

## Overview of WADA Expert Advisory Groups

<p><b>Overview</b></p>	<ul style="list-style-type: none"> <li>• <b>Expert Advisory Groups (EAGs)</b> are bodies created to provide ongoing advice and assistance to WADA Standing Committees and WADA Management (who in turn both report to the WADA Executive Committee (ExCo)), on issues requiring significant technical specialist expertise. EAGs may also assist with regular or ad hoc activities, as necessary.</li> <li>• EAGs have no constitutional standing within WADA, and so while tasks and undertakings may be delegated to them, responsibility and accountability remains vested in the entity that created them (e.g. WADA Standing Committees or WADA Management).</li> </ul>
<p><b>Creation/Formation</b></p>	<ul style="list-style-type: none"> <li>• An EAG can be formed at the request of a Standing Committee Chair or WADA Management, however, is subject to recommendation by the WADA Director General for approval by the WADA President. A business case or draft Terms of Reference are required to justify the need to create a new EAG.</li> <li>• The ExCo may also elect to create an EAG with an ongoing mandate, and as such, would approve its creation.</li> </ul>
<p><b>Terms of Reference</b></p>	<ul style="list-style-type: none"> <li>• Each EAG operates under its own specific Terms of Reference (ToR), approved by the Director General.</li> <li>• Each EAG, through the responsible Director in charge and the Chair of the EAG, review their ToR at year-end to ensure they remain current and accurate for the incoming year. Any changes are subject to the approval by the Director General.</li> <li>• The ToR for each EAG will specify the WADA Department and staff person who is responsible for serving as the primary liaison between WADA and the EAG. This staff person will be an observer to the EAG in the sense that they contribute to the EAG work, but they do not have a voting position. It is expected that they will bring expertise to support the work of the EAG. Additional WADA staff may also participate in EAG meetings as the WADA experts on particular subject matters.</li> <li>• The ToR for each EAG will be published on the WADA website.</li> </ul>
<p><b>Composition</b></p>	<ul style="list-style-type: none"> <li>• Given the mandates of the EAGs differ, the composition will also differ, but shall not exceed a maximum of 12 members.</li> <li>• There is no rule, unless specified at the time of creation, that precludes an EAG member, if their expertise is relevant, from also being a member of one of WADA's other bodies (i.e. Foundation Board, Executive Committee, Permanent Special or, Standing Committee or Working Group, or another EAG).</li> <li>• At a minimum, the names and nationality of the Chair and members of every EAG will be published on the WADA website (bio information may</li> </ul>

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	<p>also be posted if available). A mechanism to contact the EAG via a WADA staff person will also be published.</p>
<p><b>Reporting to</b></p>	<p>As of January 2026, there are 10 EAGs in place and the formal reporting lines are as follows:</p> <p><u>EAGs reporting to the Health, Medical and Research (HMR) Standing Committee (which in turn reports to the ExCo)</u></p> <ol style="list-style-type: none"> <li>1. Gene and Cell Doping</li> <li>2. Laboratories</li> <li>3. Prohibited List</li> <li>4. Therapeutic Use Exemptions</li> </ol> <p><u>EAG reporting to the Education Standing Committee (which in turn reports to the ExCo)</u></p> <ol style="list-style-type: none"> <li>5. Social Science Research</li> </ol> <p><u>EAGs reporting to WADA Management (which in turn reports to the ExCo)</u></p> <ol style="list-style-type: none"> <li>6. Ethics</li> <li>7. Legal</li> <li>8. Strategic Testing (dual reporting; where applicable, the STEAG will also report to the HMR Standing Committee)</li> </ol> <p><u>EAG reporting to the WADA Foundation Board (and WADA Management)</u></p> <ol style="list-style-type: none"> <li>9. National Anti-Doping Organizations (NADOs) The status of the NADO EAG changed on 1 January 2023. Refer to the following <a href="#">link</a> for more information on the unique details of this group, which result from the 2022 governance reforms.</li> </ol> <p><u>EAG reporting to the WADA Executive Committee (and WADA Management):</u></p> <ol style="list-style-type: none"> <li>10. Signatory (Code) The Signatory Expert Group was formed in September 2020. Its specific mandate and the way it is structured differs from the above-mentioned EAGs. More information on the Signatory EAG is available <a href="#">here</a>.</li> </ol> <ul style="list-style-type: none"> <li>• There will be a brief annual report (compiled by the EAG Chair with the support of the WADA liaison, and approved by the EAG members) to the applicable reporting body, to inform it on the tasks set for the EAGs for the coming year. The report will also enable the reporting body to assess the extent to which the EAGs fulfilled their tasks over the preceding year.</li> <li>• Due to the nature of their work and generally because of their close working relationship with WADA Management, the work of the EAGs directly benefits WADA Management's ongoing work outside of the formal reporting channels.</li> </ul>

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### Term of Office

- Each member (including the Chair) serves a two-year term, renewable but with a 12-year term limit, unless a business case is presented by the WADA Director in charge, with the support of the EAG Chair and the Director General, justifying that a specific expert needs to be renewed otherwise the work of the EAG will be detrimentally affected. Where there is a request that the Chair of an EAG continue beyond the term limit, the Standing Committee Chair to whom the EAG reports will seek the support of the Director General for an exception to be made.
- A rotation system was implemented at the outset (of the rule changes, i.e. in January 2021) so as to avoid all terms ending at the same time. For example, half the EAG members were appointed for an initial one-year term, whereas the other half were appointed for a two-year term. Thereafter, all terms are for two years as stated above.

### Selection Process

- A spontaneous/open applicant pool is available for experts to register their interest at any time throughout the year. The pool is promoted on WADA's website and among stakeholders mid-year (i.e. June/July) annually.
- EAGs will be promoted on WADA's website where Terms of Reference will be published, together with any other details that would assist interested applicants understand the scope of the work, including the support that WADA provides to EAG members in performing their role.
- An individual who wishes to serve on an EAG must provide a CV or biography that specifically explains the relevance of their expertise to the work of the EAG in question.
- Standing Committee Chairs, ExCo members, Foundation Board members, and WADA Management are encouraged to actively identify individuals whom they believe would make a significant contribution to the work of the EAGs, and to encourage such individuals to put their names forward.
- Applicants for EAGs do not need to be vetted by the WADA Nominations Committee.
- WADA will maintain a database of all expressions of interest for as long as needed for the purposes described above in accordance with the WADA Privacy Policy. Experts will only be contacted in the event their expertise is sought.
- Where an EAG is accountable to a Standing Committee, the EAG Chair and member positions will be filled by the Director General (with guidance from the responsible WADA Director in charge) in consultation with the Standing Committee Chair. The selection and appointment of Chair or members is not restricted to the aforementioned spontaneous/open applicant pool.
- Where an EAG is accountable to WADA Management, the EAG Chair and member positions will be filled at the discretion of the Director General.

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	<p>There are occasions where WADA staff may chair an EAG, e.g. when an external chair is not deemed to be practical, or one is required on an interim basis.</p> <ul style="list-style-type: none"> <li>• Chairs and members will be selected first and foremost for their relevant expertise and experience.</li> <li>• Whilst specific expertise is essential in the composition of EAGs, WADA will also make best efforts to ensure that the EAGs benefit from the full breadth of geographic and human experience, by selecting members who represent regional, cultural and gender diversity.</li> <li>• The Director General will proactively review the EAG Chair positions annually, to ensure that they are individually and collectively appropriate.</li> </ul>
<p><b>Member Responsibilities, Meeting Participation and Working Norms</b></p>	<ul style="list-style-type: none"> <li>• All persons serving as members of EAGs are considered Officials under the <a href="#">WADA Code of Ethics</a>. Officials shall comply with the Code of Ethics whenever they are acting in their capacity as WADA Officials and whenever they are acting in another capacity at any other time where their conduct at such time could otherwise undermine the interests of WADA.</li> <li>• All members are required to sign a <b>Confidentiality Declaration</b> upon appointment (and again at the start of each year). This ensures all members reflect on the confidential nature of their WADA work and confirm their adherence to such confidentiality rules.</li> <li>• In addition, in accordance with WADA's <b>Conflict of Interest Policy</b>, all EAG members are required to annually complete and sign a Statement of Absence of Conflict of Interest, and to update it if and as necessary during the year.</li> <li>• All members must also adhere to the protocol set forth in WADA's <b>Media Relations Policy</b>.</li> <li>• The Chair and members of each EAG shall meet the requirements of the <b>Operational and Personal Independence criteria</b> stated in the Regulations on Independence (Part V of the Governance Regulations).</li> <li>• EAG members are appointed for their individual expertise. Should they be unable to attend a meeting, their seat will be vacant. There is <u>no</u> deputization process applied to EAGs.</li> <li>• The working language of EAGs is English, unless otherwise specified.</li> <li>• The outcomes, including any recommendations and/or decisions of all EAGs will be conveyed to the applicable reporting body (i.e. the relevant Standing Committee or WADA Management) after each meeting or at an otherwise agreed regular schedule once they have been approved by the EAG members. Some recommendations may in turn be submitted to the ExCo for</li> </ul>

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	<p>approval. At times, some EAG outcomes may be made public, or stakeholders proactively updated where it is deemed necessary that they be directly informed.</p> <ul style="list-style-type: none"> <li>• <i>The individual ToR outline other working norms specific to an individual EAG.</i></li> </ul>
<p><b>Financial Support/Indemnities</b></p>	<ul style="list-style-type: none"> <li>• WADA covers all travel and accommodation costs for meetings, as well as most meals onsite. An indemnity is provided to cover incidental costs during travel to and from the meeting.</li> <li>• A daily indemnity is provided for in-person meeting days, while virtual meetings are compensated on a pro rata basis. In some circumstances, additional contributions by Members outside of meetings may be compensated by WADA.</li> </ul>
<p><b>Effective Date and Future Review</b></p>	<ul style="list-style-type: none"> <li>• The original version of this document was published in January 2021.</li> <li>• A minor change to include reference to the Code of Ethics was made in January 2022.</li> <li>• Following a review in January 2023, some modifications were made to remove references to transition procedures from the old structure of EAGs to the new one which came into effect in January 2021. They no longer apply as of January 2023. In addition, some changes were made resulting from the 2022 governance reforms.</li> <li>• Administrative updates were made to this Overview in January 2024 and 2026.</li> <li>• Whilst the ToRs for all EAGs are to be reviewed annually, the procedures for creating/supporting/managing the EAGs will be reviewed at least every three years to ensure they remain appropriate and applicable.</li> </ul>