

<b>Meeting</b>	International Testing Agency ("ITA") – Foundation Board
<b>Place</b>	ITA Headquarters, Lausanne, Switzerland
<b>Date</b>	29 June 2023

## AGENDA

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

The Chair opened the first Board meeting of 2023, held at the ITA headquarters in Lausanne. She thanked all participants for their attendance and support at the ITA's 5th anniversary event. The Chair remarked that it had been a great success, honoured by the presence of IOC President Thomas Bach, and said that this was due to the dynamism and quality of the team, whom she wished to thank. She extended a warm welcome to Ms Emma Terho, for whom this is the first official Board meeting, and warmly thanks Mr Witold Banka, WADA President, for his presence.

The Chair emphasized that WADA had approved the organization and governance model of the ITA, and that the respective and complementarity roles of WADA and the ITA in promoting clean sport were well established. She reminded the participants that although the ITA cannot be a signatory to the World Anti-Doping Code, its Board had approved a pledge in recognition of its unique position, which it has acquired during the revision of the Code.

### **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

Prof. Dr Uğur Erdener – Board Member representing the IOC

Dr Roger Jackson – Independent ITA Board Member

Mr Francesco Ricci Bitti – Board Member representing the International Federations

Mrs Emma Terho – Board Member representing the Athletes

#### Ex-officio non-voting Observer:

Mr Witold Bańka – President of the World Anti-Doping Agency

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

#### ITA Management:

Mr Benjamin Cohen – ITA Director General

#### Persons invited:

Mr Rafael Saya – Finance Senior Manager (joined for Item 7 of the Agenda)

Start of the meeting: 29 June 2023 at 13:30

End of the meeting: 29 June 2023 at 16:00

### **Item 2: Approval of the minutes of the previous Foundation Board meeting, 8 December 2022**

The minutes of the previous ITA Foundation Board meeting held on 8 December 2022 were submitted to all Foundation Board Members prior to the meeting for review and comments. No comments were provided preceding to or during the meeting.

**DECISION:** The Foundation Board Members unanimously and formally approved the minutes of the meeting held on 8 December 2022.

### **Item 3: Report by the Chair of the Board**

The Chair presented the first 6 months of her activities for 2023, which included regular exchanges with the Director General regarding ITA's development, the implementation of ITA's the Strategic Plan and their respective commitments during this calendar year.

The Chair highlighted the following events she attended or planned to attend:

- ✓ The ITA presence at the:
  - WADA Symposium;
  - European Games;
  - Asian Games;
  - first UCI Cycling World Championships;
  - ANOC General Assembly;
  - ASOIF General Assembly and its 40-year anniversary.

The WADA Symposium was the opportunity to sign enhanced cooperation agreements with Japan and Morocco. The Chair emphasized two points in particular:

- ✓ The upcoming Olympic Games in Paris next summer:
  - Despite of all the work done by the ITA team, there are still some difficulties to liaise with an operational organising committee that has yet to operate at the level one should expect;
  - The contractual aspects are still not finalised, neither at the LOC level nor at the IOC/ITA level;
  - Moreover, the French Republic legislation was not compliant with the World Anti-Doping Code until very recently. The assistance of the Chair, as a former member of the parliament, was requested to assist parliamentarians in passing a specific law allowing gene doping analysis on the samples we will collect, an essential tool to catch cheats, deal with sample swapping or ongoing investigations.
- ✓ The development of ITA's branch office in Budapest approved by the Board in June 2022:
  - There are over 20 staff employed in ITA's branch office with permanent contact with the team based in Lausanne;
  - A meeting with the Hungary's Secretary of State for Sport Mr. Schmitt took place to discuss options to move away from the current temporary structure and set-up a permanent European branch that is duly registered and can enjoy the benefits granted by Hungarian law to non-profit sport organisations;
  - If a satisfactory solution with the Hungarian State authorities is found the next Board meeting could be held in Budapest at the end of the year.

Outside of these two points, the Chair also underlined:

- ✓ Continued difficulties to establish a proper partnership with ANOC despite a unanimous resolution by their General Assembly to partner with the ITA;
- ✓ Ongoing struggles with the partnership with the IPC, despite encouraging talks in December. This is a concern and a waste of resources considering that IPC already benefits from the work the ITA does for the Olympic Games in setting up the processes and logistics that serve the Paralympic Games;
- ✓ The partnership with UCI continues to be very strong. The cycling families accepted to provide the ITA with a significant budget increase until 2024 enabling the ITA to further

strengthen the UCI's anti-doping program, particularly in terms of I&I and data analysis resources;

- ✓ The Chair concluded her report by warmly thanking the IOC for the Olympic movement financial contribution of 4mio USD this year. Our respective Finance departments are working together to consider ITA's actual costs more precisely and will meet this summer to discuss 5-year projections as per our Board's request to establish a longer financial planning for the ITA;
- ✓ Finally, the Chair congratulated Professor Peijie Chen for having supported an important partnership with the Shanghai University of Sport, ITA's first Academic Centre, to help promote ITA's educational activities. An ITA DCO Foundation Training Program will be held in a few days on the campus of the Shanghai University of Sport in collaboration with CHINADA.

The Chair passed the floor to the ITA Director General, Mr Benjamin Cohen to provide his report.

#### **Item 4: Report by the Director General**

The Director General thanked the Chair and the Foundation Board 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 December 2022:

- ✓ The handover and transition of the Executive Office Coordinator's role;
- ✓ the work on ITA's Headquarters (settlement discussions with the landlord) and the Budapest Branch Office;
- ✓ The signature of new cooperation agreements with IFs, MEOs and NADOs/RADOs;
- ✓ The preparations for the European Games and Asian Games to be held this summer (Panamerican Games pending);
- ✓ The contractual discussions with the IOC for Paris 2024 in parallel to the program preparations;
- ✓ The initial discussions with the Italian and US NADOs for Milano-Cortina 2026 and LA 2028;
- ✓ The implementation of new anti-doping modules in ITA's central operating system PASS;
- ✓ The restructuring of the Testing department and the onboarding of new coordinators for the ITA Testing Force;
- ✓ The hiring of new human resources following the cycling families' decision to reinforce further UCI's anti-doping program;
- ✓ The 2022 financial audit performed by Ernst & Young, the first since the establishment of the Budapest branch office;
- ✓ The continued support to IFs/MEOs with their WADA audits, the corrective actions resulting thereof and the WADA Code Compliance monitoring program;
- ✓ The delivery of dozens of annual 2022 activity reports to ITA Partners;
- ✓ The development of dedicated projects and a roadmap as part of ITA's new 2023-2026 Strategic Plan;
- ✓ The preparations for ITA's 5-year anniversary.

**DECISION:** The Foundation Board Members unanimously and formally approved the ITA Chair's and ITA Director General's reports.

### **Item 5: ITA Strategic plan 2023-2026**

The Director General presented a short report regarding the ITA Strategic Plan 2023-2026. He recalled the importance of identifying ITA's biggest weaknesses that have been acknowledged within the Management and include: the uncertainty regarding the long-term funding model, the high costs of operations, the necessity for a tailor-made approach that necessarily impacts ITA's ability to scale operations across projects and sports. Another key risk management item is ITA's ability to oversee the full chain of the anti-doping programs it delivers. Finally, a key aspect is to look after ITA's human resources and our ability to deliver activities all the while creating efficiencies, synergies and automation whenever possible.

The ITA Administration started off 2023 at full speed following the approval by the Foundation Board the 2023-2026 Strategic Plan. The Operations Management and the Management teams met on several occasions to discuss the implementation of the Strategic Plan through various projects, initiatives and KPIs brainstorming sessions. Exactly 173 different projects were discussed at length and approved by the Management team. The respective departments will now define how best to implement these activities together with the definition of KPIs, budgets and associated timelines. To support this work, one full strategic day workshop with consulting company Altman Solon was organized for both the Testing and the I&I Departments.

Next to the strategic initiatives, various challenges (logistical and contractual) continued to have to be addressed due to the war in Ukraine. High inflation rates and shipping costs continued to impact ITA's daily testing activities in Europe and beyond. The decision by the IOC recommending the reinstatement of Russian and Belarusian athletes in international competitions has also led to holding complex discussions with IFs regarding the set-up of dedicated testing pools. A letter was sent by the ITA to all 32 Summer Olympic IFs to proactively suggest meeting and discussing this sensitive matter given that the Paris Games are approaching.

#### **QUESTIONS/COMMENTS:**

- Mr Roger Jackson said that it is very important to advance with the Strategic Plan and start achieving the objectives. He suggested that the Departments' Heads when presenting the report could identify the strategic priorities and reflect on how they would achieve them to measure the progress.
- Ms Chantal Brunner suggested to add the status of completion of the respective projects for the Board to evaluate performance.

### **Item 6: Oral report on Major Events**

Due to the participation of Mr Matteo Vallini in the European Games in Poland, the report on Major Events was given by the Director General. He informed the Board Members that the Testing & Major Events department will as of 1<sup>st</sup> July become two stand-alone departments with the leadership of Mr Vallini as the Head of International Federations & Major Events, and Mr Olivier Banuls as the Head of Testing. Mr Cohen said that the strategic priorities for the Major Events department is the efficient use of resources across all Olympic projects as well as finding solutions to adapt ITA's processes to the smaller events. He highlighted the following key preparatory activities over the past six months:

- ✓ 2023 European Games Kraków-Małopolska;
- ✓ 2023 Asian Games Hangzhou;
- ✓ 2024 Gangwon Winter Youth Olympic Games;
- ✓ Paris 2024 Summer Olympic Games;
- ✓ Milano-Cortina 2026;

- ✓ Youth Olympic Games Dakar 2026.

In addition, ITA's repeated attempts to enter into a cooperation with the International Paralympic Committee (IPC), the Association of National Olympic Committees (ANOC), ANOCA (Africa) and Panam Sports remained unsuccessful.

The ITA had over the past 6 months successfully delivered the programs for the 2023 European Winter Youth Olympic Festival (Italy) and the 2023 Games of the Small States of Europe (Malta).

The preparations for the Paris 2024 Olympic Games were also underway. Several important concerns had been reported to the ITA Foundation Board regarding significant delays by the Local Organizing Committee. The situation had slightly improved, and ITA was fully focused on the preparations hoping the contractual/budgetary aspects can be finalized as soon as possible with the IOC and between other stakeholders.

Discussions with the Global Association of International Sport Federations (GAISF) for the 2023 Combat Sports Games in Riyadh, Saudi Arabia were ongoing.

### **Item 7: Financial matters**

Key financial activities were presented by Mr Rafael Saya, the ITA Finance Senior Manager. Mr Saya presented the audit report provided by Ernst & Young (EY) regarding the financial statements of the International Testing Agency (the Foundation), which comprise the Balance Sheet as of 31 December 2022, the income statement, and the cash flow statement for the year 2022, and the notes to the financial statements, where EY stated that:

- ✓ The accompanying financial statements comply with Swiss law and the deed of foundation;
- ✓ The audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion;
- ✓ The material misstatement – there is nothing to report in this regard.

EY provided the recommendation that the financial statements submitted to the Foundation Board should be approved.

### **Comprehensive report, executive summary:**

- ✓ Approval of the financial statement;
- ✓ Internal control system – assessed with a green note – no actions required on ITA side,
- ✓ Some minor improvements were suggested, especially an update of the documentation process due to the ongoing growth of the ITA;
- ✓ Fraud was not identified.

### **Summary of 2022 actuals to previous year – 2021**

- ✓ Revenues increased due to a higher number of services delivered and the addition of new partners partly offset by the decrease in revenues from Major Events in line with the seasonality of the Olympic Games;
- ✓ Operating Expenses increase from 10.3mio to 11.7mio, in line with the increased number of FTE required to support the operations, the expansion of the Budapest Branch Office with an increased number of FTEs, and the move of ITA to larger offices;
- ✓ Capital Expenditures of 1.2mio is significantly higher compared to last year due to the costs associated to the new offices (Lausanne & Budapest) and the continuous investments in ITA's central operating system (PASS).

### **2023 Rolling Forecast**

- ✓ A new forecast for the year 2023 against the original budget approved in December 2022 was presented;
- ✓ The forecasted revenues are planned to be 10% (CHF 1.0 mio) higher than initially budgeted due to additional services delivered and higher revenues from Major Events;
- ✓ Operating Expenses are foreseen to decrease by 2% (CHF 15.1 mio vs. 15.4 mio) due to a lower number of FTE compared to the original budget but partly offset by higher travelling costs by the Budapest and Global employees, increased number of IT licenses, and higher number of Global employees;
- ✓ In summary, the higher forecasted revenues coupled with lower number of FTE compared to the original budget and a conservative way of spending should lower the Operating Loss to CHF -4.1 mio versus CHF -5.5 mio in the initial budget.

### **Contribution from the Olympic Movement**

- ✓ 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 estimates that a permanent annual contribution will be required to sustain its operations. A meeting will be held in September between ITA and IOC to discuss 5-year projections.

**DECISION:** The Board Members unanimously approved the 2022 Financial Statement and the notes.

### **Item 8: Other matters / Miscellaneous**

Ms Emma Terho provided an update on the most important activities in Athletes community:

- ✓ The IOC Athletes' Commission was working on the athlete's mental health programs. The safeguarding was very much on the top of the priorities together with the programs developed with different partners for the athlete's career program to provide more services and resources to the athlete community during and after their sporting career;
- ✓ Anti-doping and testing are still particularly important for athletes and support from ITA was required, full access to education and fair procedures continued to be of high importance to the athlete community;
- ✓ On 1-2 October 2023 the International Athletes Forum will be held in Lausanne, gathering up to 500 athletes. Anti-doping will be an item on the agenda. The WOA World Olympians Forum (WOF) will be held this year on September 16 and 17 in Istanbul, Turkey.

Mr Witold Bańka provided an update on WADA's activities:

- ✓ Finalization of the Governance Report and approval of the revised WADA Statutes with strong support from the WADA Foundation Board Members;
- ✓ The priority for WADA was how to fill the gaps in the anti-doping system in the regions, countries where resources are lacking. WADA was looking on ways to accelerate the implementation of its Strategic Plan for the next year. The consultation process will soon open for the next revision of the World Anti-Doping Code;
- ✓ The 2025 World Conference on Doping in Sport will take place in Busan, South Korea;
- ✓ Mr Bańka thanked the ITA for its work and for the good cooperation. He expressed WADA's full commitment to support and collaborate with the ITA.

Mr Sébastien Gillot completed the report on WADA's activities with three operational matters:

- ✓ As a part of WADA Code Compliance monitoring Program, since ITA is supporting a lot of Ifs the process is done in a close cooperation. WADA will now focus on Ifs with limited resources (Tiers 3 and 4) and if the process highlights shortage in the anti-doping program areas that they might not delegate to the ITA and to those Ifs that have not delegated anything until now to the ITA, WADA will suggest seeking ITA's support to ensure Code Compliance;
- ✓ With regards to one specific IF, the International Federation for Bodybuilding that has been declared non-compliant, one of the consequences imposed on them is the supervision of their testing activities by the independent entity and ITA decided to support. WADA felt reassured that things would be done in a proper way. Having said that, the ITA could only advise the IF but ultimately it is IFFB's responsibility to take action as per WADA's instructions;
- ✓ The last point relates to increased cooperation with NADOs. WADA had already seen good opportunities for WADA and ITA to support increased collaboration between NADO and ITA to foster exchanges. WADA acknowledged ITA's current work to define a strategy for cooperation with NADOs and offered its support for the review and delivery of this strategy considering that synergies between National and International level anti-doping program is of great importance.

**Item 9: Closing of the meeting**

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

The date and location of the next Foundation Board meeting will be communicated in due course.

These minutes are made in one original copy and signed in accordance with Article 9 of the ITA Statutes on 29 June 2023.

Dr Valérie Fourneyron  
Chair of the Board



Mr Benjamin Cohen  
Director General



Ms Monika Lacna  
Executive Office Coordinator, Minutes taker

