

Report of the independent auditor

with consolidated financial statements as of 31 December 2018 of

International Table Tennis Federation, Lausanne



Report of the independent auditor to the Board of Directors of International Table Tennis Federation, Lausanne

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Report of the independent auditor on the 2018 consolidated financial statements

As independent auditor and in accordance with your instructions, we have audited the consolidated financial statements of International Table Tennis Federation, which comprise the balance sheet, income statement and notes (pages 3 to 15), for the year ended December 31, 2018.

Board of Directors' responsibility

The Board of Directors, represented by the Executive Committee, is responsible for the preparation of the consolidated financial statements in accordance with the requirements of Swiss law and the federation's articles of association. This responsibility includes designing, implementing and maintaining an internal control system relevant to the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error. The Board of Directors, represented by the Executive Committee, is further responsible for selecting and applying appropriate accounting policies and making accounting estimates that are reasonable in the circumstances.

Auditor's responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Swiss law and Swiss Auditing Standards. Those standards require that we plan and perform the audit to obtain reasonable assurance whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers the internal control system relevant to the entity's preparation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control system. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of accounting estimates made, as well as evaluating the overall presentation of the consolidated financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the consolidated financial statements for the year ended December 31, 2018 comply with Swiss law, the federation's articles of association and the consolidation and valuation principles as set out in the notes.

MAZARS SA

Michael Ackermann

Licensed audit expert (Auditor in charge)

Joël Schneuwly Licensed audit expert

Lausanne, April 20, 2019





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Consolidated balance sheet at December 31, 2018 (in $\mbox{\sc USD})$

Current Assets	Note	2018	2017
Cash and cash equivalents	5	3,606,452	9,089,172
Term Deposits	5	10,000,000	7,200,000
Trade Receivables	6	3,293,171	3,342,381
Prepaid expense		1,381,048	208,450
Total Current Assets	_	18,280,671	19,840,003
Non-Current Assets			
Term Deposit – Museum Fund	5, 7	1,200,000	1,200,000
Total Non-Current Assets		1,200,000	1,200,000
Carital Accets			
Capital Assets Tangible fixed assets	8	3,468,569	3,563,774
Intangible assets	9	561,031	543,330
Total Capital Assets	_	4,029,600	4,107,104
		-,,	-,,
Total Assets	_	23,510,271	25,147,108
	_	- , ,	
Current Liabilities			
Trade creditors		1,648,337	1,533,752
Deferred revenues - Olympic funding	10	10,269,869	14,057,369
Deferred income and accrued expense	11 _	2,580,538	2,150,098
Total current liabilities	_	14,498,744	17,741,218
Non-Current Liabilities	_	2 222 222	1 600 000
ITTF Museum Fund	7 _	2,000,000	1,600,000
Total non-current liabilities	_	2,000,000	1,600,000
Equity			
Unrestricted funds	12	7,033,327	5,819,221
Currency translation adjustments	12 _	(21,800)	(13,333)
Total Equity	_	7,011,527	5,805,888
Total Liabilities and Equity	_	23,510,271	25,147,108
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Consolidated statement of income and expenditure for the year ended December 31, 2018

(in USD)

	Note	2018	2017
Income			
Marketing rights	13	14,836,082	13,839,339
Olympic fund	10	4,013,290	3,000,000
Competitions	14	261,350	225,715
High Performance & Development	15	265,097	434,740
Equipment Approval Fees	16	1,511,385	1,251,466
Membership fees		33,900	33,900
Other income	17	429,312	334,416
Total Income		21,350,416	19,119,576
		, ,	, ,
Expenses			
Competitions	18	(9,000,285)	(6,733,278)
Marketing expenses	19	(4,615,452)	(10,569,094)
Administration expenses	20	(3,004,660)	(3,292,494)
High Performance & Development	21	(2,132,904)	
Governance	22	(998,453)	
Equipment	23	(188,457)	` ' '
Olympics & Paralympics	24	(151,280)	(2,930)
от, търгов от втогу търгов		(//	(-//
Foreign Currency Gains and (Losses)	27	(44,818)	(63,054)
Total Expenses		(20,136,309)	(23,288,931)
Net profit / (loss) for the period		1,214,107	(4,169,355)



Notes to the consolidated financial statements 2018

1. Activity

The International Table Tennis Federation (ITTF), domiciled in Lausanne, Switzerland, is an international non-governmental not-for-profit organisation in the form of an association with the status of a legal person. The objectives of the Federation are:

- **a)** to develop the spirit of friendship and mutual assistance among affiliated table tennis associations and players;
- **b)** to regulate relations between affiliated table tennis associations and between table tennis associations and other organizations;
- **c)** to seek continual improvement in the technical standard of table tennis and in the extent of participation in the sport throughout the world;
- d) to foster friendly sporting competition and to eliminate unfair and unsporting practices;
- **e)** to establish and maintain the Laws of Table Tennis and the Regulations for international Competitions;
- **f)** to publish the standard text of the Rules, consisting of the Constitution, the Laws and the Regulations;
- **g)** to encourage the publication of the Rules in other languages and to check the accuracy of such publications;
- h) to promote and to supervise World and Olympic title competitions; and
- i) to employ the funds of the ITTF as may be expedient in the interests of international table tennis.
- **j)** to endeavor to increase participation at all levels, to enhance the popularity of the sport, to develop new sources of revenue and to manage the sport through a systematic planning process.
- **k)** to encourage players, coaches and officials to present the sport positively in the best ways so as to enhance its image.
- I) to encourage and to support the promotion of women in sport at all levels and to ensure significant representation of women in ITTF Committees, Commissions and Working Groups.

In addition to the activities of the ITTF in Lausanne, these consolidated financial statements include the activities of International Table Tennis Federation Asia-Pacific Ltd, Singapore (ITTF Singapore).

2. Summary of significant accounting policies

2.1 Basis of accounting

The financial statements of ITTF are presented in accordance with the Swiss Code of Obligations (title 32 of the Swiss Code of Obligations deals with the commercial accounting and financial reporting) and the significant accounting policies described below, which have been consistently applied to the years presented, unless otherwise stated. The financial statements are prepared under the historical cost convention.

Transactions and balances among the consolidated organisations have been eliminated.

These consolidated financial statements will be approved by the Audit & Finance Committee of ITTF on 20 April 2019 in representation of the ITTF Board of Directors.

The amounts shown in these consolidated financial statements are presented in US dollars, in view of the international nature of the ITTF's operations and due to the majority of its revenues being earned in that currency.



Restatement of prior year figures

On 28th February 2019, ITTF received the outstanding USD800,000 which were due contractually by the Shanghai Municipal Education Commission with regards to the Museum collection for the period 2014-2018. According to the agreement, the amount received should be held as an equity guarantee until the maturity of the contract in 2024. As part of the amount received (USD400,000) corresponds to a prior period, the 2017 comparative figures have been restated to reflect this evolution and the impacts were as follows:

USD

ITTF Museum fund - 400,000 Unrestricted fund - 400,000

As at 31 December 2018, the outstanding USD800,000 are shown in Trade receivables with further details in Note 6. On 28th February 2019, the Term Deposit – Museum Fund has been increased to USD2,000,000.

2.2 Foreign currencies

The Federation's consolidated financial statements are presented in US dollars, which is the main currency used by the organization. For each entity, the Federation determines the functional currency and items included in the financial statements of each entity are measured using that functional currency.

i) Transactions and balances

Transactions in foreign currencies are initially recorded by the Federation's entities at their respective functional currency at a fixed exchange rate adjusted on a yearly basis. Monetary assets and liabilities denominated in foreign currencies are translated at the functional currency spot rates of exchange at the reporting date.

Differences arising on settlement or translation of monetary items are recognised in income statement.

Non-monetary items that are measured in terms of historical cost in a foreign currency are translated using the exchange rates at the dates of the initial transactions.

ii) Translation

On consolidation, the assets and liabilities of foreign operations are translated into USD at the rate of exchange prevailing at the reporting date and their income statement is translated at the yearly average rate. The exchange differences arising on translation for consolidation are recognised as equity.

The main exchange rates used are as follows:

1 UCD againstu	20)18	20	17
1 USD against:	Average	Year-end	Average	Year-end
SGD	1.3493	1.3623	1.3807	1.3365
CHF	0.9786	0.9814	0.9844	0.9761

2.3 Revenue recognition

Marketing rights

The marketing income relates to funds received through sponsorship, television & data rights, advertising income, and income generated through the intangible asset Table Tennis X. These rights are recognised on the successful completion of the respective competition. Instalments received by the ITTF prior to this date are deferred as they may be repayable, in whole or in part, to the sponsors or television networks at any time up to the completion of the



event. Interests earned on the instalments received are of the benefit of ITTF and are recorded as interest income.

Olympic fund

The Federation's policy is to release the Olympic revenue, as previously approved by the General Meeting as part of the budgeting process. The funds are to be released over the four-year period and in accordance with the ITTF's planned efforts in developing Table Tennis. The amount released during 2018 equated to 22% (2017: 17%) of the total fund received following the Rio 2016 Olympic Games, as approved by the 2018 Annual General Meeting.

Competition income

The competition income is in relation to fees received on behalf of local organising committees, in relation to entry and participation fees. Competition income also relates to sanction fees for local organisers to host ITTF competitions. Those incomes are recognized when the respective competition takes place.

High Performance & Development income

The income derived through High Performance & Development is primarily through external sources, such as Olympic Solidarity, and other grants in relation to sport development. Income is also generated through some educational means.

Equipment Approval Fees income

Income is generated through the approval process for equipment to be certified as meeting the technical standards set by the ITTF, and therefore approving the equipment to be used during ITTF competitions. The corresponding revenue is recognized over the period covered by the certification granted to equipment distributors.

2.4 Tangible & intangible fixed assets

Tangible and intangible fixed assets are stated at acquisition cost less accumulated depreciation/amortisation and any accumulated impairment losses. Assets with finite useful lives are depreciated/amortised on a straight-line basis over their estimated useful lives and assessed for impairment whenever there is an indication that the assets may be impaired. Intangible assets with indefinite useful lives are not amortised but are tested for impairment annually. When assets are retired or otherwise disposed of, the cost of the asset and the related accumulated depreciation/amortisation are removed from the accounts. Any profit or loss on disposal of fixed assets is reflected in the statement of income for the period.

Depreciation and amortization are calculated on the basis of the cost of the assets and on their estimated useful lives and is provided as follows:

Tangible fixed assets
Furniture and equipment
Computers
Office Renovation
Building
Museum Collection

Museum Conection

Intangible fixed assets
Table Tennis X intangible asset
IT & Software
Table Tennis X mobile application

33.3% straight-line basis 33.3% straight-line basis 33.3% straight-line basis 4% straight-line basis not depreciated

8.33% straight-line basis 33.3% straight-line basis 50% straight-line basis



3. Financial risk management

The Federation's financial instruments consist of cash, fixed term deposits, accounts receivable and accounts payable. The carrying values of these financial instruments approximate their fair value. Unless otherwise noted, it is management's opinion that the Federation is not exposed to significant interest, currency or credit risks arising from these financial instruments.

Most of the Federation's financial instruments (cash at bank and financial assets) are nominated in USD.

4. Related Parties

TMS International

TMS International ("TMS") was an independent, non-profit Marketing Corporation that conducted marketing and commercial activities on behalf of the Federation and other entities.

TMS was dissolved on 19th November 2018.

During 2017, a payment was processed to TMS International following the termination of the agreement between ITTF and TMS International, which saw ITTF pay USD 7.7 million, as a commission towards contracts that were already in place for the period from 2017-2024. However, during 2017, it was evident that not all income would be received as mentioned within the termination contract, therefore the decision was taken to expense the full amount of the payment made to TMS International in 2017.

5. Cash, Cash Equivalents and term deposits

	2018	2017
	2016	2017
Current accounts with banks	3,605,282	9,087,295
Money market	-	563
Petty Cash	1,170	1,314
	3,606,452	9,089,172
		_
Term deposits		
Current	10,000,000	7,200,000
Non-current	1,200,000	1,200,000
	11,200,000	8,400,000

The ITTF cash in excess is invested in short term money deposits, as well as fixed term deposits, with first ranking banks. These financial assets are accounted for at market value.

The non-current term deposits asset corresponds to the amount of funds which have been received thus far, as an Equity Guarantee liability from the Shanghai Municipal Education Commission and the Chinese Table Tennis Association in relation to ITTF Museum. Further details are available under note 7 below.

The cash, cash equivalents and term deposits are held within the following currencies:

	14,806,452	17,489,172
Singapore Dollars	31,406	200,584
Euros	1,162,825	892,442
Swiss Francs	368,875	408,374
United States Dollars	13,243,346	15,987,772
	2018	2017



6. Trade receivables

	2018	201/
Accounts receivable third parties	3,667,912	3,708,428
Accounts receivable related parties	(259,900)	27,332
Accounts receivable	3,408,012	3,735,760
Accrued income	93,868	130,330
Bad debt allowance	(208,709)	(523,709)
Accounts receivable, net	3,293,171	3,342,381

Accounts receivable third parties include USD800,000; which is in relation to the ITTF Museum Equity Guarantee. On 28th February 2019, this amount was received in full, more details are provided in Note 7.

7. ITTF Museum Equity Guarantee and Term Deposit Fund

An agreement was signed in August 2014 with the Shanghai Municipal Education Commission and the Chinese Table Tennis Association. According to this agreement, a new ITTF Museum opened in Shanghai and is run by the local authorities. ITTF relocated its collection to this new Museum and receives an equity guarantee amounting to USD 2 million split over a 5-year period (from 2014 to 2018). According to the agreement, the amount received is to be maintained in a dedicated bank account until the end of the period. The cumulated amount received for the years 2015 to 2018 (USD 1.2 million) was therefore recognized as a non-current term deposit, whereas a corresponding amount, as per the agreement, is recognised as liability as the criteria to recognize revenue are not met.

8. Tangible Fixed Assets

-	2018	2017
Land and building (Renens)	2,742,326	2,981,972
Furniture	56,052	72,055
Equipment & Computers	45,754	-
Office Renovations	114,691	-
Museum Collection	509,747	509,747
	3,468,569	3,563,774
Depreciation incurred during the period		
Depreciation incurred during the period	2018	2017
Depreciation Land and building (Penens)		239,646
Depreciation – Land and building (Renens) Depreciation – Furniture and equipment	239,646 7,392	32,520
Depreciation – Furniture and equipment Depreciation – Equipment & Computers	19,220	32,320
Depreciation – Equipment & Computers Depreciation – Office Renovations	28,410	_
Depreciation – Office Renovations Depreciation – Museum Collection	20,410	-
Depreciation - Museum Collection	294,668	272,166
	234,000	272,100
9. Intangible Assets		
-	2018	2017
Internally generated (TTX)	224,541	251,023
TTX Mobile Application	91,760	205,768
IT Software – Entry & Results System	244,730	86,540
	561,031	543,331
Amenatication in account decision that a control		
Amortisation incurred during the period	2010	2017
Amoutication Internally generated (TTV)	2018	2017
Amortisation – Internally generated (TTX)	21,938	14,293
Amortisation – TTX Mobile Application	111,166	18,107
Amortisation – IT Software	81,122	1,594
	214,226	33,994



The internally generated intangible asset was developed during the years 2016 and 2017 and relates to Table Tennis X, a new discipline of Table Tennis game. Table Tennis X will be amortised over a twelve-year period due to the current master rights licensing agreement in place.

The TTX Mobile Application was developed by an external third party and has an expected usefullife of two years.

The IT Software is the continued development of the Entry & Results Management System, which first commenced in 2017, and is continuing to be developed. As several areas are already in operation, the amortization has been recorded based on the date of each payment instalment. The expected useful-life is three years, following each individual payment.

10. Deferred revenues – Olympic funding

Olympic funding at the end of the year	10,269,869	14,057,369
Foreign exchange impact		
Used in year	(3,787,500)	(3,000,000)
Received in year	-	1,905,168
Olympic funding at the beginning of the year	14,057,369	15,152,201
	2018	2017

During 2018, a grant was also received from the International Olympic Committee to support the Buenos Aires 2018 Youth Olympic Games, this amount has been reflected as income received in relation to Olympic Games. The amount received during the year 2017 relates to the third and final instalment for the Rio 2016 Olympic Games, whereas the first two instalments were received during 2016, and have been accounted for accordingly.

11. Deferred income and accrued expenses

	2,580,538	2,150,098
Accrued expenses	1,275,781	1,320,073
Deferred income & advance equipment approvals	1,304,757	830,025
	2018	2017

The deferred income includes USD 283,605 (2017: USD 317,985) of licensing revenues from the Table Tennis X.

12. Equity

2018	2017
5,819,220	10,388,576
1,214,107	(4,169,355)
7,033,327	6,219,221
(21.800)	(13,333)
7,011,527	6,205,888
	(400,000)
	5,805,888
ment)	5,819,220
	(13,333)
	5,819,220 1,214,107 7,033,327 (21,800) 7,011,527



13. Marketing rights income		
	2018	2017
Sponsorship income	8,399,164	6,912,085
Television & Data Rights	5,845,788	6,083,675
Advertising income Social Media income	296,755 124,274	245,084
TTX Project	124,374 150,000	89,539 508,956
Strategic Investments	20,000	500,950
	14,836,082	13,839,339
14 Commetitions income		
14. Competitions income	2018	2017
World Title events	12,245	19,749
ITTF World Tour	47,882	27,653
ITTF Challenge	23,838	41,471
Para Table Tennis	172,385	130,864
Other Competitions	5,000	5,978
	261,350	225,715
45 High Dayfayyanaa Q Dayalayyantiyaaya		
15. High Performance & Development income	2018	2017
Grants	110,235	168,891
Education	12,997	25,298
Olympic Solidarity	40,859	136,008
Other Income	101,006	104,544
	265,097	434,740
46 5		
16. Equipment Approval Fees	2018	2017
Balls	319,400	318,809
Racket Coverings	513,103	605,934
Tables	270,906	215,620
Nets	21,498	25,804
Sports Flooring	47,128	49,246
Equipment Testing Fees	338,850	36,053
Fines	500	- 1 251 466
	1,511,385	1,251,466
17. Other income		
	2018	2017
Merchandise	3,981	22,965
Publications	80	2,743
URC Exam Fees	43,019	5,286
Rental income	138,216	137,033
Other income Interest	116,414 127,600	148,777 17,612
THEOLOGE	429,312	334,416
		JJ-1/-110



18. Competitions expenses

	9,000,285	6,733,278
Human Resources – Expenses	128,337	91,082
Human Resources – Salaries & Services	481,797	309,792
Other Competitions	25,000	32,311
ITTF Rankings	43,820	-
Veterans Competitions	60,000	-
Continental Competitions	347,369	125,313
Para Table Tennis Competitions	57,531	23,979
ITTF World Junior Circuit	180,876	160,302
ITTF Challenge	258,563	402,544
ITTF World Tour	3,292,891	2,920,518
World Title events	4,124,101	2,667,437
	2018	2017

19. Marketing expenses

	4,615,452	10,569,094
Human Resources – Expenses	168,791	223,354
Human Resources – Salaries & Services	833,844	543,941
TTX Project	94,110	160,304
Marketing Agreements	144,023	151,534
Commercialisation Agreements	445,007	670,812
Marketing Events	142,758	115,767
Sponsorship expenses	231,826	125,634
Media expenses	163,504	68,662
Marketing expenses	897,123	418,124
Commissions	1,494,466	8,090,962
	2018	2017

Commissions includes both internal and external commissions in relation to income received for commercial rights sold. In 2017, ITTF paid USD 7.7 million, as a commission towards contracts that were already in place for the period from 2017-2024, following the termination of the agreement with TMS International.

According to the Swiss Code of Obligations, part of the USD 7.7 million could have been capitalised, and if the amount was capitalised, the expenses that would relate to 2018 would have been USD 1.281 million, due to the ITTF taking a prudent approach to fully expense the payment made during 2017.



20. Administration expenses

	2018	2017
Lausanne Office	165,635	280,016
Singapore Office	65,876	53,632
Ottawa Office	-	15,555
Home Offices	25,121	44,431
Depreciation	501,501	306,159
Staff Meetings	20,000	· -
Professional Services	267,849	342,407
Websites	92,504	170,196
Technology & Software	71,738	73,226
Publications	-	40,680
Intellectual Property	12,112	13,490
Anti-Doping	136,257	44,350
Postage & Couriers	34,444	35,113
Bank Fees & Charges	19,098	19,847
Other Expenses	196,456	592,847
Human Resources - Professional Development	72,446	-
Human Resources - Salaries & Services	1,034,918	1,024,185
Human Resources - Expenses	288,705	236,360
	3,004,660	3,292,494

Bad & Doubtful Debts totaled USD192,269 (2017: USD 549,693) and is presented within Other Expenses.

21. High Performance & Development expenses

	2018	2017
Continental Development	986,711	929,618
High Performance	211,116	345,575
Education	30,437	59,121
Corporate Social Responsibility	313,622	48,360
Human Resources – Salaries & Services	504,244	320,817
Human Resources – Expenses	86,774	117,295
	2,132,904	1,820,786

22. Governance expenses

·	2018	2017
AGM & BoD	71,098	26,071
Executive Committee	293,733	306,767
ITTF President	190,147	175,159
Commissions & Committees	117,945	110,289
Affiliation Fees	5,019	5,984
Working Groups	95,163	41,937
ITTF Hall of Fame	3,890	-
Continental Meetings	94,931	667
Multi-Sport Games	(3,220)	6,381
Professional Consultancy	129,746	_
	998,453	673,255

Within the expenses incurred in relation to the ITTF President USD 113,486 (2017: USD 94,233) was paid as an honorarium for the services provided, this figure is also shown within Note 25.



23. Equip	ment ex	penses
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23. Equipment expenses		
	2018	2017
Table Tennis Equipment Testing Fees	171,566	126,709
Table Tennis X Equipment Testing Fees	3,776	-
Racket Control expenses	13,115	7,331
	188,457	134,040
24. Olympic & Paralympic Games expenses		
, . ,	2018	2017
Olympic Games	3,500	2,930
Youth Olympic Games	146,261	-
Paralympic Games	1,519	_
, ,	151,280	2,930
25 House Bassins		
25. Human Resources	2010	2017
ITTE Employees (Laurence)	2018	2017
ITTF Employees (Lausanne)	539,749	505,269
ITTF Employees (Singapore)	786,601	414,020
ITTF Service Providers	1,528,452	1,230,642
ITTF President	113,486	94,233
	2,968,288	2,244,164
	2018	2017
Management Team	404,215	334,820
Marketing Department	833,844	543,941
Competition Department	481,797	309,792
High Performance & Development Department	393,955	320,817
Operations Department	630,703	640,561
Corporate Social Responsibility	110,289	
ITTF President	113,485	94,233
2	2,968,288	2,244,164

The amounts shown above include both ITTF employees, and ITTF service providers, and provides a breakdown between the different human resource costs between each of the operating departments within the ITTF.

26. Operating Leases

	2018	2017
Maturity 1 Year	243,334	-
Maturity 1-5 Years	613,078	-
	856,412	-

ITTF has entered into leasing contracts for offices and office equipment. Rental contracts with a notice period longer than 12 months are taken into account when calculating future obligations. ITTF has contracted a lease term that has 3 years and 3 months remaining for the Lausanne Office space, and also has contracted a lease term that has 2 years remaining for the Singapore Office space. The rental fee for both office spaces is fixed for the duration of the lease, and not exposed to Consumer Price Index fluctuations.



27. Financial result

	2018	2017
Currency exchange gain	59,503	140,190
Currency exchange loss	(104,320)	(20,512)
	(44,818)	119,678
Effect of change in functional currency	-	(199,425)
Recycling of Ottawa CTA	-	16,693
Financial result	(44,818)	(63,054)

28. Guarantee/Pledged assets

As of 31 December 2018, and 31 December 2017, the land and buildings in Lausanne are pledged to the bank to the extent of CHF 2,000,000 in guarantee of the credit limit granted. As of December 31, 2018, the credit line is not used.

29. Other information required by law

In 2018 and 2017, the average number of full-time equivalent employees is less than 50.