



ANNEXURE C

EUROPEAN SQUASH ANNUAL REPORT 2024

Overview

The European Squash Federation celebrated its 50th Anniversary in 2023. ESF has 46 Member National Federations of 56 possible.

2023 AGM

The 2023 Annual General Meeting was held on 29th April, alongside the European Team Squash Championships, Division 1 & 2, in Helsinki, Finland.

24 Member National Federations (MNF) were represented. WSF President Zena Wooldridge OBE, Honorary Member and together with William Louis-Marie, WSF CEO, were present.

ESF President Thomas Troedsson conducted the meeting, where several motions were debated and voted on.

The AGM voted to introduce a Nomination Committee, to ensure more quality to the Board nomination process and to increase nominations for the Board.

A change of the memorandum to be able to establish the Company's Registered Office to be situated in a nation of the founders (Belgium, England, Finland, Greece, Ireland, Monaco, Netherlands, Scotland, Sweden and Wales). The idea of ESF is to establish the office in the Netherlands, which is within the European Union.

It was decided to do a review of the Championship regulations to accommodate the current situation with more teams and more equal standard.

Finally, it was decided, to have more parity, to change the composition of the U15 Teams to 2 boys and 2 girls from 2025 onwards, followed by the U17 in 2026 and the U19 in 2027.

The Board

Rosie Barry (Ireland) reached the end of her term and was thanked for her service to ESF for the last 5 years as Vice President. She will still be active within the ESF organisation as responsible for the Gender equality, inclusivity & diversity committee.

Peter Derek was stepping down as the ESF Treasurer after 17 years of service. He was duly thanked and was voted in as an honorary ESF Member. New Treasurer, Paul Gardner, was appointed and presented to the membership.

Unfortunately, no valid application for the available Vice-President position was received, which meant that the board was one person less.

The ESF Board from April 30th, 2023, onwards comprises President Thomas Troedsson (Sweden), and Vice-presidents; Catherine Ezvan (France), Otto Kalvo (Norway) and Luis Ferreira (Portugal), supported by Paul Gardner appointed as the ESF Treasurer and Company Secretary.

The board has met 8 times, mainly via online board meetings using Zoom. Four meetings were physical in Helsinki (2), Lisbon in late June and in Amsterdam at the end of November 2023.

The board has been organised with the following portfolios:

- Championships Committee including Juniors & Masters: Thomas Troedsson
- Marketing & Communication Committee: Luis Ferreira
- Referees Committee: Catherine Ezvan
- Coaching Committee: Thomas Troedsson

- Equality Committee: Rosie Barry, Catherine Ezvan
- Business Development: Otto Kalvo

Status of Squash in Europe

COVID 19 has still affected many nations in Europe, with difficulties to restart squash. Also, the high inflation and increased energy cost have caused huge problems for squash facilities. Some facilities have closed and in some cases been lost to real estate developments. Several Member Federation has experienced increased cost travelling / hotels due to high inflation etc

The participation in the European Junior Circuit, however, has almost got back to what it was before covid, but the Masters Circuit events are still not fully recovered. Most tournaments are back on the calendar again and in 2023 ESF calendar included 18 ESF Master circuit events and 30 ESF Junior circuit events across Europe.

The conflict Russia / Belarus and Ukraine have unfortunately caused disruption in the ESF Calendar and have affected the different events including the Championships as players from Russia and Belarus has been prohibited to participate.

EDP and EDAP

During 2023 the European Disciplinary Panel ruled on 7 occasions and the European Disciplinary and Appeal Panel ruled not once. In addition, both committee chairs are valuable advisors to the ESF Board.

The Office

Marcel Borst is the ESF Operations Manager, working full-time and Joanne Collins is the part-time Office Administrator.

Mike Dale was engaged during the autumn 2023 as the ESF content creator. Laura Valencia is the social media coordinator.

The ESF has no longer a physical office, as the staff will work remotely in a virtual office.

Squash Facilities Network

As result of the Think Tank the ESF board decided to establish “The Squash Facilities Network” – SFN - in the autumn of 2023 and engaging Markus Gaebel as project lead. The aim is to focus on one of the most important stakeholders in the Squash Ecosystem – the owners and investors of the squash courts. Together with several knowledgeable persons around the world, the idea is to gather facts and figures of the current court situation, finding good examples of successful squash facilities and sharing them. The SFN will also be able to give advice in constructions, layouts of clubs and different business models.

Finance

The result for the financial year 2023 was a surplus of € 742 includes unrealised Exchange Rate loss of €5,002 so an actual surplus of €5,744. This is about €4,400 better than the 2023 budget plan.

This arises from a net increase in income €3,500 up (ESID 9,200, Levies 4,200, offset by Sponsorship down by 10,000). In addition, there was net underspend of expenditure of the committees, while we have taken non-budgeted costs in relation to changing the registered office (€3,000), communication and website. During the year, Think Tank expenditure (€49,437) was made from the Capital Fund; no further contributions were made.

World Squash Federation

ESF, via President Thomas Troedsson, has been in regular contacts with WSF, mainly WSF President Zena Woolridge and CEO William Louis-Marie, on various issues during the year. He has attended all the WSF Executive Committee meetings in 2023. The communications between WSF and ESF are in a good standing.

Professional Squash Association

ESF and PSA has a long history of cooperation with especially the ESF Junior Circuit, where PSA are awarding ranking points for the circuit events, as well as prizes in form of free memberships to the tour winners. Discussion

is ongoing with further cooperation to avoid clashes between PSA tournaments and ESF Championships, as well of possibilities to award world ranking points for the European Individual Championships. Also, discussion is ongoing to establish a European Tour for events for national team players.



Olympics 2028

Squash was selected to be part as a full sport at the Los Angeles Olympics 2028. A huge effort by World Squash Federation together with US Squash and PSA. The Olympic inclusion was a great boost to the squash community with a lot of more optimising showed. ESF has had several meetings with World Squash regarding the future planning of what's required for ESF as a continental federation in an Olympic sport. This includes further work to get squash part of the European Games in 2027. The ESF board has appointed Jacques Fontain as advisor to the board on Olympic matters.

World Juniors in Melbourne, Australia 2023

In the individual event Melvil Scianimanico, France became Bronze medallist after losing in five in the semifinal to the gold medallist, Hamza Khan, Pakistan. England became Bronze medallist in the Girls Team event, after losing to the gold medallist, Egypt.

World Men's Team Championships in Tauranga, New Zealand, 2023

The World Teams Championships in New Zealand consisted of 24 teams, where of 9 were European. Seven of the top nine teams came from Europe, with England got the Silver medals, with France and Switzerland as joint Bronze medallists.

World Cup in Chennai, India, 2023

The mixed team event attracted 8 teams, with Egypt as winners. No European teams participated.

Other International Meetings & visits

The ESF President visited several Member Nations, events and organisations during 2023, amongst those were the Croatian Olympic Committee and the Sport University of Zagreb, Malta for the Games of the Small States of Europe (GSSE) and the Paris Open in September 2023.



Refereeing Committee

As for the past years, the Refereeing Committee has made sure that high quality services were delivered during all ESF championships. The Refereeing Committee, led by Tomas Forter, pays attention to provide equal opportunities for the regional referees to be selected, while offering to the national referees the opportunity to be selected as well. Assessments are conducted during each championship, thus contributing not only to maintain but also to grow the skills of the referees.

The World Squash Officiating project made progress in 2023. The Player Certificate – Tournament Level is now recommended for players participating in ESF championships and for ESF circuits events - with a 3-year validity. Marko Podgorsek, a member of the ESF Refereeing Committee, has joined the WSO Advisory Group end of 2023 as the representative for Europe.

For the future, the Refereeing Committee intends to develop stronger relationships with the MNFs, especially for the MNFs that do not have yet regional referees and assessors. In order to fund this initiative, ESF will apply for funding from European Union (Erasmus+).

CHAMPIONSHIPS

Championship Committee

The Championship Committee consisted of Michael Gaede, Director with members, Michael Khan, Barry Brindle, Davide Babini, Kim Hannes and Pavel Sladecsek., with Thomas Troedsson as chair. Marcel Borst and Pavel Sladecsek was Tournament Software Operators at all the Championships. Daniel Sima was assisting as TSO at the ECC with the aim to join the TSO team for 2024. Michael Gaede and Marcel Borst has been continuing testing out streaming options(hardware) to improve the service for the Championship host. Now streaming has mainly been via the ESF YouTube channel.

The committee has been actively seeking host for future Championships, securing host for all events 2024 onwards, Host have been secured for all events for 2024. There are still need for hosts for the 2025 and 2026 events.

The committee has discussed and formalised a suggestion to improve the format of the European Team Championships as requested by the AGM 2023. A motion has been filed for the 2024 AGM where the suggestion is to increase the number of teams in division 1.

Efforts, in cooperation with WSF, has been made in order to include squash in the European Games, which is planned for Istanbul, Türkiye in 2027. Formal decisions will be made in June 2024.



Championships 2023

- 1-4 April ESF European Individual u19 Squash Championships in Zürich, Switzerland
- 6-9 April ESF European Mixed Team u19 Squash Championships in Zürich, Switzerland
- 12-15 April ESF European Team Division 3 Squash Championships in Gibraltar
- 26-29 April ESF European Team Division 1 & 2 Squash Championships in Helsinki, Finland
- 11-14 May ESF European Mixed Team u15 & u17 Squash Championships in Prague, Czech Republic
- 22-25 August ESF European Individual Closed Squash Championships in Wroclaw, Poland
- 6 – 9 September ESF Master’s Individual Squash Championships in Hamburg, Germany
- 13 – 16 September ESF European Club Squash Championships in Paderborn, Germany



Junior Committee

The Committee consists of Pascal Bruhin (Director), Michael Gaede (Director of Seeding), Ian Thomas, Jan Bren and Yann Menegaux.

The committee discussed several changes and developments of the junior circuit, including relabelling the levels to Bronze, Silver, Gold and Platinum. The number of events at each level will be changed and the ranking points and system will be updated.

The Egyptian Junior open was introduced as a trial event in 2023 and will be fully established in 2024. Michael Gaede was helping out during the 2023 event.

The committee with Michael Gae5335de and Marcel Borst was assisting in the planning of the British Junior Open 2024, held early January 2024 with great result.

In 2023 there were 30 junior tournaments on the Junior tour with about 5335 participants.

Masters Committee

The committee included Chair Thomas Troedsson, Director Claudio Hassler, together with James Hyatt, Stuart Hardy and José Aguiar.

Claudio Hassler have been handling the organisation of the tour and done the ranking after each event, with the help of the office. In 2023 there were 18 tournaments on the Masters Tour with about 1645 participants.



Marketing and Communications

2023 started strongly with our inaugural Squash Think Tank in Bucharest, Romania where we engaged and connected as one strong region, committing to work and develop on our major challenges.

As a direct result of the Think Tank, we focused on increasing our social media presence (FB, IG, X, LinkedIn, YouTube - and TikTok to follow). We invested in Mike Dale, a professional squash journalist, to be our Content and Communications Manager and to supervise Laura Valencia with the Social Media.

We also started development of the new ESF website, with the official Go Live in April 2024 and we developed an important project, the Squash Facilities Network.

Marketing & Communications is currently led by Luís Ferreira with Pablo del Rio, Renato Gallego, Inco Planje and Andrei Florian.



The European Think Tank

All Member National Federations were invited to participate in the ESF organised Think Tank, held in Bucharest, Romania, at the end of January 2023, with great help of the Romania Squash Federation. The theme was How to get Squash popular again! More than 50 individuals with representatives from about 30 MNFs participated in the 2,5-day co-creation and design thinking workshop, which was 100% funded by ESF. Six main challenges were established:

The common and overall challenge for squash was agreed to be visibility!



Efforts has been made to develop a new web platform for better communication, internally and externally. That includes allocating resources to increase social media activity, engaging journalists for content creation, exploring an ESF streaming platform, increasing the visibility and promotion of the ESF Championships and the different circuit events.

The challenge of growing the number of courts has evolved into a working group called “The Squash Facility Network” – with the aim of helping Club owners and investors with advice on planning and running venues/clubs.

New Business Development

The focus has been revolved around executing the vision and strategy on Streaming (Digitalization)

Our vision: «Aggregate, Store, Value-add and Distribute Squash Content, Directly and via Member nations, Clubs, Players and Partners.

Recognizing the immense potential of this market, our efforts were dedicated to gaining a deeper understanding of streaming technologies, platforms, and Business-Partner search. We embarked on extensive research endeavors to stay abreast of industry trends, emerging technologies and business models, suitable for our vision.

Central to our mission was the search for the ideal business partner and navigate the complexities of the streaming landscape effectively. Through evaluation and strategic outreach, we identified potential collaborators whose expertise aligned seamlessly with our objectives.

By fostering meaningful partnerships, we aimed to unlock new opportunities to deliver value to ESF, our Members, Clubs, Players and Partners.

Moving forward, we remain committed to driving these initiatives forward, and our goal during the next period is to conclude on partnership and how to structure the organization. We are here looking at how other Federations are doing it, including WSF and PSA.

Coaching committee

2023 was a busy year for coaching in Europe. ESF Coaching Director Michael Khan and his fellow tutors Maciej Chadzynski (POL), Alex Kramer (NED), Renato Gallego (POR), Jan Roll (CZE), Kieran Doherty, Eddie Murphy, Elvy Da Costa (all IRE), Tomi Niinimäki (FIN) and Csaba Altvater (HUN) delivered 12 courses across Europe with a total of 77 participants:

Level 1 Courses:

10-12 February 2023	Warsaw/Poland
14-16 April 2023	Utrecht/Netherlands
4-6 May 2023	Madeira/Portugal
11-14 May 2023	Prague/Czech Rep.
1-2 July 2023	Lisburn/Ireland
22-23 July 2023	Dublin/Ireland
26-27 August 2023	Sligo/Ireland
1-3 September 2023	Vienna/Austria
22-24 September 2023	Silesia/Poland

Level 2 Courses:

8-11 June 2023	Helsinki/Finland
2-3 December 2023	Vaduz/Liechtenstein

Level 3 Course:

14-19 March 2023	Vienna/Austria
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Equality, Inclusion & Diversity Committee

The ESF Board has adopted the EU Policy, Towards More Gender Equality in Sport. The board has appointed a committee. The committee conducted a survey to establish baseline data on Women in Squash in our member nations. Chair of the committee, Rosie Barry, her term as vice president ended and she continued her activities for ESF and WSF. Momentarily working on implementation at world level, which will certainly contribute to development in Europe.

2023 RESULTS

ESF European Individual u19 Squash Championships 2023

Girls u19:

1. Asia Harris, England
2. Amalia Hayworth, England
3. Lauren Baltayan, France

Boys u19:

1. Jonah Bryant, England
2. Rowan Damming, Netherlands
3. David Bernet, Switzerland

ESF European Mixed Team u19 Squash Championships 2023

1. England
2. France
3. Netherlands

ESF European Team Division 1, 2 & 3 Squash Championships 2023

Men's Division 1

1. England
2. France
3. Switzerland

Women's Division 1

1. England
2. Belgium
3. Wales

Men's Division 2

1. Czech
2. Ireland
3. Belgium

Women's Division 2

1. Scotland
2. Czech Republic
3. Denmark

Men's Division 3

1. Slovakia
2. Norway
3. Romania

Women's Division 3

1. Slovenia
2. Romania
3. Sweden

ESF European Mixed Team u15 & u17 Squash Championships 2023

U15 Team

1. England
2. France
3. Poland

U17 Team

1. France
2. Belgium
3. Czech Republic

ESF European Individual Closed Squash Championships 2023

Men's

1. Victor Crouin, France
2. Auguste Dussord, France
3. Nicolas Müller, Switzerland
3. Dimitri Steinman, Switzerland
(Shared bronze)

Women's

1. Nele Gilis, Belgium
2. Enora Villard, France
3. Emilia Soini, Finland
3. Marie Stephane
(Shared bronze)

ESF European Club Squash Championships 2023

Men's Team

1. Paderborn SC, Germany
2. Roehampton, England
3. Uster, Switzerland

Women's Team

1. Roehampton, England
2. SC Monopol Frankfurt, Germany
3. Paderborn SC, Germany

European Masters Individual Squash Championships 2023

Men's over 35

1. Tim Weber, Germany
2. Alex Phillips, England
3. Nadav Tannen, Israel

Men's over 40

1. Ivan Flores-Vela, Gibraltar
2. Valerie Fedoruk, Ukraine
3. Heiko Schwarzer, Germany

Men's over 45

1. Neil Macarron, Ireland
2. Christian Drakenberg, Sweden
3. Matthieu Benoit, France

Men's over 50

1. Rob Staunton, Ireland
2. Christian Borgvall, Sweden
3. Matthew Stephenson, England

Men's over 55

1. James Hyatt, England
2. Ignasi Herms, Spain
3. Jean-Jacques Pineau, France

Men's over 60

1. Jonas Ulvsbäck, Sweden
2. Giorgio Sorio, Switzerland
3. Darren Withey, England

Men's over 65

1. Ad Heskes, Netherlands
2. Jose Luis Orizaola, Spain
3. Tom Burton, England

Men's over 70

1. Kyran Hurley
2. Brian Francis England
3. Serigo Darrigo, Spain

Men's over 75-80

1. Ian Ross, Scotland
2. Barry Featherstone, England
3. José Luis Alba, Spain

Women's over 35

1. Eva Fertekova, Czech Republic
2. Maud Duplomb, France
3. Janin Jasper, Germany

Women's over 40

1. Claudia Müller, Germany
2. Rikka Piekäinen, Finland
3. Sibohan Parker, Ireland

Women's over 45

1. Lotta Vuorela, Finland
2. Maud Bailly, France
3. Karin Thiel, Netherlands

Women's over 50

1. Sarah Parr, England
2. Simone Korell, Germany
3. Rachel Calver, England

Women's over 55

1. Mylene De Muylder, Netherlands
2. Helen Barnard, Wales
3. Nadia Bambic, Slovenia

Women's over 60

1. Many Aikn, England
2. Bea Spitse, Netherlands
3. Sari Niemistö, Finland

Women's over 65

1. Jill Champion, Wales
2. Lynn Davies, Wales
3. Maureen Duke, Ireland

Women's over 70-80

1. Ann Manley, England
2. Catherine Woodhart, England
3. Claire Bryars, France