



Terms of Reference HIGH PERFORMANCE COMMITTEE

PURPOSE

The High Performance Committee is a Standing Committee appointed by the Board of Directors of the Canadian Tennis Association (the "Corporation"). The Committee is responsible for assisting the Board and senior management in overseeing the development and delivery of High-Performance strategy, pipeline and National Competitive Pathways, athlete relations planning and management, and program planning. The Committee provides strategic guidance and oversight relating to the identification, development, and progression of young athletes towards excellence, including pathways to NCAA, national teams and professional careers.

These Terms of Reference were developed in accordance with the Corporation's by-laws.

MANDATE

The HPC is responsible for:

- Providing strategic advice on high-performance programming and long-term athlete development framework;
- Reviewing and advising on athlete pipeline development strategies and provincial/national pathway alignment.
- Overseeing the effectiveness of programs and systems designed to support athlete progression towards provincially, nationally and internationally competitive performers;
- Monitoring the effectiveness and accessibility of athlete pathways toward NCAA opportunities and professional careers;
- Monitoring performance outcomes against established benchmarks and key performance indicators (KPIs);
- Promoting a high-performance culture grounded in excellence, athlete well-being, safe-sport principles and ethical sport practices.

COMMITTEE COMPOSITION

The Committee shall be composed of at least five (5) directors and one (1) player representative as designated by the Board from time to time.

The Chair of the Committee shall be designated by the Board from among the Committee members. The Chair shall provide leadership to the Committee, preside over meetings, facilitate effective Committee operation, and report regularly to the Board.

The members of the Committee will be appointed by the Board annually at the first meeting of the Board after a meeting of the members at which directors are elected and shall serve until the next



annual meeting of members or until their successors are duly appointed or until such committee member resigns, retires or is removed from the Committee by the Board. The Board may fill any vacancy in the Committee by appointment from among the directors of the Corporation.

One or more members of the senior management team shall be designated as management lead to the Committee in addition to the CEO. For the purpose of this Committee, the management leads shall be the VP High-Performance and the Chief Sport Officer.

When required, other guests can be invited to a Committee meeting as a resource.

COMMITTEE DUTIES AND RESPONSIBILITIES

- Review and recommend high-performance strategies, athlete pathway and pipeline priorities, athlete support frameworks, annual operating plans, and related budgets.
- Oversee talent identification, recruitment, and retention systems.
- Advise on athlete development models and National Competitive Pathways.
- Monitor athlete progression pipelines (junior → senior → NCAA/professional).
- Review the effectiveness of transition-to-professional support and transition programs.
- Monitor competitive structure effectiveness and junior tournament competitive pathways.
- Support alignment with provincial/territorial sport organizations and training centers.
- Review annual high-performance budgets.
- Review quarterly financial forecast updates.
- Review annual performance of high-performance department against dashboard and committee workplan.
- Oversee guidance on high-performance coaching standards, certification, and performance evaluation.
- Monitor international trends, leading practices, and benchmarking against peer nations and high-performance systems.

- Ensure compliance with safe sport policies, anti-doping regulations, and governance standards.

AUTHORITY

The Committee is authorized by the Board to review matters within its mandate and provide recommendations to the Board.

The Committee will look to other committees of the Board to make recommendations to the Board for the following areas:

The Governance Committee retains primary responsibility for Safe Sport governance policies, procedures, and case oversight. The High Performance Committee shall monitor the integration and effectiveness of Safe Sport practices within the high-performance environment. To avoid any confusion, excluding the above-mentioned specifications, the Committee duties and responsibilities identified previously are the sole responsibility of the Committee and may not be allocated by the Board to a different committee without revisions to these Terms of Reference.

RESPONSIBILITIES OF COMMITTEE MEMBERS

The primary responsibility of Committee members is to act honestly and in good faith and to



exercise their business judgment in what they reasonably believe to be the best interests of the Corporation.

In addition to their responsibilities as directors of the Corporation, committee members are expected to prepare, attend and participate in their assigned committee meetings.

Committee members shall not assume operational responsibilities without the joint approval of the Board and CEO.

The Committee, with the approval of the Board by resolution, has the authority to retain, set the terms of and compensate independent legal, financial or other advisors, consultants or experts that it determines necessary to assist it in carrying out its duties.

Committee members shall maintain confidentiality on all information including sensitive information regarding athletes, personnel, and strategic matters discussed by the Committee.

ACCESS TO MANAGEMENT

Committee members shall interact with management in accordance with the Corporation's governance policies and through appropriate channels established by the Board and the CEO.

MEETINGS

Scheduling

Committee meetings are scheduled in advance on a quarterly basis throughout the year. Notice of each meeting must be given to each Committee member. Ad hoc meetings may be called upon proper notice at any time to address specific needs of the Corporation. The Committee may also take action from time to time by unanimous written or digital consent. A Committee meeting may be called by the Committee Chair, the CEO or any two Committee members.

Attendance

Committee meetings will take place in presence or by videoconference. A Committee member cannot appoint a proxy or a delegate to attend a meeting in the Committee member's place.



Quorum

A quorum for any Committee meeting is a majority of Committee members.

Voting and Approvals

Motions require a mover. All decisions require a majority vote.

Procedures

Procedures for Committee meetings are determined by the Chair unless otherwise determined by the by-laws of the Corporation or a resolution of the Committee.

REVIEW AND POSTING OF TERMS OF REFERENCE

Tennis Canada may revise, rescind or add to these Terms of Reference from time to time in its sole and absolute discretion, with or without prior notice.

These Terms of Reference will be reviewed every two years and posted on the Corporation's website: www.tenniscanada.com.

Date of last review: June 17th, 2026