

# EXECUTIVE COMMITTEE MEETING

Video Conference  
27<sup>th</sup> November 2020

## Minutes

### 1. Welcome and Opening

#### 1.1 President's opening remarks

The President, Mr Thomas Weikert, welcomed everyone and proceeded with the roll call.

#### 1.2 Roll Call

Thomas Weikert	ITTF President
Khalil Al-Mohannadi	ITTF Deputy President
Petra Sörling	Executive Vice-President – Finance
Bruce Burton	Executive Vice-President
Masahiro Maehara	Executive Vice-President
Shi Zhihao	Executive Vice-President
Alaa Meshref	Executive Vice-President
James Morris	Executive Vice-President
Nestor Tenca	Executive Vice-President
Zoran Primorac	Athletes Commission Chair
Ryu Seungmin	IOC Member

In attendance

Steve Dainton

Raul Calin

CEO

Secretary General

#### 1.3 Preliminary remarks from the President

Mr Weikert informed that the Secretary General, Mr Raul Calin, will produce the Minutes of this meeting and mentioned having two serious points in the agenda, the complaints from Table Tennis Canada and Mr Paul Kyle and the letter from German Table Tennis Association (DTTB).

### 2. Letter from DTTB to ITTF Associations, Officials and Management Team

Mr Weikert declared not being involved in the elaboration of the German Table Tennis Association (DTTB) letter and suggested the ITTF EC can check this by contacting DTTB about. Mr Weikert stated that even if seemingly this could be perceived as a conflict of interest, there is not only the letter from DTTB but "from many<sup>1</sup>, many other Associations, Board of Directors (BoD) members and others". Mr Weikert explained that not every letter has been sent to the ITTF EC, but "there are a lot of letters".

Mr Weikert suggested to discuss the letter, but not in detail, because "*we/I cannot be evaluated everything, because it is complicated from the facts and from the legal point of view*". Mr Weikert stated that Mr Dainton is "in the centre of all" can give his comments, but also explained having spoken with Mr Dainton and he cannot give his comments just in 2-3 days and Mr Weikert would recommend giving Mr Dainton two or three weeks to give his comments.

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<sup>1</sup> Emails and/or letters from ALB, BEL, BIH, BLR, FRA, FIN, GRE, ITA, NED, POR, SMR, SRB, SUI, Mr Afshin BADIEE, Mr Paul KYLE, Mr Ivo-Goran MUNIVRANA, South Asia Regional Vice-President (ATTU) and West Asia Regional Vice-President (ATTU).

Mr Weikert suggested to discuss maximum forty-five minutes in each topic and that at the end, when discussing about Mr Dainton, he could leave the meeting.

Mr Weikert reported having a phone call with Mrs Petra Sörling as the other EC member in charge of staff the previous day.

Mr Weikert said having received serious complaints, a lot of reactions to the letter of DTTB, partially to himself, partially to the ITTF and reported having received a letter from the ETTU Deputy President, Mr Pedro Moura, the day before.

Mr Weikert stated that every EC member should ask him or herself their responsibility especially after the vote against the proposition twenty-four, which was defeated and with some EC members being against, probably not against the entire proposition, but it was defeated, not being discussed in detail, and not being discussed regarding the World Cups as one of the essential events we have (ITTF) overall.

*"We all thought and think that WTT is a very good tool, but only if we, ITTF, are involved and heard, and WTT is respecting all the rules. We have to take care regarding the Associations and the players, and we have to work all together in all the areas, then it will be success. It is not only business, but it is also High Performance, and it is also grass-root development and the Foundation".* After this sentence, Mr Weikert opened the floor for comments.

Mr Al-Mohannadi took the floor and reminded that when someone has a different opinion than the President, this does not necessary mean being against the President. Mr Al-Mohannadi pointed to the meeting held on 17<sup>th</sup> November with Mr Weikert, Mr Al-Mohannadi, Mr Dainton and Mr Calin, about the Busan WTTTC, and to the fact that Mr Dainton asked if there was a need to make any preparation for the Board of Directors Meeting. Mr Weikert indicated that it was not necessary, that the preparation was going smoothly and that he will prepare it with the Secretary General, and Mr Al-Mohannadi trusted Mr Weikert and Mr Calin, leaving it on their hands.

However, a few hours before the BoD meeting, the letter from DTTB was received, and it is clear from the content that the letter wasn't written in one day, and it is a letter that attacks not only the ITTF staff and WTT, but it also attacks the EC.

Mr Al-Mohannadi stated that every EC agreed on the creation of WTT, having received detailed explanations of Mr Indaimo.

At the same time, Mr Al-Mohannadi wanted to point to the fact that Mr Weikert only showed to the EC colleagues his reluctance to the proposition twenty-four a few hours before the BoD meeting, after the DTTB letter was received. Mr Al-Mohannadi expressed that if there were such reluctances, it would have been possible to discuss together, as everything can be changed if there is dialogue and discussion among colleagues. However, the impression of Mr Al-Mohannadi is that Mr Weikert, as adviser of DTTB, should be aware of the letter coming, and should have let known the EC colleagues. Looking for dialogue instead of going to the world with such a letter.

As the leader of the ITTF and the EC, the first should be always discussing with the EC colleagues, before being sent. Same as it was made before the AGM with AUT, GER, POR, ROU & SUI propositions,

which -after some dialogue- were removed in its majority, and we had a smooth AGM, in which the establishment of WTT was also ratified. Mr Al-Mohannadi then asked Mr Weikert to confirm if he knew the letter at the same time as all other EC members.

Mr Weikert stated: *"in my opening remarks, on point number 2, (I) told you I didn't know this letter and I was not involved in this letter, and I also told you that if it is necessary, DTTB can confirm, and I can also give this in written"*

and suggested Mr Al-Mohannadi to accept his statement indicating he would not accept any speculation.

Mr Al-Mohannadi accepted Mr Weikert's statement and asked if Mr Weikert has discussed this letter with DTTB following its circulation, as it is important, being Mr Weikert the ITTF President, and being from Germany it is important to discuss with DTTB and to find some solution, as it is not normal to receive such a letter.

Mr Weikert said not having discussed the letter with DTTB and added that the letter is no longer a DTTB letter, but has a lot of support from other Associations like France, Italy, etc.

Mr Al-Mohannadi mentioned that if the ITTF needs letters of support, we can also receive such letters, but it is not the level in which we should work. Mr Al-Mohannadi added that when he suggested having a meeting of the EC colleagues, it was not against Mr Weikert, but also to defend its presidency, as a member of the EC being attacked.

Mr Al-Mohannadi stated that if there are things to be fix, they can always be fix, but with dialogue.

Mr Weikert suggested to have an external person looking at the matter, and Mr Anthony Indaimo (Withers) should make a report to the EC on how he sees it. Mr Weikert expressed he didn't want to have the lawyer (Mr Indaimo) in the EC meeting because it is possible that he has made a fault, and it is then the legal way to discuss within the EC and decide what to do with the complaints. Mr Weikert didn't evaluate the content of the letter but stated there are serious allegations.

Mr Weikert said that it is a fact that a lot of Associations and EC members are not satisfied, and we (EC) cannot leave it without knowing the facts and the legal outcome.

Mr Al-Mohannadi asked why, despite having five or six EC members requesting the presence of Mr Indaimo, Mr Weikert rejected inviting him.

Mr Weikert stated having his opinion and that the formalities should not be discussed in this point, and he would like to hear other EC members opinion. Mr Weikert wants to discuss the complaints not in detail, but overall, to define a strategy.

Mr Maehara expressed that everyone may have an opinion and / or disagreement with the ITTF, but if they have something they wish to say, it should be a direct message to the EC members as the correct way to discuss, but the way in which DTTB has expressed themselves, by sending their opinion with individual names is not correct. Mr Maehara expressed having heard that the DTTB letter has been sent to some of the table tennis manufacturers and this is very disappointing.

Mrs Sörling agreed with all previous statements and commenting first on Mr Maehara's intervention, she was particularly disappointed by the way in which the (DTTB) letter was made. Mrs Sörling agreed also with Mr Al-Mohannadi that it is important to look at the letter from the legal aspect and agreed also with Mr Weikert that the matter cannot be handled in this meeting, but we need time to look into this, because it is a serious matter, and it is not only a DTTB letter, but it is about two years of complaints of Europe. Mrs Sörling referred to the meeting in Qatar in March 2019, the ETTU extraordinary congress in Budapest, and there was no outcome from these meetings. Being responsible for Europe, and after the long discussions in July, for which Mrs Sörling was entrusted by the EC, she reflected on the fact that the case was managed *"on the first wave" "but we were not delivering (on the first wave), and now the second wave is heavy"*. Mrs Sörling stated that *"we have to take it seriously"* because there are matters (in the letter) that Mrs Sörling agrees fully on should have been done differently and also, Mrs Sörling agreed other matters the EC should look into. The worries are coming from the European countries, but the content is about the youngsters, this was also expressed by Mr Pedro Moura, is of course the Club level, it is the national team including the selection and communication through the national team or association and not to the players, and pointed that it will be a weak sport (Table Tennis) if it is only the ITTF, as expressed in a call with Polona and Mounir, if we take the responsibility of the Continental Federations, and we should be supporting our 226 Associations.

Mrs Sörling finalized suggesting there are two steps: the legal part, and our lawyers already involved, Withers and Deloitte, should be heard, should make a report, but also as Mr Weikert said, we should have an external one that can overlook at this. This is the way to do with good governance. *"European members and ETTU were trying to communicate and we were not listening. Also, for this reason we should create a group with the Europeans to see how we can work together, and I see myself as a key person having the portfolio for Europe"*.

Mrs Sörling added: *"I'm also worried about our image, because image is costing money"*.

Mr Weikert, adding to the comment of Mrs Sörling about youngsters, clubs, players, national teams, national associations, quoted from the letter of Mr Moura: *"my conclusion is even easier to reach after observing the huge difficulty WTT staff is having to organise one event in Europe during the next year. The fact the proposition 24 was defeated during the last BoD meeting and the reactions of many national associations to DTTB letter really show us the huge general disappointment that is being felt not only over Europe but also in other parts of the World"*. Mr Weikert said he will forward the letter to the EC members.

Mr Burton took the floor and suggested there are three things that he would like the EC to consider. Firstly, it is very important to setup immediately a working group to address all aspects of this letter from DTTB. Secondly, the importance that we as a group (EC) have a statement made a.s.a.p., because, at the moment, there is nothing coming from ITTF. We need to stand against this negativity against our staff and the perceived lack of control of the EC. And thirdly, it is important to come to grips with the overwhelming sense coming from Europe that we are failing, what is not new, as Europe has fought all the way on the reforms of the WTTC.

Mr Burton suggested to create a working group with three EC members, with representation on the WG from both Deloitte and Withers, because they can provide invaluable background information and

a chronology of the events to counter many of the accusations about lack of transparency, lack of information and so on from their expert input in the various stages, they can inform the EC very well, and then the group should have two staff members as well. Mr Burton added it is important for this working group to start and they should be tasked to come back to the EC with recommended steps to counter potential damage from the DTTB letter.

Mr Dainton indicated liking the approach of Mr Burton and despite being disappointed, disturbed, sad even partly offended by the letter, he wants to cooperate in a very robust process and in a correct process and wanted to recuse himself from the group, as the letter shows the direct relation of the CEO with the President.

Mr Burton added that the composition of the group is important, and he would like to ensure avoiding any potential conflict of interest, proposing that no one from WTT should be in the working group, neither from the selection committee.

Mr Weikert stated that the idea of the working group is ok, but because being mainly about Europe, he would like to strongly recommend that Mrs Sörling should be in the WG. Also, Mr Weikert wanted to avoid Withers and Deloitte. The EC could ask them for an opinion, but not as member, as there is a potential conflict of interest. Mr Weikert said the structure (in Europe) is different from other parts of the World, and this is coming from Europe and maybe we have not listened enough. Mr Weikert said that in his speeches with Mr Levitin he feels they will listen to them.

Mr Dainton indicated that there are two parts: the legal process, from which Mr Dainton recused himself already, and where he feels that working with Withers and Deloitte is not a bad idea, and the second part, how to deal with the sporting side in Europe, as most of the problems are coming from Europe, and perhaps the EC should create a second working group to focus on the sports part, that talks with them and listen the concerns, and Mr Dainton agrees Mrs Sörling should be involved, but he believes people involved in WTT should be also part of the Working Group, as himself, to make sure that the right actions are put in place. For example, speaking about events in Europe, the main problem is COVID-19, and WTT people should be included, so there can be solutions found.

Mrs Sörling agreed with Mr Dainton that it is wise for the working group on the legal side being independent, they should investigate that we did the right thing, and if we have some independent people, they will be in contact with Withers and Deloitte, but then, the other group is where we have to see how we can solve the collusion and I would recommend being in this second working group.

Mr Weikert agreed with Mrs Sörling and said it is normal to listen Deloitte and Withers in the first group, and in the second sport group should be Mrs Sörling, but no one from WTT should be, because many of the complaints are about the regulations and we have to listen.

Mr Al-Mohannadi supported the idea of Mr Burton about the working group, and also, he recused himself from the WG being member of the selection panel. Mr Al-Mohannadi suggested Dr Meshref could be in the group, and perhaps Mr Burton and ITTF Secretary General.

Mr Burton wanted to ensure nobody misunderstand his words, and he is not looking to be in the working group, but would suggest using other EC members, and he would like to put forward for

consideration Mr Tenca, with his background as a lawyer and with impeccable integrity, along with Dr Meshref and Mr Morris.

Mr Weikert said it should not be any staff that is attacked in the letter and considered it is enough with one staff, Mr Calin as the SG and then Dr Meshref, Mr Tenca and Mrs Sörling and suggested Mr Calin could look for an independent lawyer in Lausanne, perhaps checking with the World Triathlon Secretary General, who is in ICAS.

Mr Shi stated that being very serious questions, he would use an interpreter. Mr Shi stated he fully agree that the ITTF has to take it seriously about the DTTB letter, as it is mainly related to the reputation of the ITTF. Mr Shi expressed its compliments to Weihai and Zhengzhou. Great tournaments. And it symbolises the #RESTART process.

Mr Shi continued: *"As we all know the year 2020 is a very special year, but we are doing great. When I read from media that ITTF has selected China to #RESTART, I already thought this was the right call. About the situation with DTTB letter, everyone is elected by MAs and CFs and it is our duty to listen to their thoughts. We must ensure that every NA's get every single right according to the ITTF constitution."*

Mr Shi added: *"Secondly, I implore that every EC member and every CF and MA we must acknowledge the contribution that the current staff team is making to the ITTF and give them sufficient believe and support in the future. Last but not least, with the precondition that we keep everyone in mind, and promoting table tennis worldwide and join forces is essential to the concept of golden governance."*

Mr Morris said wanting to add a couple of points. Mr Morris suggested the EC needs to embrace the criticisms. *"We need at the EC to make a statement very soon. We had a lot of negative comments, mainly from Europe, but we need to make a statement as an EC team. We need to put something soon saying we are moving in this direction"*.

Mr Morris mentioned about Mr Shi already having pointed already about the work being done by the staff. When important changes in sport are made it is not easy. Mr Morris added that Deloitte and Withers should be in the group as they have been there from day one.

Mr Weikert insisted that if Deloitte and Withers have made mistakes, they are "in the other side", and for this reason, he wants to be cautious, they have to say something, as they are in a sense attacked, but the letter says ITTF is empty and WTT is not legally done and so on.

Regarding the statement, Mr Weikert added: *"we have some serious things to solve, and we should not underestimate that there are some legal problems with the regulations"*. Mr Weikert said not being sure which statement could be made. Mr Weikert agreed a statement should be made, but not just to say we are protecting the staff, as some things are not done in the right way.

Mr Tenca stated that the letter from DTTB is very harsh, aggressive, probably underserved for the EC and staff but that the fact that it has been followed massively (as reported by Mr Weikert) by some other associations of Europe alert us perhaps in terms of communication we have things to repair. Probably a declaration made in in the coming days containing the respect to the doubts and to demonstrate that all the process was very professional and transparent is necessary.



Mr Tenca added that -from the legal point of view-, it is important to find clarity in all what relates to Commercial rights due to the fact of having these rights given by the EC to WTT (with the ratification of AGM) and the contradictions arising from proposition 24 not passing. The contribution of Deloitte and Withers will be important in this aspect.

Mr Calin stated that despite some EC members requesting to have Mr Indaimo in the EC meeting, Mr Weikert explained the reasons why he considered Mr Indaimo should not be invited, rejecting the petition of his EC colleagues. Mr Calin added that the establishment of a working group is necessary, in order to ensure we have an adequate framework, so there are no further discrepancies among the EC members on what was or wasn't decided. Mr Calin added that he will not even consider the two staff suggested by Mr Burton to be part of the working group, but just assisting the EC members. Mr Calin added that -if the EC considers that the work done has been correct- the first stage of the work should be conducted internally, involving our partners Deloitte and Withers, but if after doing this first stage and reporting to the EC, there are doubts, then an external investigation by a lawyer or even by a forensic investigator should be initiated, but following this initial EC discussion, Mr Calin would like to recommend a working group with the people that has done the work. Maybe there is only communication to be repaired, but good to see the report.

Mr Calin also added that for the second working group, to deal with the European concerns, he would like very much to see Mrs Sörling being part of, as she was instrumental in the discussions in July, and agreed with Mr Burton that nobody from the selection panel should be in the legal working group. Mr Calin added to conclude that probably the second staff member to have supporting the legal working group should be Michael, due to his financial background.

Mr Weikert answered that the EC was already on track that one working group with Mrs Sörling, Mr Tenca and Dr Meshref will be made, and Mr Calin should coordinate, without any further staff members. Mr Weikert added to be in favour of involving Deloitte and Withers but being totally against of not having an independent expert from outside, as there are very serious complaints, and we need one person from outside to evaluate. Mr Weikert added: "*This is my strong recommendation (having one external expert), we have to listen to Deloitte and Withers, of course, but we need someone from the outside to show that we are serious*".

Mr Dainton commented that being Mr Weikert, Mr Al-Mohannadi, Mrs Sörling, Mr Pound and himself the members of the selection panel, and having himself already recused his own participation, he would like to insist that nobody from the selection panel should be on the first working group, however, Mr Dainton would be pleased to see Mrs Sörling leading the second working group on European communications.

Mr Dainton then suggested having Withers, Deloitte, three EC members not from the selection panel and one independent person from the outside, making the analysis together or, having two phases, one first with the comments from Withers and Deloitte and once received, if we are not satisfied, then we go to the independent approach.

Mr Weikert then stated that if the first group will have only Withers and Deloitte, Mr Weikert could confirm already he would not be satisfied.

Mr Al-Mohannadi agreed it will be good to have Mrs Sörling on the European communications group, but nobody from the selection panel in the legal group and would like to suggest Mr Morris as the third

EC member, and having Mr Indaimo in this working group. Mr Al-Mohannadi also insisted a statement should be made to the outside.

Mr Burton wanted to clarify the separation between the two groups: first group with three EC members, two staff members, with input of Deloitte and Withers and in regard to this group, they should be tasked to come quickly with a statement from the ITTF. Mr Burton asked Mr Weikert that as he was consistently referencing to some mistakes being made, he would like to seek from Mr Weikert to provide to the Working Group with some indications of which mistakes he consider having been made. However, Mr Burton considers that just making open allegations that mistakes are being made is more than a little bit problematic. Mr Burton would prefer to have this process internally, then going for external expertise. Mr Burton also urged to prepare a response communication urgently, but also, further to this, Mr Burton considers necessary exploring a wider PR campaign, as apparently the letter from DTTB may have reached the media already and this could damage the ITTF image.

Mr Primorac agreed with Mr Tenca that the tone of the letter from DTTB is too harsh, not very diplomatic nor polite, but that we are actually dealing with consequences. Mr Primorac wanted to reflect of what is the cause of these reactions.

Mr Primorac referred to his discussions at the early stages (of the WTT development) with Mr Dainton and to the fact that, for such a big decision, to give the rights for fifteen years to WTT, it was better to include the AGM from the beginning. Mr Primorac added: *"Inclusion is very important, to develop it together. If we did from the beginning, this will not have happened. Damage is already done. We need to see how the best way is to approach unhappy federations, associations, if this goes to Media, to the IOC, to other stakeholders in sport this is very bad image for sport. We need to find a way to deal with unhappy federations."*

Mr Primorac added that he sees in Mr Moura's letter how the players will develop, how about the club championships, this is a huge problem we have to deal with. We need to reply fast but doing smartly.

Mrs Sörling said she wanted to underline that it is very important the way we answer this situation and how we inform after this meeting. But insisted in the importance of having someone external, independent, otherwise, it will not stop. Mrs Sörling said we will need Withers and Deloitte, because they are the experts that we have, but we need someone independent, someone with legal background. Mrs Sörling agreed we need to have a clear statement after this meeting and being comfortable with the two groups. One, on the legal approach, without anyone from the selection panel and a second one for relations and communications, being available for that second group.

Dr Meshref added that the EC work was already ratified by the AGM and that for the working group he felt very important to work closely with Withers and Deloitte even if not being inside (the WG) to be able to know a lot of the details. Dr Meshref added that -as mentioned by several EC members- the problems that caused these letters need to be addressed smartly and quickly, and with Mrs Sörling in charge of European relations is needed.

Dr Meshref concluded adding that a small statement saying that we are doing something is important and questioned if having an external party would not be perceived as the EC not being able to handle this case alone. Dr Meshref considered the external help could be postponed and could be added later and Mr Tenca could check from the legal point of view first.



Mr Ryu said agreeing with Mr Primorac, and added this not being only a European affair, as also Mr Badiie, BoD member from Asia, sent a strong letter. Mr Ryu considered that the EC need to carefully approach this matter and wondered why they send this letter now? when our staff members are putting so many efforts there in China in the #RESTART.

Mr Weikert said he will try to summarize:

- 1) A small statement is needed, and he could coordinate with the Secretary General. We will check the legal points and the sport points very carefully.
- 2) From Mr Weikert's point of view, it is not the competence of Mr Tenca to check the legal parts, what Mr Weikert himself could also do as a lawyer, and insisted it is a sign of strength to test the situation also externally. Mr Weikert thus proposed that Mrs Sörling, should be in the communications group and that for the legal group, it should be three members of the EC, Mr Tenca, Dr Meshref, and perhaps also Mrs Sörling. Mr Weikert stated he will coordinate the two groups and insisted he would recommend that Deloitte and Withers should not be part of the working group as the picture from outside will be that we don't take it seriously. They should be listened, same as the ITTF staff.

Mr Burton interrupted to state not understanding why, despite having reasonable consensus that nobody from the selection panel should be on the legal group, Mr Weikert was insisting to have Mrs Sörling on.

Mr Weikert said Mr Burton was understanding him wrongly, and he didn't want to have Mrs Sörling on the legal group.

Mr Burton added in reference to the initial discussions on the meeting about possible conflict of interest, that he wanted to caution Mr Weikert about his involvement in trying to manage both working groups. Mr Burton consider the WGs should report to the full EC and not to the President.

Mr Weikert said he wanted only to coordinate them, but no problem if this is not the preferred option.

Mr Burton said the WGs may need to revert soon to the EC asking to convey a meeting and asked for Mr Weikert full cooperation to call for a meeting whenever it is needed.

Mr Weikert said he will coordinate the communication with Mr Calin about the statement.

At this point, Mr Al-Mohannadi stated that after one hour of discussion, Mr Weikert wanted to insist on him coordinating the groups, on coordinating the communications, on Mrs Sörling being part of the legal group, and that it was not normal. Mr Al-Mohannadi insisted the EC colleagues insisted on having the legal WG away of any members of the selection panel, and despite all the recommendations, it felt that Mr Weikert wanted to decide as per his own preference.

Mr Weikert reminded Mr Al-Mohannadi that he was chairing the meeting and requested him to calm down (due to the elevate tone of his speech). Mr Weikert said that -if being misunderstood-, he wanted to apologize, and confirmed that no one from the selection panel will be in the legal working group. In regard to the coordination of the groups, Mr Weikert do not see any conflict of interest on himself coordinating, but he will accept that the two working groups will report to the entire EC if there is such

perception. Lastly, on the request of Mr Burton for the EC meetings to be convened at the request of the working groups, Mr Weikert confirmed he will do so.

Mr Weikert then continued the meeting, suggesting he would coordinate the public communication with Mr Calin. Mr Calin suggested that -to avoid any perception of manipulation (of the communication), the best would be probably to let the working group suggest such communication and asked to confirm who will be the third EC member in the group, besides Mr Tenca and Dr Meshref.

Mr Primorac suggested Mr Ryu to be part of the legal WG, as the third member, to what Mr Ryu confirmed his acceptance. Mr Burton asked to confirm the second staff member, besides the Secretary General, and proposed the Chief Financial Officer, Mr Michael Brown. Mr Weikert asked why two staff members are needed, to what Mr Burton answered it is important to have additional voices, not necessarily having to vote, but due to the financial implications to the allegations in DTTB letter, Mr Brown, as CFO, being perfectly placed to provide information, input and commentary.

Mr Weikert indicated that in any case, Mr Calin should be in both groups.

Mr Calin then asked who will be in the European communications group with Mrs Sörling and Mr Weikert suggested himself being a natural member and not seeing any conflict of interest, and Mr Primorac to also have the voice of the athletes, to what Mrs Sörling agreed.

Mr Primorac accepted the mandate.

Mr Dainton asked if having only four Europeans speaking to the Europeans was normal? And if it wouldn't be better to have someone from outside Europe?

Mr Weikert said the group anyway report to the EC and as a second voice Mr Ryu could be involved. Mrs Sörling said the most important is to take their (European members) voice into consideration, and that while not being bad having someone from outside Europe, it is maybe not needed. It is not a must.

Mr Weikert concluded that with the two working groups, as they are composed, it was adequate, and asked Mr Calin to coordinate with the legal working group the communication which should be shared with the EC members prior to circulation.

Mrs Sörling added before concluding this item of the agenda that it is very important the communication and to be working as a team. Mrs Sörling suggested that with Mr Weikert stating he is being part of the European relations group, and the letter coming from DTTB, this could "backfire" the EC, and the EC should work together and trust each other. Mrs Sörling added: *"The reality is that you are the President (from Europe), I'm in charge of relations with Europe, and still, we have this letter on the table, so we are in one way or another guilty for these bad relations and communication."*

Mr Weikert said he will think about what the best way is.

## 20201127-EC-01

The Executive Committee decided to establish two working groups.

The first working group will with the legal aspects of the DTTB letter, composed by Mr Nestor Tenca, Dr Alaa Meshref and Mr Ryu Seungmin, with the participation of an independent external expert. The working group will be assisted by two staff, Mr Raul Calin and Mr Michael Brown, and will seek information and support the two firms that assisted ITTF in the creation of WTT, Deloitte and Withers.

The second working group will focus on dealing with the European member associations concerns, and will be composed by Mrs Petra Sörling, Mr Thomas Weikert and Mr Zoran Primorac, and will be supported by Mr Raul Calin.

<b>ACTION 20201127#01</b>	<b>In charge: Legal Working Group</b>	<b>Deadline: 2020-11-30</b>
<b>To prepare a holding statement to the ITTF membership in response to the DTTB letter, to be checked by the Executive Committee prior to circulation.</b>		

### 3. Complaints from Table Tennis Canada and Mr Paul Kyle

Mr Weikert stated there is not much to say at the moment and he wanted to give the floor to Mr Dainton, but of course he will give the necessary time to respond. Mr Weikert stated these letters being combined with WTT, from the first point, with the DTTB letter, but being directly pointing to Mr Dainton these complaints, he wanted to give him the floor.

Mr Dainton thanked Mr Weikert for the opportunity and stated he do not see or would hope the letters not being combined (with the DTTB letter).

Mr Dainton started by saying that he would have wished Mr Weikert, Mr Al-Mohannadi, and all other EC members being there in China. Mr Dainton added: *"The last couple of months, have been very, very difficult. I needed you to be here with us at the ITTF president. It would have made my work 1000 times easier. The protocol is very high, for example, I was able to meet the Minister of Sport of China. The only foreigner so far in 2020. But normally it shouldn't be me. This should be our President or an EC member"*.

Mr Dainton added that the amount of work during this period was very high. Working from 7 AM until 2 AM trying to make things great for our sport. It is not about the staff as some people try to present. We are responsible to you as EC.

Back to the matter in question, Mr Dainton stated that he was informed by Mr Weikert about the letters the previous week, however he received them on Monday (23<sup>rd</sup> November). Mr Dainton was surprised to see this item being included in the EC agenda, and being informed that the EC has received the letters at the same time, despite Mr Weikert indicated Mr Dainton that he would be given time to react to these letters. Mr Dainton considered not being of natural justice to bring the matter to discuss in an EC meeting without having the chance to look at the letters while working so hard in China. Mr Dainton expressed not having had time to look in detail at the letters, and he would like to

appeal to the EC to have some time to look at them and then being able to respond to them, and therefore, not having a major discussion at this EC meeting. Mr Dainton considered that would be a fair approach.

Mr Weikert said that it is necessary to give Mr Dainton the necessary time.

Mrs Sörling said having received these letters from Mr Weikert in advance, being staff in her portfolio, and being a lot of documentation to be read, and not being a legal expert, it is very difficult to have these letters in the agenda to consider in this meeting.

Mrs Sörling would agree on the proposal from Mr Dainton and Mr Weikert to defer this to a further meeting, and in the meanwhile, having the opportunity to read them "with the legal glasses" and would suggest there is not a necessity to go externally at first instance, as we have legal staff employed. Mrs Sörling added: *"First of all, we should defend our staff. Of course, if there is something wrong, we should check it, but until proven guilty, everyone is innocent"*.

Mr Weikert confirmed Mrs Sörling's comments and added that Mr Dainton must have the chance to defend himself. Mr Weikert added: *"There are serious complaints and accusations. I don't know if they are right or wrong, we have to check that, and also in this point we have not to go at the moment outside. We have to do it inside. Steve has the right to tell us (his view). What I want to say is that Steve (Mr Dainton) shouldn't interfere in anything at the moment. He is in Macao until Sunday and then, he should have a rest for four weeks"*.

Mr Weikert said having talked with Mrs Sörling and asked her to confirm.

Mrs Sörling said having mentioned to Mr Weikert the day before that *"we have to be professional on this and that we have to protect the ITTF, which we are here to protect and also to protect our staff and not make any aggressive move"*. Mrs Sörling said not remembering having spoken about four weeks in her discussion with Mr Weikert but maybe two weeks, but regardless of the time, she added that Mr Dainton is finalising the job in Macao and then he can look into these cases, but we don't know if there are just accusations or something behind.

Mr Al-Mohannadi said everyone should be happy for the progress in China and Macao, agreeing it will be good to give not only to Mr Dainton, but to all staff, holidays after those events.

Mr Al-Mohannadi wanted to ask Mr Weikert in regard to the right procedure for this case as when it was about Mr Primorac, two months before, it was passed to the ITTF Legal Counsel, so a procedure is needed.

Mr Burton indicated that it is important to pay attention to proper procedures when receiving complaints about staff or EC members. We have two different things, one from Oceania and one from Canada, eventually different processes for each. We need to be careful about the procedure.

Mr Burton added that some time-off for staff is needed, as being in charge of the Competitions portfolio, he was aware of how many hours they are working. Mr Burton added it was a generous and kind statement to make that the staff need two weeks or four weeks of rest, but the ITTF business go on, and the ITTF has an EC meeting on December 3<sup>rd</sup> which can't be made in absence of an important person as the CEO.

An option to consider is -knowing that they are always working holidays- to drastically reduce responsibilities for the best interest of Mr Dainton and for the ITTF.

Mr Weikert said also it is needed to protect the ITTF and Mr Dainton. For the other staff, it can be discussed.

Mr Dainton said having understood a few minutes before that this will be discussed in a few weeks' time, however listening to the discussion, and despite not being comfortable with the process, he was not understanding if these were "forced" holidays and whether this was a reward or a punishment, as he would like to be able to take holidays when he would propose.

Mr Weikert said Mr Dainton should have his holidays, and then take his time to respond. Mr Weikert added: *"And the world goes on. This is also your protection"*.

Mr Dainton referred to the fact that -in the case of Mr Primorac- Mr Weikert sent the complaint to the ITTF Legal Counsel, Mr Dylan Mah, asking him to make a statement; however, in this case, Mr Dainton felt it wasn't the same process followed. The case was taken directly to the Executive Committee. Mr Dainton expressed he didn't want to complaint, but he wanted to insist on knowing clearly what the process is. In Mr Dainton's opinion, the ITTF should get Mr Mah to make a report, and about holidays it should be discussed separately.

Mr Weikert recommended at this point that Mr Dainton will leave the session and discuss about holidays and legal aspects without him, hoping it was OK for Mr Dainton.

Mr Dainton said he had understood it was already decided to postpone the process.

Mr Weikert confirmed that Mr Dainton could stay in the meeting.

Mr Primorac explained that -in regard to the complaint from Italy- he was contacted by someone who was candidate to be the Presidency of Italian Table Tennis Federation and asked him to say a few words. Mr Primorac wishes he success, but another candidate to the presidency who initially complained, subsequently contacted him, they had a conversation, and all was clarified, so the problem was solved. Mr Primorac indicated having written emails in case someone wanted to see them. About the procedure, Mr Primorac stated not being expert on the matter and preferring to leave this to the experts.

Mr Al-Mohannadi, clarified that his comparison with the case of Mr Primorac was not against Mr Primorac, but to ensure the ITTF takes a consistent approach.

Mr Al-Mohannadi added that this situation the CEO is facing is related to politics about the upcoming elections. Mr Al-Mohannadi concluded that after Mr Mah makes a report, the EC can take a decision. But alerted his EC colleagues that if someone would write something against a member of the EC, and the EC would take the decision to suspend that person, the EC will be falling in their trap. Mr Al-Mohannadi added: *"This is the first step for the elections. We must understand what our procedures are. If there is something after receiving the report of our legal counsel, we can take a decision. We need to defend our EC and our staff. This is politics for the elections. This is my opinion."*

Mr Weikert stated having taken already a decision. Mr Al-Mohannadi said being against any decision being taken until the legal counsel makes any report.

Mr Weikert stated that himself and Mrs Sörling are responsible for staff, and Mr Dainton has already agreed to take holidays, and in the meanwhile, Mr Mah will look into these accusations, and he will report on this, and then Mr Dainton will report as well.

Mr Al-Mohannadi asked to confirm if the EC members agree on this decision or not, expressing being against.

Mrs Sörling wanted to clarify that we need time for this, and it is not a suspension, it is holidays. This is a proposal.

Mr Dainton said being comfortable with taking holidays but -in his opinion- he should be attending the EC meeting, as it is important in the lead to the World Championships.

Mr Weikert said agreeing on this proposal and pending on receiving the draft of the communication from the working group, the meeting could be adjourned.

#### **4. Adjournment**

Without further points the Executive Committee Meeting was adjourned at 13h00 CET.

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Thomas Weikert  
ITTF President

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Date

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Raul Calin  
ITTF Secretary General

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Date