

Meeting	International Testing Agency ("ITA") – Foundation Board
Place	Lausanne, Switzerland/Conference Call
Date	8 December 2022

AGENDA

Item 1a): Opening of the meeting and welcome statement

The Chair opened the meeting and welcomed the Foundation Board Members to the second gathering of 2022. The meeting was held in ITA's headquarters in Lausanne and the Chair thanked the Members for being present.

Item 1b): Roll call

Chair of the Board:

Dr Valérie Fourneyron – *Independent ITA Board Member*

Members of the Board:

Mrs Chantal Brunner – *Independent ITA Board Member*

Prof. Peijie Chen – *Independent ITA Board Member (joined via videoconference)*

Mrs Kirsty Coventry – *Board Member representing the Athletes*

Prof. Dr Uğur Erdener – *Board Member representing the IOC (joined via videoconference)*

Dr Roger Jackson – *Independent ITA Board Member*

Mr Francesco Ricci Bitti – *Board Member representing the International Federations*

Ex-officio non-voting Observer:

Mr Sébastien Gillot – *WADA Director, European Office and Sport Movement Relations*

ITA Management:

Mr Benjamin Cohen – *ITA Director General*

Persons invited:

Mr David Dellaia – *Altman Solon (joined for agenda item 6)*

Mr Matteo Vallini – *ITA Head of Testing (joined for agenda item 7)*

Mr Rafael Saya – *ITA Finance Senior Manager (excused for agenda item 8)*

Start of the meeting: 8 December 2022 at 10:00

End of the meeting: 8 December 2022 at 13:00

Item 2: Approval of the minutes of the previous Foundation Board meeting, 23 June 2022

The minutes of the previous ITA Foundation Board meeting held on 23 June 2022 were submitted to all Foundation Board Members prior to the meeting for review and comments. No comments were submitted prior to or during the meeting.

As agreed by the Foundation Board, the ITA would publish the minutes of all ITA Board meetings held since its establishment in 2018 to further reinforce the principle of transparency and in line with best practices in the area of good governance.

DECISION: The Foundation Board Members unanimously and formally approved the minutes of the meeting held on 23 June 2022.

Item 3: Appointment and re-appointment of Foundation Board Members

As per the ITA Statutes, the mandate of the two following Foundation Board Members was coming to an end (January 2023):

- ✓ Mrs Kirsty Coventry, Board Member representing the Athletes;
- ✓ Prof. Dr Uğur Erdener, Board Member representing the IOC.

In accordance with Article 7 of the ITA Statutes and the Reappointment Policy adopted by the ITA Foundation Board, the two abovementioned Members could be reappointed for a fourth and last term of two years.

- ✓ Prof. Dr Erdener had confirmed in writing to the ITA his wish to be reappointed for a further term of two years;
- ✓ Mrs Coventry had decided to not renew her mandate for a last term given her many other mandates. The Chair thanked her very much for her dedication and commitment to clean sport and to ITA's mission over the past years.

The statutory constituencies of the ITA had identified Mrs Emma Terho, Chair of the IOC Athletes' Commission and member of the WADA Athlete Council, as candidate to represent the Athletes in the ITA Foundation Board. The WADA Executive Committee had approved the appointment of Mrs Emma Terho as Member representing the Athletes, following the report and recommendation made by WADA's Nominations Committee.

DECISION: The Foundation Board unanimously and formally approved the reappointment of Prof. Dr Uğur Erdener as Member representing the IOC for a new term of two years, as well as the appointment of Mrs Emma Terho as Member representing the Athletes for a first term of two years. As Board Member, Mrs Emma Terho will be granted joint signature of two powers however not with Chantal Brunner, Peijie Chen, Uğur Erdener, Charles Roger Jackson and Francesco Ricci Bitti.

Item 4: Report by the Chair of the Board

The Chair highlighted the following activities and projects:

- ✓ At the end of June 2022, the ITA celebrated the completion of its first four years of activity which meant its first Olympic cycle;
- ✓ Today the ITA meant:
 - 65 employees in Lausanne, Switzerland and 15 employees in the new ITA Branch office in Budapest, Hungary;
 - 8 departments: Testing, Major Events, Science & Medical, Education, Legal Affairs, Regulatory Compliance, Intelligence & Investigations and Business Operations;
 - Close to 60 International Federations (75% of all Olympic IFs) had delegated their anti-doping activities, in full or partially, to the ITA;
 - The management of 2 editions of the Olympic Games in Tokyo and Beijing and 2 editions of Youth Olympic Games in Buenos Aires and Lausanne, as well as the reanalysis program of the Olympic Games London 2012 and Sochi 2014;
 - Hundreds of legal cases prosecuted as part of the data collected by WADA from the Moscow Laboratory;
 - 850 additional legal cases brought forward for violations of the rules;
 - Over 25'000 tests conducted over 2022 (without Olympic Games and World Games samples) making the ITA the largest testing organisation in the world;

- Compliance support to all ITA partners: partners who have delegated their full anti-doping program to the ITA have in average 70% less corrective actions from WADA than those with partial program delegation;
 - The establishment of a centralized ITA facility for the long term storage of samples which today stores already more than 40'000 samples;
 - The establishment of 4 unique international training & certification programs for DCOs, International DCOs, Chaperones and Clean Sport Educators which have been delivered to more than a thousand people in close collaboration with national and regional anti-doping agencies;
 - Dedicated education programs delivered to more than 10'000 participants in 2022;
 - Collaboration agreements with dozens of NADOs and RADOs as well as police forces and other law enforcement authorities;
 - Recognition by key international intergovernmental organisations such as UNESCO and the Council of Europe;
 - The securing of sponsorship support, underlining that the ITA can attract the private sector;
 - 2 ISO Certifications, testimony to ITA's values for quality and excellence;
 - Innovative digital tools, policies and good governance efforts.
- ✓ The Chair emphasised that the ITA had been able to earn trust from stakeholders and a clear recognition for the contribution it brings to the worldwide fight against doping in sport within the framework defined by the World Anti-Doping Code and WADA as its global regulator;
 - ✓ ITA's future strategic plan would be an excellent guide and compass for the challenges the ITA has yet to overcome;
 - ✓ The ITA would focus on attracting new partners while taking due consideration to their specificities and on ensuring that the ITA is able to implement all areas of the anti-doping programs;
 - ✓ Discussions were currently underway regarding the possibility to expand ITA's activities to other areas of sport integrity where clear synergies could be made.

Item 5: Report by the Director General

The Director General thanked the Chair for her continuous support, as well as the Members for being present at the meeting and for their support throughout the year. He reminded the Members that his report was part of the working documents and took the opportunity to highlight the following main operational activities which the ITA had focused on since the last Foundation Board meeting in June 2022:

- ✓ The successful delivery of the anti-doping programs for the Winter Olympic Games Beijing 2022, the 2022 World Games Birmingham (USA) in close cooperation with CHINADA and USADA respectively, and the resulting positive reports from the WADA Independent Observers;
- ✓ The move of the ITA Headquarters and the establishment of an ITA Branch Office in Budapest, Hungary;
- ✓ The delivery for IFs and MEOs of face-to-face education activities at over 50 international sporting events in 2022 and of webinars reaching more than 10'000 participants from 182 countries;
- ✓ 12 new International Federations had joined the ITA in 2022;
- ✓ The development of a new strategic plan for the period 2023-2026;
- ✓ ITA's In-Competition testing activities had increased by 54% since 2021 and tests had been conducted at over 500 sporting events;

- ✓ Preparations for the Paris 2024 Olympic Games: contract and budget for the anti-doping program are under discussion;

A video on the new ITA Branch Office in Budapest, Hungary, as well as a video from the ITA Education team were shown during the meeting to the Foundation Board Members.

DECISION:

- ✓ The Foundation Board Members unanimously and formally approved a pledge to abide by the World Anti-Doping Code and its International Standards. As the ITA cannot be a Signatory to the World Anti-Doping Code in its current form, the Board formally wished to recognise the Code and committed to ensuring that the ITA, including its organs (namely the Foundation Board, the auditing body, the Director General and any Consultative Committees) as well as its administration, will continuously and strictly abide by the Code and uphold its main principles;
- ✓ The Foundation Board Members unanimously and formally approved the ITA Chair's and ITA Director General's reports.

Item 6: ITA Strategic plan 2023-2026

The Foundation Board Members welcomed Mr David Dellea who had supported the ITA to prepare ITA's new 2023-2026 Strategic Plan, which was presented during the meeting.

DECISIONS:

- ✓ The Foundation Board members unanimously approved ITA's 2023-2026 Strategic Plan.

Item 7: Oral report on Major Events

The ITA Head of Testing, Mr Matteo Vallini, joined the meeting to give an update to the Foundation Board Members on Major Events. An update on the following Major Events was given:

- ✓ Olympic Games Beijing 2022
- ✓ 2022 World Games Birmingham, USA
- ✓ 2023 European Games, Kraków, Poland
- ✓ 2022 Asian Games, Hangzhou, China (postponed to 2023)
- ✓ Olympic Games Paris 2024

The Board Members congratulated the ITA Head of Testing and thanked him for the presentation.

Item 8: Financial matters

Key financial activities were presented by the Director General who also reminded the Members that the financial documents were part of the working documents. The following items were highlighted:

2022 actuals

- ✓ Capital Expenditures remain important due to the continuous investment in ITA's central operating system (PASS), the move to new offices and the setup of ITA's Branch Office in Budapest, Hungary;

- ✓ Net Cash Flow was forecasted to be CHF -1.7mio, which after excluding CHF 2.8mio from Third Party Cost, would amount to CHF +1.1mio versus CHF -2.0mio in the original budget;
- ✓ Higher forecasted revenues, due to increased number of services to existing partners and onboarding of new partners, coupled with lower personnel costs and a conservative way of spending would lower the Operating Loss to CHF -3.1mio versus CHF -6.3mio in the initial budget;

2023 budget

- ✓ The 2023 original budget revenues were planned to be 11% higher than prior year due to a higher number of delegated services by International Federations and higher revenues from Major Events in 2023;
- ✓ Operating Expenses were foreseen to increase by 28% versus last year following the growth of the ITA (increased number of Full Time Employees, expansion of the ITA Budapest Branch office, annualization cost of the new offices and setup & scope of new required services & activities);
- ✓ Capital Expenditures would decrease by 37% compared to last year due to lower investments associated to the new offices;
- ✓ Net Cash Flow was forecasted to be CHF -1.9mio which will be covered by ITA's reserve.

Olympic Movement Contribution

- ✓ While the ITA was able to attract more partners and having a conservative way of spending, the environment in which ITA operates does not allow it to be financially self-sustainable. The ITA estimated that a continuous annual contribution would be required to sustain ITA's operations.

ITA Remuneration Committee

Prior to the Foundation Board meeting, the first ITA Remuneration Committee meeting was held, chaired by Dr Roger Jackson (Independent Board Member). This Committee was in charge of reviewing and adopting the remuneration levels for the ITA Staff and Director General as well as review and advise the ITA Foundation Board on the Compensation Policy for the ITA Foundation Board and Consultative Committees. During the Board Meeting, the Chair of the ITA Remuneration Committee provided an oral report regarding the items that had been approved earlier by the Committee, in particular:

- ✓ The strategy presented by the ITA Director General regarding salary bonuses to ITA Staff for 2022;
- ✓ The strategy presented by the ITA Director General regarding salary increases for 2023 to the ITA staff;
- ✓ The recommendation by the ITA Chair of the Board regarding the contractual salary bonus to the ITA Director General for 2022;
- ✓ The recommendation by the ITA Chair of the Board regarding a salary increase for the ITA Director General for 2023;
- ✓ The recommendation by the ITA Director General to amend the ITA Compensation Policy for the ITA Foundation Board and Consultative Committees providing for an increase of the indemnities and compensation since these had remained unchanged since 2018. In particular the annual compensation to the Chair for the time and efforts dedicated to her position as well as the per diem for the other members of the board for the attendance to official ITA meetings.

DECISION:

- ✓ The Board Members noted that since the ITA would adopt a 4-year strategic plan, recommendation was made to reach a 4-year allocation financial agreement with the IOC on behalf of the Olympic Movement to help ensure that both sides had sufficient visibility on the funding requirements for the upcoming cycle;
- ✓ The Board Members unanimously approved the 2023 budget providing for an Olympic Movement Contribution of CHF 4.0mio;
- ✓ The Board Members unanimously approved the reappointment of Ernst & Young as external auditors for the year 2023;
The Board Members unanimously approved the decisions and recommendations made by the Remuneration Committee, including the amendments of the ITA Compensation Policy for the ITA Foundation Board and Consultative Committees as recommended by the Remuneration Committee.

Item 9: Other matters / Miscellaneous

- ✓ Mr Sébastien Gillot gave the following update from WADA:
 - WADA and the ITA had together focused on the Code Compliance Questionnaires;
 - The WADA Foundation Board had re-elected President Witold Banka and Vice President Yang Yang for a second term in November 2022;
 - WADA continued the implementation of its governance reforms, in particular with the establishment of a 20-member Athlete Council and a NADO Expert Advisory Group;

Item 10: Closing of the meeting

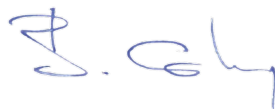
The Chair sincerely thanked all the Foundation Board Members and the WADA Observer for their presence and contribution.

The date and location of the next Foundation Board meeting will be confirmed in due course, as well as the date of ITA's 5-year anniversary and inauguration of the ITA Headquarters.

These minutes are made in one original copy and signed in accordance with Article 9 of the ITA Statutes on 8 December 2022.



Dr Valérie Fourneyron
Chair of the Board



Mr Benjamin Cohen
Director General



Ms Jessica Hellman
Senior Office Coordinator, Minutes taker