to recognise, respect, and give full effect (in accordance with the *ITF*'s authority and within its sphere of responsibility) to final decisions imposing consequences and/or reinstatement conditions on another signatory to the *World Anti-Doping Code* for non-compliance with its obligations as a signatory, whether such consequences and/or reinstatement conditions are proposed by *WADA* and accepted by the signatory in question, or else are imposed by the *CAS*.
- A1.2 No provision in the *Constitution* or the *Rules* is intended to prevent or will be interpreted or applied so as to prevent the *ITF* from complying with its obligations as a signatory to the *World Anti-Doping Code*.

#### A2. The *Tennis Anti-Doping Programme*

- A2.1 The *ITF* has delegated authority to the *International Tennis Integrity Agency* to issue and maintain the *Tennis Anti-Doping Programme* in order to implement the *World Anti-Doping Code* in the sport of tennis, and so to maintain the integrity of the sport and protect the health and rights of tennis players.
- A2.2 As a condition of *Membership* of the *ITF*:
- A2.2.1 Each *Member National Association* must respect and observe and comply with the obligations conferred on them by the *Tennis Anti-Doping Programme*, and must procure that: (a) each of its board *Members*, directors, and officers; (b) any of its employees; and (c) any of its delegated third parties and their employees; who are involved in any aspect of doping control on its behalf, as well as each of its *Members* and affiliates, agrees to respect and observe and comply with, the obligations conferred on them by the *Tennis Anti-Doping Programme*.
- A2.2.2 Each *Member National Association* must also recognise, abide by, and implement the decisions made pursuant to the *Tennis Anti-Doping Programme*, including the decisions imposing sanctions on persons under its authority.
- A2.2.3 Each *Member National Association* must include in its own rules the provisions necessary to ensure that the *International Tennis Integrity Agency* may enforce the *Tennis Anti-Doping Programme* (including carrying out testing) directly against players (including national-level players) and other persons under its authority. In particular, each *Member National Association* must require all players under its authority, including those players preparing for and/or participating in a competition or activity authorised or organised by that *Member* or by one of its *Members* or affiliates, and all player support personnel associated with such players, to agree as a condition of participation or involvement to be bound by the *Tennis Anti-Doping Programme* and to submit to the results management authority of the *International Tennis Integrity Agency* in relation to the *Tennis Anti-Doping Programme*.

- A2.2.4 Each *Member National Association* must report any information suggesting or relating to an anti-doping rule violation to the *International Tennis Integrity Agency* and to the *Member's NADO*, and must cooperate with investigations conducted by the *International Tennis Integrity Agency*, the *NADO*, and/or any other anti-doping organisation with authority to conduct the investigation.
- A2.2.5 If the *International Tennis Integrity Agency* delegates any aspect of testing and/or results management under the *Tennis Anti-Doping Programme* to a *Member National Association*, that *Member* must delegate such testing and results management to its *NADO* or otherwise conduct such testing and results management itself in accordance with *WADA's International Standard* that applies to testing and *International Standard* that applies to results management.
- A2.3 As further conditions of *Membership*:
- A2.3.1 Each *Member National Association* must incorporate anti-doping rules equivalent to the *Tennis Anti-Doping Programme* into its own rules, so that it and/or its *NADO* may enforce those rules against players (including national-level players) and other persons under its authority. Those rules must give the *International Tennis Integrity Agency* (for the *ITF*), *WADA*, and the *NADO* the rights of appeal set out in the *World Anti-Doping Code* in respect of decisions made under those rules.
- A2.3.2 Each *Member National Association* must require all players under its authority, including those players preparing for and/or participating in a competition or activity authorised or organised by the *Member* or by one of its *Members* or affiliates, and all player support personnel associated with such players, to agree as a condition of participation or involvement to be bound by the *Member's* anti-doping rules and to submit to the results management authority of the *Member* or its *NADO* (as applicable) in relation to such rules.
- A2.3.3 Subject to applicable law, each *Member National Association* must require: (a) all of its board *Members*, directors, and officers; (b) all of its employees; and (c) all of its delegated third parties and their employees; who are involved in any aspect of doping control, to agree to be bound by the *Tennis Anti-Doping Programme* and by the *Member's* own anti-doping rules as a condition of such position or involvement.
- A2.3.4 Each *Member National Association* must take appropriate action to ensure compliance with the *Tennis Anti-Doping Programme* and its anti-doping rules by persons under their anti-doping authority by (among other things):
- a. conducting doping control only under the documented authority of the *ITF* and permitting its *NADO* and/or mandating one or more delegated third parties to collect samples from players under its authority in accordance with *WADA's International Standard* that applies to testing;
  - b. recognising the authority of the *NADO* in its *Country* in accordance with Article 5.2 of the 2021 *World Anti-Doping Code* and assisting as appropriate with the *NADO's* testing of players under its authority;
  - c. ensuring all samples collected from players under its authority are analysed by a *WADA-accredited* or *WADA-approved* laboratory;
  - d. ensuring that the results of any testing and any anti-doping rule violations that are discovered are managed properly by its *NADO*, or otherwise by

the *Member* itself, in accordance with *WADA's International Standard* that applies to results management; and

- e. ensuring that any anti-doping rule violations arising under its anti-doping rules are adjudicated by an operationally-independent hearing panel in accordance with Article 8.1 of *WADA's International Standard* that applies to results management, with the *International Tennis Integrity Agency* being kept informed of proceedings throughout.

- A2.3.5 At the end of every calendar year, each *Member National Association* must report to the *International Tennis Integrity Agency* the results of all testing conducted within their respective jurisdictions in that year, sorted by player and identifying each date on which the player was tested, the entity conducting the test, and whether the test was in-competition or out of competition. The *International Tennis Integrity Agency* may publish such information. An anonymised copy of that report shall be reported to the *ITF*.
- A2.4 Subject to applicable law, *Member National Associations* must not knowingly employ a person in any position involving doping control other than authorised anti-doping education or rehabilitation programmes where: (a) that person has been provisionally suspended or is serving a period of ineligibility under the *Tennis Anti-Doping Programme* or the *World Anti-Doping Code* or a *Member's* anti-doping rules; or (b) that person has directly and intentionally engaged in conduct within the previous six years that would have constituted a violation of such rules if they had been applicable to them.
- A2.5 Each *Member National Association* must have disciplinary rules in place to prevent player support personnel who are using prohibited substances or prohibited methods without valid justification providing support to players under the authority of the *ITF* or the *Member National Association*.
- A2.6 Each *Member National Association* must conduct anti-doping education in coordination with the *International Tennis Integrity Agency* and its *NADO* and otherwise as required under the *Tennis Anti-Doping Programme*.
- A2.7 Where a *Member National Association* fails to comply with, implement, uphold, and/or enforce the *Tennis Anti-Doping Programme* or its equivalent anti-doping rules within the *Member National Association's* area of competence, or fails to comply with any of its other obligations under this Article A2, the *ITF* may apply any one or more of the following consequences:
- A2.7.1 exclusion of all or a group of players, player support personnel, *Members*, directors, and/or officials of the *Member National Association*, or other relevant persons associated with that *Member*, from specified future competitions, events, or other activities;
  - A2.7.2 suspension of the *Membership* of the *Member National Association*;
  - A2.7.3 imposition of a fine;
  - A2.7.4 withholding of some or all funding or other financial and non-financial support to the *Member National Association*; and/or
  - A2.7.5 requiring the *Member National Association* to reimburse the *ITF* for all costs incurred in pursuing the matter.
- A2.8 If the *Member National Association* disputes its liability and/or the consequences imposed on it pursuant to Article A2.7, it may appeal the decision in question to the CAS in accordance with Article 29 of the *Articles*.

## B. MANIPULATION OF COMPETITIONS

- B1.1 The *ITF* has delegated authority to the *International Tennis Integrity Agency* to issue and maintain the *Tennis Anti-Corruption Program* in order to establish a uniform and consistent scheme applicable to all tennis events organised, sanctioned or recognised by the *Governing Bodies* that implements the *Olympic Movement Code on the Prevention of Manipulation of Competitions* in the sport of tennis, and so maintains the integrity of the sport and protects against any efforts to impact improperly the results of any match in such events.
- B1.2 As a condition of *Membership* of the *ITF*:
- B1.2.1 Each *Member National Association* must include in its own rules the provisions necessary to ensure that the *International Tennis Integrity Agency* may enforce the *Tennis Anti-Corruption Program* directly against players (including national-level players) and other persons under its authority. In particular, each *Member National Association* must require all players under its authority, including those players preparing for and/or participating in a competition or activity authorised or organised by that *Member* or by one of its members or affiliates, and all player support personnel associated with such players, to agree as a condition of participation or involvement to be bound by the *Tennis Anti-Corruption Program* and to submit to the results management authority of the *International Tennis Integrity Agency* in relation to the *Tennis Anti-Corruption Program*.
- B1.2.2 Each *Member National Association* must ensure that all persons under the *Member National Association's* jurisdiction, including all persons participating in events organised, sanctioned or recognised by that *Member*, comply with rules of conduct that: (a) are at least equivalent to the rules of conduct imposed by the *Tennis Anti-Corruption Program* on those who participate in events organised, sanctioned or recognised by the governing bodies of professional tennis; and (b) impose similar sanctions in the event of non-compliance.
- B1.2.3 Each *Member National Association* must ensure that in relation to any decision under the *Tennis Anti-Corruption Program*, its governing rules or regulations: (a) give automatic effect to any such decision that rules a person ineligible to participate in any capacity in events organised, sanctioned or recognised by that *Member*; and (b) extends any such decision that rules a person ineligible to participate in events organised or sanctioned by the governing bodies of professional tennis, so that the person is also automatically ineligible, for the same period, to participate in any capacity in events organised, sanctioned or recognised by that *Member*.
- B1.2.4 Each *Member National Association* must report any information suggesting or relating to a violation of the *Tennis Anti-Corruption Program* to the *International Tennis Integrity Agency*, and must cooperate with investigations conducted by the *International Tennis Integrity Agency* into that or any other suspected violation.
- B1.2.5 Each *Member National Association* must recognise, abide by, and implement the decisions made pursuant to the *Tennis Anti-Corruption Program*, including the decisions imposing sanctions on persons under its authority, such that anyone who has been ruled ineligible under the *Tennis Anti-Corruption Program* to participate in events organised or sanctioned by the *Governing Bodies* is also automatically ineligible, for the same period, to participate in any capacity in events organised, sanctioned, or recognised by that *Member*.
- B1.2.6 Each *Member National Association* must incorporate rules equivalent to the *Tennis Anti-Corruption Program* into its own rules, so that it may enforce those



rules against players (including national-level players) and other persons under its authority, and impose sanctions similar to those imposed under the *Tennis Anti-Corruption Program*.

- B1.2.7 Each *Member National Association* must regularly update the *International Tennis Integrity Agency* on the status and findings of any anti-corruption review or proceedings conducted by that *Member* in relation to any person(s) under its national authority.

## **C. RULES OF COUNCIL**

### **C1. The Chair**

- C1.1 The *President* will take the *Chair* at *General Meetings*. However, in the event that the *President* requires the *General Meeting* to appoint a *Chair* in their place or is unable or unwilling to attend the *General Meeting* or is not present within fifteen minutes of the time at which a meeting was due to start, then the first business at the *General Meeting* concerned will be to select a *Chair*. In such circumstances:

C1.1.1 In the absence of the *President*, any *Member* of the *ITF Staff* may request the appointment of a *Chair* at that *General Meeting*.

C1.1.2 *Council* present and entitled to vote at the *General Meeting* will be invited to nominate the following persons in order of priority to be the *Chair* provided always that such persons are present and willing to act: a *Vice-President*; a *Director*; an *Honorary Life President*; an *Honorary Life Vice-President*; an *Honorary Life Counsellor*; a delegate.

C1.1.3 The *Chair* will be elected by a *Bare Majority* resolution of *Council*. In the event that a candidate is either not nominated or elected from a particular category, then the next candidate from the same category will be considered, or if no such candidate the next category, and so on until a *Chair* is elected. In any such election, each voting delegate of each *Class B Member* present at the *General Meeting* will only have one vote, notwithstanding the fact that the number of *Class B* shares held by any one particular *Class B Member* may be more than one.

- C1.2 The *Chair* will preside over all matters of procedure at the *General Meeting* not prescribed by the *Constitution*. The *Chair* may be assisted in this respect by a *Parliamentarian* appointed by the *Board of Directors*.

C1.3 The *Parliamentarian*, where present, will assist the *Chair* in taking charge of the proceedings of a *General Meeting*, and a *Member* of the *ITF Staff* will act as Secretary of the *General Meeting* with such assistance as the *Chair* or *Parliamentarian* deems necessary.

C1.4 The *Chair* will conduct the proceedings at the *General Meeting* and will have power to interrupt the reading of any document or any speaker where it is considered reasonable and appropriate to do so. Any person who disobeys a ruling of the *Chair* in this regard or who otherwise conducts themselves in a manner detrimental to the orderly conduct of the *General Meeting* may be directed to leave the *General Meeting* by *Bare Majority* resolution of *Council*.

### **C2. Requirements prior to the commencement of each General Meeting**

- C2.1 Prior to the commencement of each *General Meeting*:

- C2.1.1 In accordance with Article 9.14.1, each *Class B Member* represented will have named the delegate who will vote on its behalf at the *General Meeting*.
- C2.1.2 All *Members* whose subscriptions are in arrears will be announced, and any delegates representing such *Members* will be treated as having observer status only and shall not be entitled to speak or vote at that *General Meeting*, unless they pay the outstanding arrears in full.

### **C3. Scrutineers**

- C3.1 At the commencement of each *General Meeting*, three scrutineers will be elected by a show of hands. A voting delegate may nominate a maximum of one candidate for scrutineer. Nominations for scrutineers will also be accepted from the *Board of Directors*. Nominees for scrutineers may be delegates from any *Member National Association*.

### **C4. Resolutions at General Meetings**

- C4.1 Every resolution put to a *General Meeting*, including any amendment, will be proposed: (a) by the *Board of Directors*, or (b) a delegate and seconded by a delegate from another *Member*; before being put to discussion and vote at the *General Meeting*.
- C4.2 If notice of an original resolution has been given in accordance with Articles 9.11 and 9.12, or it is otherwise permitted for consideration under Article 9.13, an amendment to that resolution can be proposed without advance notice. However, *Council* must resolve by a *Bare Majority* to permit the amending resolution to be put to discussion and vote at the *General Meeting*.
- C4.3 Resolutions on procedural matters related to the conduct of a *General Meeting* do not require notice in accordance with Article 9, but must comply with paragraph C4.1 or be proposed by the *Chair*.
- C4.4 The *Chair* of the *General Meeting* will decide the order in which a resolution and any amendments to the resolution will be voted upon.
- C4.4.1 In the event that an amendment is carried before the original resolution is voted upon, it will become the substantive resolution. If the original resolution is voted upon and carried before any amendment is carried, the original resolution will be deemed to be the decision of the *General Meeting*.
- C4.5 Any delegate may move without debate at the close of a speech of any other delegate:
- C4.5.1 that the resolution be put to a vote. If such a motion is seconded by a delegate of another *Member* the resolution will, unless the *Chair* rules otherwise, be put to a vote immediately; or
- C4.5.2 that the *General Meeting* proceed to the next item of business on the agenda. If such a motion is seconded by a delegate of another *Member*, the motion will, unless the *Chair* rules otherwise, be put to *Council* for a vote.
- a. In the event that such a motion is carried, the *General Meeting* will proceed to a vote on the original motion on which the delegate was speaking and the *General Meeting* will then proceed to the next item of business on the agenda.
- b. If the motion is not carried, no equivalent motion can be made for at least 30 minutes.

- C4.6 In addition to the provisions of Article 9.18, a *General Meeting* may be adjourned if a resolution of *Council* to that effect is carried by a *Special Majority*, or if it appears to the *Chair* that an adjournment is necessary to protect the safety of any person attending the *General Meeting* or ensure that the business of the meeting is conducted in an orderly manner.
- C4.7 When adjourning a *General Meeting* in accordance with paragraph C4.6 the *Chair* of the meeting must:
- C4.7.1 either specify the time and place to which it is adjourned or state that it is to continue at a time and place (including partly or wholly by means of electronic facility or facilities) to be fixed by the *Board of Directors*; and
  - C4.7.2 have regard to any directions as to the time and place of any adjournment which have been given by the meeting.
- C4.8 If the continuation of a *General Meeting* adjourned in accordance with paragraph C4.6 is to take place more than 14 days after it was adjourned, the *ITF* must give at least seven clear days' notice of it:
- C4.8.1 to the same *Members* to whom notice of the *ITF's General Meetings* is required to be given; and
  - C4.8.2 containing the same information which such notice is required to contain.
- C4.9 No business may be transacted at an adjourned *General Meeting* which could not properly have been transacted at the meeting if the adjournment had not taken place.

## **C5. Speeches**

- C5.1 In respect of motions or amendments at a *General Meeting*:
- C5.1.1 the proposer of a motion may speak for up to five minutes when proposing the motion, and subsequent speakers may speak for up to three minutes;
  - C5.1.2 the proposer and subsequent speakers may speak for a further three minutes, if *Council* consents by way of a *Bare Majority* resolution which is to be ascertained without debate. Further periods of three minutes may be permitted in accordance with the same procedure; and
  - C5.1.3 no delegate will address the General Meeting more than once on any motion or amendment, except that:
    - a. the *Chair* may give permission to any delegate for the purpose of replying to questions or to give further information;
    - b. the proposer of an original motion may speak for five minutes in reply; and
    - c. the *Chair* may give permission for the proposer of an amendment to reply.
- C5.2 Subject to paragraph C4.5 above, following the conclusion of speeches the motion will be put to *Council* for a vote.
- C5.3 All persons seeking to attend and participate in a *General Meeting* by way of electronic facility or facilities shall be responsible for maintaining adequate facilities to enable them to do so. Subject only to the requirement for the *Chair* to adjourn a *General Meeting* in accordance with the provisions of paragraph C4.6, any inability of a person or persons to

attend or participate in a *General Meeting* by way of electronic facility or facilities shall not invalidate the proceedings of that meeting.

## **C6. Voting**

C6.1 A vote may be taken by:

C6.1.1 a show of hands, where each Class B *Member* shall have only one vote of equal weight irrespective of the number of shares the *Member* holds. If a show of hands is not possible or practicable (such as when delegates are attending remotely using the electronic facility or facilities), the vote may be conducted via formal vote under paragraph C6.1.2 provided each *Class B Member* has only one vote of equal weight as required by this paragraph C6.1.1; or

C6.1.2 where the *Chair* determines or any delegate requests, a formal vote reflective of the number of Class B shares held by each *Class B Member* shall be taken by (a) electronic means or (b) roll call, as determined by the *Chair*. If a roll call is taken, the *Class B Members* will be called in English in alphabetical order, whether their voting delegate is attending in person or remotely.

C6.2 If a resolution other than the election of the *President* under Article 12.7 that is to be decided by a *Bare Majority* results in a tie, there will be a second count of that resolution. If the second count also results in a tie, the resolution will not pass.

C6.3 A secret ballot on a resolution to be voted on or a matter to otherwise be determined by the *Members* will be held:

C6.3.1 if the *Chair* so directs, or if so requested by one-quarter or more *Members* present and voting, and the motion to vote by secret ballot is approved by *Bare Majority*; or

C6.3.2 if so required under any of the *Bye-laws*.

C6.4 A secret ballot will be conducted either: (a) by the use of a secure electronic voting system provided and operated by a reputable independent service provider; or (b) by paper-based voting.

C6.4.1 For a secret ballot held by paper-based voting in the case of an election:

- a. there will be six ballot forms, representing one, three, five, seven, nine and twelve votes;
- b. *Class B Members* will be given one form representing the number of votes to which they are entitled; and
- c. the voting process will be conducted, in a manner that maintains the secrecy of the votes cast, by the *Election and Eligibility Panel*.

C6.4.2 For a secret ballot held by paper-based voting in all cases other than an election:

- a. there will be four ballot forms, representing one, three, four and five votes;
- b. *Class B Members* with one, three or five Class B shares will be given one form representing the number of votes to which they are entitled;

- c. *Class B Members* with seven Class B shares will be given two forms, one representing three votes and the other representing four votes together representing the total number of votes to which they are entitled;
- d. *Class B Members* with nine Class B shares will be given two forms, one representing four votes, the other representing five votes together representing the total number of votes to which they are entitled; and
- e. *Class B Members* with twelve Class B shares will be given three forms, one representing three votes, one representing four votes and a third representing five votes together representing the total number of votes to which they are entitled.

**D. INCREASE OR REDUCTION IN SHARES OF CLASS B MEMBERS**

D1.1 In respect of resolutions under Article 4.36 and 4.37, the *Board of Directors* will make its recommendations and decisions based on consideration of the following:

- D1.1.1 The extent of participation and performance of the *Class B Member* in the Davis Cup and Billie Jean King Cup, Junior Davis Cup and Junior Billie Jean King Cup, World Junior Tennis, and Wheelchair World Team Cup.
- D1.1.2 The performance of players affiliated to the *Class B Member* in the ATP/WTA rankings, ITF World Tennis rankings, Junior World Rankings, and Wheelchair World Rankings.
- D1.1.3 The *Class B Member's* organisation of national and international competitions.
- D1.1.4 The *Class B Member's* demonstrated commitment and capability in tennis development (including players, coaches, and participation), administration (including staffing, planning, and facilities) and national competitions.
- D1.1.5 Any representations made by the relevant *Class B Member*.

**E. APPOINTMENT OF STANDING COMMITTEES BY THE BOARD OF DIRECTORS**

E1.1 The *Board of Directors* will appoint standing *Committees* for the Davis Cup, the Billie Jean King Cup, the Olympics, the World Tennis Tour, the Masters Competitions, the Juniors Competitions, the Wheelchair Tennis Competitions, and Beach Tennis Competitions. The duties of those standing *Committees* will be as set out in the regulations for those competitions.

E1.2 The *Board of Directors* will appoint the following standing *Committees*:

- E1.2.1 the Advantage All Committee, to advise and make recommendations to the Board of Directors on the development and implementation of the ITF's strategy to promote equality, diversity and inclusion in tennis and in the leadership of the sport;
- E1.2.2 the Constitutional Committee, to advise and make recommendations to the *Board of Directors* on the *Constitution* and on matters of sporting good governance;
- E1.2.3 the *Election and Eligibility Panel* (a sub-group of the *Ethics Commission*), to approve rules within the *ITF Code of Ethics* that apply to candidates for election or appointment to the *Board of Directors*, and to manage that election process, including nominations;

- E1.2.4 the *Ethics Commission*, to advise and make recommendations to the *Board of Directors* on matters of ethics policy, and to perform the enforcement functions ascribed to it in the *ITF Code of Ethics*, and the independent chair of which is appointed by *Council* in accordance with Article 8.2.8;
  - E1.2.5 the Finance Committee, to monitor and review all pertinent financial matters and to report to each meeting of the *Board of Directors*;
  - E1.2.6 the Audit Committee, to advise and make recommendations to the *Board of Directors* on all audit and financial risk-related matters; and.
  - E1.2.7 the Rules of Tennis Committee, to advise and make recommendations to the *Board of Directors* on the *Rules of Tennis*.
- E1.3 The *Board of Directors* may also appoint the following further standing *Committees*:
- E1.3.1 the Athletes Commission, to advise and make recommendations to the *Board of Directors* on all questions of concern to athletes;
  - E1.3.2 the Coaches Commission, to advise and make recommendations to the *Board of Directors* on all matters relating to tennis coaching;
  - E1.3.3 the *ITF Internal Adjudication Panel*, to perform the roles as set out in its procedural rules;
  - E1.3.4 the Joint Media Commission, to advise and make recommendations to the *Board of Directors* on all matters relating to the *ITF's* relationship with the media;
  - E1.3.5 the Sport Science and Medicine Commission, to advise and make recommendations to the *Board of Directors* on all questions of a medical and scientific nature concerning the game of tennis and wheelchair tennis; and
  - E1.3.6 the Technical Commission, to advise and make recommendations to the *Board of Directors* on all technical questions concerning the game of tennis.

**F. A NATIONAL ASSOCIATION'S ROLE TO REPRESENT AND GOVERN TENNIS IN ITS COUNTRY**

- F1.1 As a general principle, each *Member National Association* has a broad discretion to determine how it represents, governs and delivers tennis in its *Country*, taking into account the landscape and governance frameworks of sport within its *Country*, the status of the development of tennis, and the *Member National Association's* available resources. To guide the exercise of that discretion in the best interests of tennis as a global and harmonised sport of which they are a *Member*, *Member National Associations* are encouraged to:
- F1.1.1 respect, support and promote the objects and principles of the *ITF*;
  - F1.1.2 administer, promote and ensure the delivery of tennis in its *Country* by staging and sanctioning competitions and carrying out other tennis activities;
  - F1.1.3 represent, govern and deliver tennis in its country without improper discrimination, including on the grounds set out in the *Olympic Charter*;
  - F1.1.4 comply with the *IOC's Basic Universal Principles of Good Governance* and any principles and/or requirements relating to good governance as may be

published by the *Board of Directors* from time to time, addressing matters such as accountability, conflicts of interest, integrity and transparency;

- F1.1.5 promote equality, diversity and inclusion in tennis in its *Country*;
  - F1.1.6 promote equal opportunities for all genders to participate in tennis and in the leadership of the sport in its *Country*; and
  - F1.1.7 not do anything by act or omission that is contrary to the objects and principles of the *ITF* and/or the best interests of tennis or the *ITF*, or that risks bringing tennis and/or the *ITF* into disrepute.
- F1.2 Each *Member National Association* is also expected to comply with any reasonable requests of the *Board of Directors* to provide a report on the *Member's* activities (including *International Competitions* and other major competitions staged in its *Country*, and the anti-doping activities conducted in its *Country*), or any other information.
- F1.3 In exercising their responsibilities as the governing body, and in fulfilling their obligations under the *Constitution*, *Member National Associations* should comply with the locally-applicable laws in their *Country* as they relate to the organisation of sport and more generally, provided always that:
- F1.3.1 those laws do not contravene the principle of autonomy from influence outside of the *Olympic Movement* nor do any acts of the Government in pursuit of those laws; and
  - F1.3.2 the *Member National Association* uses reasonable endeavours to comply with their obligations under the *Constitution* to the extent possible.

## **G. A REGIONAL ASSOCIATION'S ROLE TO REPRESENT TENNIS IN ITS REGION**

- G1.1 As a general principle, each *Regional Association* has a broad discretion to determine how it represents and delivers tennis in its region, taking into account the status of the development of tennis in its region and constituent *Countries*, the needs and interests of its *Members*, and the *Regional Association's* available resources. The *Regional Associations* also serve an important function in the furtherance and delivery of ITF strategies, programmes and policies. To guide the exercise of a *Regional Association's* discretion in the best interests of tennis as a global and harmonised sport, *Regional Associations* are encouraged to:
- G1.1.1 respect, support and promote the objects and principles of the *ITF*;
  - G1.1.2 administer, promote and deliver tennis in its geographical region in accordance with the objects and principles of the *ITF*, including the setting of the *Regional Association's* own multi-year strategic plan;
  - G1.1.3 comply with the *IOC's Basic Universal Principles of Good Governance* and any principles and/or requirements relating to good governance as may be published by the *Board of Directors* from time to time, addressing matters such as accountability, conflicts of interest, integrity and transparency;
  - G1.1.4 promote equality, diversity and inclusion in tennis in its region;
  - G1.1.5 promote equal opportunities for all genders to participate in tennis and in the leadership of the sport in its region, including by: (a) establishing a committee with responsibility for this objective; and (b) taking steps to improve gender equality in its governance framework, including its board, committees and executive; and

- G1.1.6 not do anything by act or omission that is contrary to the objects and principles of the *ITF* and/or the best interests of tennis or the *ITF*, or that risks bringing tennis and/or the *ITF* into disrepute.
- G1.2 Each *Regional Association* is also expected to comply with any reasonable requests of the *Board of Directors* to provide a report on the *Regional Association's* activities, including any *International Competitions* or other major competitions staged in its region, or any other information.

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