

*Note: The Executive Committee meeting minutes are published on WADA's website once they have been approved by the Executive Committee, generally at its subsequent meeting. The minutes are intelligent third-person verbatim transcriptions, i.e. slightly edited for readability.*

## **Minutes of the extraordinary WADA Executive Committee meeting, 5 December 2025, Busan, Republic of Korea**

The meeting began at 9.00 a.m. GMT+9

### **1. Welcome, roll call and observers**

THE CHAIRMAN welcomed the participants. That day, special meetings of the Executive Committee and Foundation Board were being held to adopt the 2027 International Standards and World Anti-Doping Code, as well as other related documents. Both the Executive Committee and the Foundation Board members were gathered in the room together. Two meetings would be held, starting with the Executive Committee and then the Foundation Board. All of the members had been asked to convene for that important event in order to keep to the schedule. They were joined down the end of the table by the lead drafters and internal leads for all of the documents to be approved that day. Where necessary, they would report on any recent updates. There was one change to the agenda of the Foundation Board meeting to ensure that sufficient time was devoted to that item. He wanted to alert the Foundation Board members to the fact that the decision on the Human Rights and Anti-Doping Framework Public Policy Statement had been deferred to the afternoon meeting. That morning, the Foundation Board would therefore be asked to approve only the 2027 World Anti-Doping Code.

The roll calls would be passed around for the respective Foundation Board and Executive Committee members. He asked the members to sign the roll call and pass it on to their neighbour. If there were requests for the floor, he asked the members to raise their hands high, as he had never seen a bigger table. He requested a little bit of time to notice who was asking for the floor and asked that the members be forgiving. Alternatively, they could turn on the microphone and say that they wanted to take the floor.

The following members attended the meeting: Mr Witold Bańka, President and Chairman of WADA; Ms Yang Yang, Vice-President of WADA; Mr Jiří Kejval, President, National Olympic Committee, Czech Republic, IOC Member; Mr Christian Thill, representing Mr. Nenad Lalovic, Executive Board Member, ASOIF, UWW President, IOC Member; Mr Ingmar De Vos, President, ASOIF, IOC Member, FEI President; Ms Dagmawit Girmay Berhane, Board Member, Ethiopian National Olympic Committee, IOC Member; Mr Humphrey Kayange Emonyi, IOC Member, IOC Athletes' Commission Member; Ms Amma Twum-Amoah, Commissioner for Health, Humanitarian Affairs and Social Development, African Union, Ghana; Dr Koji Murofushi, Senior Advisor, Ministry of Education, Culture, Sports, Science and Technology, Japan; Mr Sergii Popyk, representing Mr Matvii Bidnyi, Minister of Youth and Sports, Ukraine; Ms Gabriella Battaini-Dragoni, Independent Member, Italy; Ms Venetia Bennett, Independent Member, Australia; Dr Patricia Sangenis, Independent Member, Argentina; and Mr Ryan Pini, Athlete Council Chairman, Papua New Guinea.

The following permanent special committee and standing committee chairpersons attended the meeting: Mr Ryan Pini, Chairman of the WADA Athlete Council (also a member of the Executive Committee) and Ms Kady Kanouté Tounkara, Chairwoman of the WADA Education Committee.

The following WADA management representatives attended the meeting: Mr Olivier Niggli, Director General; Ms Aisha Ayinde, Human Resources Director; Mr Sébastien Gillot, European Office and Sport Movement Relations Director; Mr Kevin Haynes, Compliance, Rules and Standards Director; Ms Karine Henrie, Athlete Engagement Director; Ms Amanda Hudson, Education Director; Ms Angela Iannantuono, Corporate Services and Sustainability Director; Mr Stuart Kemp, Chief Operating Officer; Ms Florence Lefebvre-Rangeon, Deputy Chief Operating Officer; Mr Francisco León, Latin America and Caribbean Office Director; Mr Marc-André Matton, Chief Technology Officer; Ms Catherine MacLean, Communications Director; Mr Darren Mullaly, Government Relations Director; Mr Tom May, Engagement and Development Director; Ms Chaya Ndiaye, Digital Insights Director; Mr Rafał Piechota, Director, Office of the President; Professor Olivier Rabin, Science and Medicine Senior Director; Mr Tim Ricketts, Testing Director; Mr Julien Sieveking, Legal Affairs Director; Ms Mayumi Yaya Yamamoto, Asia/Oceania Office Director; Mr Rodney Swigelaar, Africa Office Director; Ms Audrey Taillefer, Finance and Strategy Acting Director; Mr Ross Wenzel, General Counsel; Ms Shannan Withers, Chief of Staff; and Mr Günter Younger, Intelligence and Investigations Director.

The following observers joined the meeting: René Bouchard, Yumiko Nakajima, Diego Grippo, Liene Kozlovska, Nataliia Radchuk, Yoshihisa Hayakawa, Yunah Kim, Kaarel Nestor, Karel Kourmaa, Martin Holmlund Lauesen, Chika Hirai, Hubert Dziudzik and Prince Emekor Azanu.

### **1.1 Disclosures of conflicts of interest**

THE CHAIRMAN asked if any members on the Executive Committee or Foundation Board wished to disclose any conflicts of interest. He saw no requests for the floor.

## **2. 2027 International Standards**

THE CHAIRMAN said that, as the members might have noticed, changes to the International Standard for Testing and the International Standard for Laboratories had been circulated the previous day. Those changes had been discussed during the meeting on Tuesday. The members had been provided with extracts of the changes to ensure that they would be able to review the documents for which their approval was being sought. Before starting, he wanted to inform the members that, of course, the lead drafters for each standard were available on site to answer any questions they might have. He understood that Mr Haynes would take the lead on that agenda item.

MR HAYNES greeted all of the members of the Executive Committee and Foundation Board. He was very pleased to be presenting to them the final versions of the International Standards for their approval. That final step completed the project, which had started back in September 2023. The standards had been presented to the stakeholders during the World Conference on Doping in Sport at specific sessions dedicated to each standard, with a focus on the key changes and improvements. The presentations, discussions and interactions with the lead drafters had reinforced the excellent engagement of all of the stakeholders which had been a key success of the project. As mentioned by the President, he could confirm that the only changes to the standards that the members had received back on 11 November were those that had been discussed at the Executive Committee meeting on Tuesday 2 December. The changes to the relevant articles were included in the paper that the members had received on 4 December, and involved the International Standard for Testing (IST) and the filing of team whereabouts in ADAMS, and an update to the International Standard for Laboratories, in line with the change in the Code regarding analysing samples for non-anti-doping purposes. So, in conclusion, he wanted to thank the members of the Executive Committee again for their guidance and advice throughout the project, the drafting teams for their tireless work and all of the stakeholders who had contributed to the changes. He looked forward to assisting the signatories with implementing the changes into their anti-doping rules and programs in advance of the standards coming into force on 1 January 2027. That concluded his short intervention. If there were any final questions, as mentioned, the relevant drafting team leads were available to answer them.

THE CHAIRMAN thanked Mr Haynes. Were there any comments or questions?

MR KAYANGE EMONYI thanked the President for giving him the floor and greeted the colleagues. He thanked Mr Haynes for the final update. Under Article 5.3.2 of the International Standard for Testing, on doping officers telephoning athletes to gain access to otherwise restricted residences, he just wanted to make a clarification, because that clause had been revised to have a lot of other preconditions. He assumed Doping Control Officers (DCOs) would not be restricted to contacting athletes for the purposes of access, and that the circumstances that had been mentioned under the same clause where that was permissible within the notification protocol.

MR DE VOS said on behalf of the sport movement that he wanted to congratulate the team for all of the work that had been done. It had been a long journey, but he believed that that was coming to a very good conclusion. He was very grateful, and of course he supported the new regulations.

THE CHAIRMAN thanked the members for their comments. He saw no further requests for the floor.

MR RICKETTS asked the Chairman of the IST Update Drafting Team, Mr Ben Sandford, to answer Mr Kayange Emonyi who he thanked for raising the question. He would provide any further clarification if needed.

MR SANDFORD thanked Mr Kayange Emonyi for his question. In the 2021 Code, the DCO, in the 60-minute timeslot provided by an athlete, could, but did not have to, call an athlete in the last five minutes. What had been done in the 2027 Code was to hopefully harmonize the situation for athletes. The new language in the 2027 Code and the International Standard would be that a DCO should make a phone call unless exceptional circumstances existed. The thing to be really clear about was that there were two very different situations. There was a phone call in the last five minutes of the 60 minutes and the whereabouts, and there were also phone calls outside of the 60 minutes and very different circumstances were provided for in that situation. He was aware of situations in the one-hour slot where, for example, an athlete in a particular sport or country might

experience one thing from their NADO and have a different experience with their sport federation. WADA was currently saying that athletes should be called in that last five minutes. That was different. So, outside of the 60-minute window, it had been written in the 2027 International Standard for Testing that a DCO should call an athlete only if a set of exceptional circumstances existed, and those exceptional circumstances had been provided for. The fundamental rationale under all of that was that no-advance-notice remained a core principle for testing. He thought that a really good balance had been struck. There had been talk of situations where athletes were being called outside of the 60-minute window and they were being told that the phone call was notification. Also, in one situation he was aware of, an athlete had had to travel an hour-and-a-half to meet the DCO, which should never have happened. An attempt had been made to balance the athletes' rights and also the need of the anti-doping agency to be able to test the athletes, and he thought that a good balance had been struck. One last point on that was that, in the International Standard, a new sort of data collection process had been created, recording initial contact with an athlete and in-person notifications. So, as that situation developed and as phone calls became more the norm and doorbells ringing to athletes' phones became more the norm, there would actually be data making it possible to state that initial contact had been made at exactly such-and-such a time and in-person notification had been made at exactly such-and-such a time, and it would be possible to see the time difference between the two which would hopefully provide better information to lead to better outcomes in the future.

THE CHAIRMAN thanked Mr Sandford. He saw no other requests for the floor. As that agenda item was for decision, he asked the members whether they agreed to approve the following international standards to come into force on 1 January 2027:

- the 2027 International Standard for Code Compliance by Signatories,
- the 2027 International Standard for Data Protection,
- the 2027 International Standard for Education,
- the 2027 International Standard for Intelligence and Investigations,
- the 2027 International Standard for Laboratories,
- the 2027 International Standard for Results Management,
- the 2027 International Standard for Testing, and
- the 2027 International Standard for Therapeutic Use Exemptions.

As the members would see, there were a lot of standards, but they had all been approved, so congratulations were in order. He thanked them very much.

#### DECISION

Proposed 2027 International Standards  
approved for entry into to force on 1 January  
2027.

### **3. 2027 World Anti-Doping Code**

By way of a reminder, THE CHAIRMAN noted that the updated draft of the 2027 World Anti-Doping Code (Code) had been circulated the day prior, on 4 December. It included some changes that had been discussed during the 2 December 2025 meeting of the Executive Committee. Others were new. He turned to Mr Rich Young to provide an overview of the changes, in particular those since the meeting on 2 December.

MR YOUNG noted that they were getting very close to the goal line. For the benefit of the Foundation Board, he described the three changes that had been most recently made or recommended by the Executive Committee. One was something that had been brought to the Executive Committee's attention in article 13.2, which was the appeals: because the numbering had been changed, it had been necessary to include appeals related to substantial assistance and other valuable information provided in the effort to eliminate doping in sport. That was simply technical. Mr De Vos had come up with a good idea in terms of the comment on tampering, to make clear that sample collection officials should be able to carry out their work in an environment without interference or tampering. And the third was a substantive change that had to do with anti-doping information and how it was used. The recommendation was that anti-doping information gathered from athletes be used only for anti-doping purposes, full stop. In other words, it dealt with data protection issues and it also was consistent with the emphasis on athletes' rights. So those were the three new items for the Foundation Board that had been recommended by the Executive Committee.

Before approving the Code, MR YOUNG wished to make a final comment. When there were all those smart people in the room, and 1,500 of them out there in the audience, there continued to be ideas, and included in those ideas were the fact that article 20.3.2 had said that, on the responsibilities of international federations, when an international federation allowed national federations to conduct testing, they should use their NADO. Everywhere else in the Code, it had been said that national federations should not be conducting testing. And so, when that had been changed, 'national federation' had been replaced with 'continental federations and affiliates'. It had been pointed out that that did not make any sense because continental federations did not have their own NADOs. And so the drafting team had changed that. Article 5.6.2 talked about retirement, and when somebody retired serving a period of ineligibility and they wanted to come back, they had to wait the longer of two periods: six months or the remaining period of ineligibility. A and B was the way it had been written. It had been changed to A or B. It had the same effect, but people thought that was clearer. And then again, the team had dealt with the definition of tampering, and whether a 'should' should be a 'shall' or a 'shall' should be a 'should'. So those were not significant changes. Those were the changes that the members would see in the Code last circulated. He noted that, at least in every other Code drafting cycle, there had been typos and odd things that had been found in the final printing and editing and translating. That could happen as well.

THE CHAIRMAN thanked Mr Young and asked if there were any comments or questions from the members. He saw no requests for the floor. For the record, he asked the Executive Committee members if they agreed to recommend that the WADA Foundation Board approve the 2027 World Anti-Doping Code to come into force on 1 January 2027? He thanked them very much. The Code was to be recommended to the Foundation Board. The members were slowly approaching the historic moment, but not yet.

#### DECISION

2027 World Anti-Doping Code to be recommended to the Foundation Board for approval.

#### **4. Athletes' Anti-Doping Rights Act**

THE CHAIRMAN noted that, since there had been no changes to the act since the Executive Committee discussion on 2 December, he believed the Executive Committee could proceed with its approval without any further delay. Therefore, he asked the members, for the record, whether they were in agreement to approve version 2.0 of the Athletes' Anti-Doping Rights Act, updated alongside changes to the World Anti-Doping Code and International Standards, to take effect on 1 January 2027.

#### DECISION

Version 2.0 of the Athletes' Anti-Doping Rights Act approved for entry into force on 1 January 2027.

THE CHAIRMAN concluded the special meeting of the Executive Committee and thanked the members for their attention.

#### **5. Other business/future meetings**

#### DECISION

Executive Committee – 17 March 2026, Baku, Azerbaijan;  
Executive Committee governance workshop – 18 March 2026, Baku, Azerbaijan;  
WADA Europe Regional Symposium – 18-19 March 2026, Baku, Azerbaijan;  
WADA Africa Regional Symposium – 28-29 April 2026, Cairo, Egypt;  
Asia and Oceania Regional Symposium – 2-3 June 2026, Beijing, China;  
Americas Regional Symposium – 1-2 July 2026, Lima, Peru;  
Executive Committee – 10 September 2026, Buenos Aires, Argentina;  
Executive Committee governance workshop – 11 September 2026, Buenos Aires, Argentina;  
Executive Committee governance workshop – 24 November 2026, Manama, Bahrain;

Executive Committee – 25 November 2026, Manama, Bahrain;  
Foundation Board – 26 November 2026, Manama, Bahrain;  
Executive Committee – 16 March 2027, Lausanne,  
Switzerland.

The meeting adjourned at 9.14 a.m. GMT+9

FOR APPROVAL

MR WITOLD BAŃKA  
PRESIDENT AND CHAIRMAN OF WADA

MR OLIVIER NIGGLI  
DIRECTOR GENERAL AND RECORDING SECRETARY