

## EXECUTIVE COMMITTEE MEETING

Video Conference

Part I - Sunday 14<sup>th</sup> March 2021 – 11h00 CET to 14h00 CET  
Part II - Saturday 20<sup>th</sup> March 2021 – 11h00 CET to 14h00 CET  
Part III - Sunday 11<sup>th</sup> April 2021 – 12h00 CEST to 15h00 CEST

### Minutes

#### 1. Welcome and Opening

##### 1.1 President's opening remarks

The President, Mr Thomas Weikert, welcomed everyone and thanked the ITTF Deputy President, Mr Khalil Al-Mohannadi and the Qatar Table Tennis Association for the successful organisation of the 2021 WTT Middle East Hub.

##### 1.2 Roll Call

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|---------------------|---|
| Thomas Weikert      | ITTF President  |
| Khalil Al-Mohannadi | ITTF Deputy President   |
| Petra Sörling       | Executive Vice-President – Finance  |
| Bruce Burton        | Executive Vice-President  |
| James Morris        | Executive Vice-President  |
| Masahiro Maehara    | Executive Vice-President  |
| Alaa Meshref        | Executive Vice-President  |
| Shi Zhihao          | Executive Vice-President (only for part I on 14 <sup>th</sup> March)                |
| Nestor Tenca        | Executive Vice-President  |
| Zoran Primorac      | Athletes Commission Chair   |
| Ryu Seungmin        | IOC member (only for parts I and II on 14 <sup>th</sup> and 20 <sup>th</sup> March) |

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| In attendance    |   |
| Steve Dainton    | CEO   |
| Raul Calin       | Secretary General   |
| Iulia Necula     | CEO's Office - Projects Director                          |
| Claudia Vatheuer | Assistant to the President (except for DTTB case section) |
| Michael Brown    | CFO   |
| Matt Pound       | Marketing Director - only for the related section         |
| Gabor Felegyi    | Competition Director – only for the related section       |
| Mounir Bessah    | Member Relations Director - only the related section      |
| Dylan Mah        | Legal Counsel - only for the related section              |
| Anthony Indaimo  | Withers Legal Rep – only for the related section          |
| Pierre Killian   | PwC Forensic Director - only for the related section      |

#### 2. Minutes of the previous Executive Committee meetings

##### 2.1 Approval of the Minutes

On 20<sup>th</sup> March (Part II of the meeting), the EC decided to approve the Minutes of the EC meeting held on 21<sup>st</sup> December 2020.

On 11<sup>th</sup> April (Part III of the meeting), the EC decided to approve the Minutes of the EC meetings held on 4<sup>th</sup>, 17<sup>th</sup>, and 28<sup>th</sup> February 2021.

## 2.2 Business arising from the Minutes

No other business arising from the previous EC Meeting Minutes other than the ones already mentioned in the Agenda.

## 3. **Adoption of the Agenda**

The Agenda was adopted with the addition of point 15.1 Letters to Table Tennis Canada and Mr Paul Kyle.

At the proposal of the majority of the Executive Committee members, it was decided to start the meeting with the Agenda item No.14. Executive Committee matters (however, these minutes are presented following the agenda order).

## 4. **COVID-19 situational report**

The EC noted the COVID-19 situational report distributed prior to the meeting and acknowledged that the situation in Europe got worse in recent weeks, as the number of positive cases registered in the continent continues to grow despite the lockdowns and restrictions adopted by the various countries.

The CFO, Mr Michael Brown, indicated that, given the current situation, it is important to re-assess the frequency and format of the report which from now on should focus more on targeted updates specific to the upcoming major events, like the Olympic and Paralympic Games in Tokyo and the 2021 World Championships.

## 5. **CEO Update**

### 5.1 Hubs Update

#### 2021 WTT Middle East Hub (WTT ME Hub)

The CEO, Mr Steve Dainton, updated the EC on the 2021 WTT ME Hub, and thanked Mr Khalil Al-Mohannadi, QTTA and all the staff for the successful organisation of the series of events which included the WTT Contender event, the WTT Star Contender event, the World Olympic Qualification tournament, and the Asian Olympic Qualification tournament. Mr Dainton felt it was a very demanding period and congratulated everyone involved for making this possible during these challenging and difficult times.

The IOC member, Mr Ryu Seungmin, congratulated Mr Al-Mohannadi and QTTA for the successful and wonderful organisation of the 2021 WTT ME Hub. Mr Ryu thanked the LOC for the hard work and the extra efforts made to ensure the re-start of the international table tennis events and for offering great hospitality and playing conditions to all the athletes.

It was agreed to send a thank you letter to the Qatar Olympic Committee for the successful organisation of the WTT ME Hub on behalf of the EC.

### 2021 WTT China Hub

#### (Part II of the meeting – 20-March-2021)

Regarding the 2021 WTT China Hub, Mr Dainton indicated that the deadline for the final confirmation of the events dates, travel and COVID-19 protocols was set for Friday, 26<sup>th</sup> March 2021.

#### (Part III of the meeting – 11-April-2021).

Despite the hard work and extra efforts made by CTTA in the last few weeks, due to the recent evolution of the COVID-19 pandemic, the LOC was unable to obtain clearance from the respective provinces at the initially planned dates.

The possibility to host such event at a later date was contemplated, i.e., in June 2021. Based on the feedback received from the players and coaches, and their primary focus set on the Olympic Games in Tokyo, it was agreed to host the China Hub in the second half of the year.

### 2021 WTT Europe Hub

With respect to the 2021 WTT Europe Hub, Mr Dainton informed that the WTT Europe General Manager, Mr Jonny Cowan, was already engaged in ongoing discussions with several countries interested in hosting either a WTT Contender or WTT Star Contender in Europe.

However, Mr Dainton emphasized that despite the huge efforts, hosting WTT events in Europe before the Olympic Games seemed very difficult at the moment, due to the current pandemic situation and the adoption of new restrictions in different countries across the continent.

Mr Dainton indicated that ongoing discussions were also held with different MAs regarding the hosting of a lower tier of events, with a focus on the regional level and with fewer MAs taking part.

Mr Dainton emphasized that the main objective was to re-start the international activity and assured that the staff was focused on trying to find suitable hosts that can organise events in this complicated environment.

Following the discussions held with the respective representatives, the ITTF Deputy President, Mr Khalil Al-Mohannadi, indicated that there seemed to be an interest to host an event in Sharm El-Sheik, Egypt, prior to the Olympic Games.

The EVP, Dr Alaa Meshref, also recommended to initiate a dialogue with the respective stakeholders to determine the feasibility of hosting a WTT event in Egypt.

The EVP, Mr James Morris, believed that many countries in Oceania would also be interested in hosting lower tier events.

The AC Chair, Mr Zoran Primorac, mentioned that due to the fact that COVID-19 situation was quite stable in the region, it was already confirmed that the city of Zadar, Croatia, will host other international sport events i.e., UEFA Futsal Champions League.

Mr Primorac suggested to initiate discussions with the Croatian Table Tennis Association that was interested to host international events with the financial support from WTT. Mr Primorac confirmed that the city of Zadar was benefiting from modern infrastructure and believed that potential support could be provided by the central and local government.

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| <b>ACTION 20210314#01</b>  | <b>In charge: WTT</b> | <b>Deadline: 2021-05-16</b> |
| <b>To send a report regarding the discussions held with potential hosts and proposed event calendar.</b> |                       |                             |

## 5.2 Human Resources

Mr Dainton praised the professionalism and the work done by the Human Resources Manager, Ms Charlotte Lourdes, especially given these difficult times experienced by the institution and the staff during a global pandemic and during the transition period from ITTF to WTT.

As part of the professionalization process in the area of HR, the EC noted the recommendation made by the Ms Lourdes that all time-bound employment contracts should become rolling contracts after a certain period of time.

Mr Dainton indicated that this was common practice, especially in the case of Europe, where contracts regulated under the Labour Law are automatically becoming rolling contracts after a certain period of time. With the transition from ITTF to WTT it is important to formalise this practice as soon as possible.

Mr Weikert confirmed that under the German Labour Law, all ITTF Foundation Staff that are based in Germany are currently having rolling employment contracts.

The EC decided that all employment contracts should become rolling contracts after a determined period of time.

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| <b>ACTION 20210314#02</b>   | <b>In charge: EC in charge of Staff, CEO &amp; HR</b> | <b>Deadline: 2021-06-30</b> |
| <b>The Executive Committee decided that all employment contracts should become rolling contracts after a determined period of time.</b> |   |                             |

## 6. **Members Relations Program**

### 6.1 Master Continental Agreements

The Member Relations Director, Mr Mounir Bessah, updated the EC on the discussions held with the Continental Federations and the progress made in relation to the Master Continental Agreements (MCAs).

Mr Bessah reported that thanks to the presence of the ATTF President, Mr Khaled El-Salhy, in Doha, the MCA between ITTF and ATTF had been signed.

Mr Bessah reported that in the presence of the Deputy President, Mr Khalil Al-Mohannadi, and the EVP, Mrs Petra Sörling, a very positive meeting was held in Doha together with the with ETTU President, Mr Igor Levitin and ETTU Deputy President, Mr Pedro Moura.

Following those discussions, the MCA between ITTF and ETTU was also finalised and signed.

Mr Bessah informed the EC about the positive discussions held with ITTF Oceania and ITTF Americas, mentioning that they were still in process of negotiations and there was a hope of finalising and signing the respective MCA in the following weeks.

Mr Bessah reported some issues in the case of Asia, as ATTU decided to postpone signing any agreement with ITTF.

Mr Bessah considered that given the current situation caused by the COVID-19 crisis, it was not recommendable to postpone the MCA implementation. Mr Bessah asked the EC permission to move forward with the deployment of the Members Relations program and discuss and deal directly with the MAs in case the respective Continental Bodies refuse to sign the MCA.

The EC agreed to move forward with the implementation of the Member Relations Program and work directly with the MAs in case the respective Continental Federations wish to delay or refuse to sign the MCA.

#### **20210314-EC-01**

The Executive Committee decided to move forward with the implementation of the Member Relations Program and work directly with the MAs in case the respective Continental Federations wish to delay or refuse to sign the MCA.

### **7. Athletes' Commission update**

The AC Chair, Mr Zoran Primorac, thanked and congratulated Mr Al-Mohannadi, WTT, and the LOC, for the successful organisation of the series of events part of the 2021 WTT ME Hub during the global pandemic.

Mr Primorac mentioned that all the players were very happy to participate in the event and compete after one year.

Despite some difficulties and small issues experienced during the first event, Mr Primorac indicated that everything was quickly solved thanks to the fast reaction of the WTT Staff, and the LOC. Mr Primorac also informed about a positive meeting held in Doha between the WTT Senior Staff, Athletes and Coaches.

Mr Primorac reported that following a meeting held among the players in Doha, a letter was sent on their behalf in relation to some of the concerns and question marks about the Event Calendar. Mr Primorac also expressed, on behalf of the athletes, the disappointment caused by the cancellation of the China Hub.

Mr Primorac addressed the matter of athletes' representation within WTT decision making process. Mr Primorac insisted to take into consideration the involvement of the athletes in the WTT executive and decision-making bodies to improve the communication with the athletes and avoid future misunderstandings and technical issues that might arise.

Mr Ryu thanked Mr Primorac for the update and expressed his full support towards the Athletes' representation in the WTT executive bodies, as their involvement was fundamental for the overall development of the sport.

Mr Ryu asked what the situation with Para TT was and if the Para athletes will also be involved in the WTT decision making body.

Mr Dainton indicated being happy that Mr Primorac decided to travel to Doha and had the opportunity to have positive discussions regarding some of the mentioned topics. Mr Dainton agreed that the WTT decision making process should be more athletes centred, especially in relation to the technical and sport related matters.

A proposal regarding the Athletes' representation within the WTT decision-making process will be presented by the end of April.

The Secretary General, Mr Raul Calin, explained that due to the current situation and the complexity linked to the creation of WTT, it was decided that Para TT will remain under the ITTF Competition department at least in 2021.

Mr Calin indicated that the Para Athletes representatives are always involved in all the Para TT group discussions and in case at a later stage, Para TT competitions will be transferred under WTT, Para Athletes Representation should be taken care of.

Mr Weikert supported the proposal of Mr Primorac and Mr Ryu, asking WTT to make a proposal by the end of April.

Mr Primorac updated the EC on the discussions held during the 137<sup>th</sup> IOC session held virtually on 10-12 March 2021, in relation to the Olympic Agenda 2020+5 and the presentation of the Athletes Rights and Responsibilities Declaration.

Following the example of multiple NOCs and IFs that already adopted this Declaration, Mr Primorac strongly recommended that ITTF should also incorporate this document it in its Constitution.

Based on the recommendations made by the IOC and ASOIF, Mr Calin added to Mr Primorac's comments that it was necessary for the ITTF to shift towards a more athlete centred organisation. Mr Calin will prepare together with Mr Primorac the text of a proposition regarding the incorporation of the Athletes Rights and Responsibility Declaration in the ITTF Constitution to be presented to the 2021 AGM.

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| <b>ACTION 20210314#03</b>   | <b>In charge: CEO</b> | <b>Deadline: 2021-05-31</b> |
| <b>To present a proposal for Athletes' Representation within WTT decision making process.</b> |                       |                             |

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| <b>ACTION 20210314#04</b>  | <b>In charge: SG &amp; AC</b> | <b>Deadline: 2021-05-31</b> |
| <b>To prepare a proposition for the 2021 ITTF AGM regarding the incorporating the Athletes Rights and Responsibility Declaration in the ITTF Constitution.</b> |                               |                             |

## **8. Operations Program**

### **8.1 Finances**

The EVP, Mrs Sörling, updated the EC on the 2020 Audit process which was close to being finalised. The EC also noted that the next Finances and Audit Committee meeting will be held in May 2021.

Mr Brown explained that the overall delay experienced in relation to the 2020 Audit process was primarily caused by one of the banks and the way they manage their confirmation system for 2020 activities.

Mr Brown indicated that everything was on track and that all Financial Statements are expected to be approved by the Financial and Audit Committee at the meeting scheduled in May 2021. Mr Brown added that there were no major changes in relation to the 2020 Financial results and 2021 forecast from what presented in December 2020.

Mr Brown stated that, at the current time, there was a feeling of confidence that the Olympic Games will go ahead as planned, and this will hopefully result in receiving the forecasted amount of revenues expected after the event. This assumption made the overall financial stability much stronger than what it was through the pandemic.

Mr Brown reminded about the loan taken by the ITTF in July 2020, in light of the COVID-19 pandemic, in a total value of CHF 500,000 adding that the loan was granted by the Swiss Government on a 0% interest rate, and ITTF will need to assess when the best time was to return such loan, preferably after receiving the financial contribution made by the IOC following the Olympic Games.

To reduce the overall banking fees, Mr Brown asked the EC to confirm the closure of two ITTF APL bank accounts in Singapore on the grounds that they were no longer necessary, specifically the SGD account 594244881001 and the USD account 503443400301, both in OCBC bank.

#### **20210314-EC-02**

The EC decided to close the ITTF APL Singapore Dollar Account number: 594244881001 with Oversea-Chinese Banking Corporation Limited (OCBC), ION Orchard Branch.

### 20210314-EC-03

The EC decided to close the ITTF APL United States Dollar Account number: 503443400301 with Oversea-Chinese Banking Corporation Limited (OCBC), North Branch.

Following the recommendation made by the Finance and Audit Committee in 2020 and following the principles of good governance and further professionalisation in the area of administration, the EC decided to eliminate the use of corporate credit cards.

The Financial department will confirm at a later stage the administration process to be followed in relation to the elimination of the corporate credit cards.

### 20210314-EC-04

The Executive Committee decided on the recommendation of the Finance and Audit Committee, to terminate the use of ITTF corporate credit cards.

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| <b>ACTION 20210314#05</b>   | <b>In charge: CFO</b> | <b>Deadline: 2021-05-16</b> |
| <b>To confirm the administration process to be followed in relation to the elimination of the corporate credit cards.</b> |                       |                             |

## 8.2 Letter from Hungarian Table Tennis Associations (HTTA)

The EC noted the letter sent by the Hungarian Table Tennis Association (HTTA) on 22<sup>nd</sup> February 2021, and the questions raised regarding the agreement signed between ITTF and TMS with effect starting 1<sup>st</sup> January 2017.

The EVP, Dr Alaa Meshref, had requested to include this point on the Agenda of the meeting because he had no information nor answers to the questions raised by the HTTA Letter. Although he was not aware of facts that occurred before his tenure as EVP, and issues were discussed and solved by the previous EC, Dr Meshref considered that it was necessary to be consistent and therefore recommended to follow the same process to answer all the different concerns raised by the Members Associations.

When DTTB raised the accusations about the formation and establishment of WTT, the ITTF went through a long process with the help of the legal counsels (Withers) and the engagement of professional experts (Deloitte and PwC) in order to address and answer the questions raised by DTTB.



In this case, in 2017 the ITTF paid TMS a total amount of over USD 7 million, and many questions raised by the HTTA were not answered. Dr Meshref believed that in order to be transparent, the ITTF EC should follow exactly the same procedure as in the case of DTTB: to initiate a rigorous forensic investigation and engage external professional experts.

The EVP, Mr Bruce Burton, reminded to the colleagues that he excused himself from any deliberation and decision made in relation to the TMS – ITTF buyout, due to a potential perceived COI because of his appointment as TMS Director in the early days of the company.

Mr Weikert gave a short summary regarding the discussions and the decisions taken by the previous EC in relation to the ITTF - TMS deal, indicating that the ITTF Financial results and balance sheet were already presented during the 2018 AGM.

Mr Weikert reminded that the process followed in 2016 included long negotiations between ITTF and TMS led by ITTF Honorary President, Mr Adham Sharara and the TMS Director, Mr Anders Thunström on TMS side, and by Mr Weikert on the ITTF side.

Mr Weikert reported that, at that time, the ITTF hired Prof. Anne Jacob, as a legal advisor in that matter.

Mr Weikert had no opinion about this matter, and although he agreed with being transparent, he also believed that it was important to take into consideration all the costs that such investigation would generate.

Mr Al-Mohannadi and Mr Morris agreed with Dr Meshref and supported the idea of following a rigorous process and engage an external expert to investigate the agreement made between ITTF and TMS.

Although being in favour of following a transparent process, as the EVP responsible for Finances, Mrs Sörling, reflected that engaging a professional expert to investigate something that was agreed back in 2016, would make the ITTF incurring in extra costs which will become an additional burden to the ITTF. Mrs Sörling indicated her concern about spending a significant amount of money on legal fees and forensic evaluations in relation different investigation done during the last year.

Mr Weikert considered that in order to save money, maybe it was sufficient for Mr Dainton to reply on behalf of the EC and only in case such action is not considered satisfactory by HTTA, then the EC can move forward by engaging an external company.

The EVP, Mr Nestor Tenca, indicated not being aware of the details stipulated in the contract between ITTF and TMS as he was not part of the EC at the time and added believing this issue was resolved by the previous EC and approved by the AGM already four years ago.

Mr Tenca doubted that ITTF should open an investigation based on a letter sent from one MA, not only because of the financial costs, but also because it looked like the institution was permanently investigating their processes.

Mr Dainton reported that the agreement made with TMS was somehow current, because it did have a financial impact on the 2020 ITTF Finances, as ITTF paid TMS in advance a total amount of USD 7 million for the rights bought back for the period 2017-2024.

Due to COVID-19, most of the contracts related to 2020 were not completed, therefore, although the ITTF paid the correspondent commissions to TMS, the ITTF didn't receive the value of the contracts that were inherited through that agreement which represented for ITTF a total loss of approximately USD 1,3 million in 2020.

The EC gave the mandate to the CEO to lead the communication with HTTA and to prepare a draft of a letter on behalf of the ITTF EC to answer their questions.

In case such action was not considered satisfactory by HTTA, the EC reserved the right to decide how to handle the case and engage an external company at a later stage if necessary.

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| ACTION 20210314#06   | In charge: CEO | Deadline: 2021-05-16 |
| To prepare a draft letter on behalf of the EC to answer the questions raised by the HTTA letter. |                |                      |

### 8.3 Draft letters to ITTF staff, DTTB and summary report and recommendations from the staff questionnaire

The ITTF Assistant to the President, Mrs Claudia Vatheuer was requested to leave the meeting due to the position of Conflict of Interest (COI) being the spouse of the DTTB Secretary General, Mr Mathias Vatheuer.

As per the decision taken during a previous meeting to follow Option 1 (of the "Options" paper), the EC noted the draft of the letter addressed to ITTF staff prepared by the Working Group (Legal) after the summary report and feedback received from the staff regarding the damages caused by the accusations made in the DTTB Letter. Dr Meshref indicated that the letters should be sent on behalf of the EC members to show the support and protection towards ITTF staff and will be distributed to those affected by the statements made by DTTB in their letter.

As per the decision taken during a previous meeting to follow Option 5 (of the "Options" paper), the EC noted the draft of the letter addressed to DTTB prepared by the Working Group (Legal) with the input of the EC and the feedback received through the questionnaire regarding the statements made by DTTB in their letter. Dr Meshref suggested the letter to be sent to DTTB by the Secretary General on behalf of the EC.

On behalf of the Working Group (Legal), Dr Meshref requested the approval of the EC to send the letters for support to the staff to the intended recipients.

Withers Legal Representative, Mr Anthony Indaimo, updated the EC on the process followed to date and praised the impeccable work done by the Working Group (Legal). Mr Indaimo expressed his concern about the fact that no action had been done so far by the ITTF since the DTTB Letter was received on 18<sup>th</sup> of November 2020 and stressed about the urgency of this matter.

Mr Indaimo indicated that the letter addressed to DTTB had a reference to the PwC Conclusions Report and Executive Summary (**ES**) which will only be circulated to DTTB subject to PwC

approval and after signing a confidentiality agreement. The date given for DTTB's reply to the ITTF Letter was Monday 5<sup>th</sup> April 2021.

Mr Al-Mohannadi, Mrs Sörling, Mr Burton, Mr Morris, Mr Maehara and Mr Primorac thanked the Working Group (Legal) for the work done during this process and fully supported the recommendation to send the letter addressed to the ITTF Staff and the letter addressed to DTTB.

In reference to the letter addressed to the staff, Mr Primorac suggested to add a gentle reminder to the staff to not get involved in any political matters to avoid any future issues.

Dr Meshref expressed his disagreement to including such advice or reminder in the letter which was intended to show the EC support towards its staff after all the accusations made by DTTB in their letter were cleared by the PwC Report.

In reference to Mr Primorac's comment, Mr Indaimo reminded that the staff is at the service of the ITTF and all of them felt let down because after such a long time, there was no engagement from the EC side. As an employer, the ITTF should have been more careful and should have extended their care to their employees. Mr Indaimo indicated that the ITTF Staff were defamed and legally, they are enabled to take a legal action against DTTB, and against ITTF, for not supporting and protecting them during this process.

The EC agreed with the recommendation of the Working Group (Legal) and confirmed the steps to be followed in the process.

The EC gave the mandate to the Working Group (Legal) to lead the process and in case any reply would request a further EC approval this will be done via email. A further update will be made following DTTB's reply.

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| <b>ACTION 20210314#07</b>   | <b>In charge: WG (Legal)</b> | <b>Deadline: 2021-03-20</b> |
| <b>To send the response letter to the DTTB as drafted by the Working Group (Legal).</b> |                              |                             |

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| <b>ACTION 20210314#08</b>                          | <b>In charge: SG on behalf of EC</b> | <b>Deadline: 2021-03-20</b> |
| <b>To send the EC support letter to the staff.</b> |                                      |                             |

Follow-up on the DTTB Letter Working Group (part III of the meeting, on 11<sup>th</sup> April)

On behalf of the Working Group (Legal), Dr Meshref updated the EC on the communication exchange and follow-up on the DTTB Letter.

Following the decision taken during the previous part of this EC meeting (part II, on 20<sup>th</sup> March), a letter was sent to the DTTB providing an opportunity to mitigate the damages caused by their Letter, by way of a public apology, press statement and contribution to cost incurred because of the PwC investigation.

The EC noted and carefully considered the letter received from Morgan Sports Law (MSL) on 31<sup>st</sup> March 2021, acting on behalf of the DTTB.

The EC members regretted the approach of DTTB, refusing to accept any of the ITTF proposals and declining ITTF's offer to settle the matter amicably and, instead, engaging and instructing a law firm to deny any wrongdoing and even justifying their initial letter sent on 18<sup>th</sup> November 2020.

Therefore, the Working Group (Legal) proposed the following Options:

- Option 1: to address the AGM as the judicial body of the ITTF and ask them to sanction DTTB with a fine or possible suspension.
- Option 2: to address the Integrity Unit to investigate DTTB's actions and prosecute that case forwarding it to the ITTF Tribunal.
- Option 3: to seek external legal opinion regarding possible civil or criminal actions for the defamation caused to the ITTF by the statements in the DTTB letter.

The EC members discussed the technicalities of the case and being time sensible, having passed almost five months, agreed in moving forward with Option 2 without further delay.

The EC agreed on the necessity to retain Legal Counsel and decided to entrust the legal firm Withers Worldwide and Mr Anthony Indaimo to represent the ITTF in this case. The EC also entrusted Withers to prepare a draft letter in response to the MSL Letter.

The EC entrusted the WG (Legal) to prepare a draft letter, on behalf of the EC, to the ITTF membership, updating them on the current situation and the actions taken so far.

Mr Calin indicated that the Hold Harmless Letter (HHL) and NDA were not yet sent to the DTTB because they never replied to PwC. As a result, PwC will not release the Executive Summary to DTTB because they don't have any legal contract or obligation to do so.

Further discussions will be required to determine if the ITTF should further investigate and prosecute the secret deal matter as a potential breach of the Singapore law and the anti-bribery provision in the MLA. Mr Indaimo asked if this matter was brought to the attention of ITTF.

Mr Dainton indicated that Mr Al-Mohannadi, in his capacity of WTT Board Member, informed the ITTF EC on 20<sup>th</sup> December 2020 about the secret deal and raised his concern in that regard.

The EVP, Mr Nestor Tenca, explained that the ITTF Tribunal is the main organ that the EC need to refer to and share with them the information available, including the secret deal. It will be then up to the Tribunal to decide if DTTB needed to be sanctioned, not only by internal methods (by the Tribunal itself) but also in case it is needed to be referred to the ordinary justice if it is determined that DTTB has committed a criminal act.

Mr Indaimo also advised the EC to take in consideration a recommendation through the ITTF Tribunal regarding this type of behaviour and the consequences of this kind of actions. Mr Indaimo considered that the intent behind the distribution of the DTTB Letter is something that the ITTF Tribunal needs to address and eventually needs to be brought of the attention of the AGM.

The Legal Counsel, Mr Dylan Mah, reported that he was currently working on the proposed reforms of the ITTF regulations, which will eventually include defamation and other damaging behaviours that are not clearly stated in the current Constitution.

Dr Meshref believed it was necessary to communicate with the MA's that supported the DTTB letter and ask them if they still support the DTTB Letter after the publication of the PwC report.

**20210314-EC-05**

The Executive Committee decided, in view of the letter received from Morgan Sports Law, on behalf of DTTB, to engage Withers to represent the ITTF in this case.

**20210314-EC-06**

The Executive Committee decided to address the matter of the DTTB Letter to the Integrity Unit to investigate DTTB's actions and prosecute that case forwarding it to the ITTF Tribunal.

**20210314-EC-07**

The Executive Committee decided to entrust the WG (Legal) to prepare a letter, on behalf of the EC, to the ITTF membership, updating them on the current situation and the actions taken so far.

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| <b>ACTION 20210314#09</b>   | <b>In charge: Withers</b> | <b>Deadline: 2021-45-16</b> |
| <b>To prepare a draft letter in response to Morgan Sports Law letter.</b> |                           |                             |

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| <b>ACTION 20210314#10</b>   | <b>In charge: Working Group (Legal)</b> | <b>Deadline: 2021-04-16</b> |
| <b>To prepare a draft letter on behalf of the EC, to the ITTF membership.</b> |   |                             |

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| <b>ACTION 20210314#11</b>  | <b>In charge: Working Group (Legal)</b> | <b>Deadline: 2021-05-14</b> |
| <b>To hold a meeting to discuss the next steps of the process and decide how to proceed in relation to the "secret deal" letter.</b> |   |                             |

#### 8.4 Nominations Committee 2020-2022

The EC noted the e-mail received from DTTB Secretary General, Mr Matthias Vatheuer, questioning the selection and appointment process of the Nominations Committee (**NC**) 2020-2022 requesting an explanation on why he was not appointed as a member.

Mr Maehara informed that the reason why Mr Matthias Vatheuer was not appointed as a NC member was to avoid any COI that can be perceived by other MA's, as the ITTF President, proceeding from the same MA's (Germany), was already part of the NC as an ex-officio member.

Mr Calin reminded the selection and appointment process of the NC 2020-2022, indicating that on the meeting held on 11<sup>th</sup> November 2020, the EC gave the mandate to the Chair of the NC, Mr Wahid Oshodi, and the appointed EVP, Mr Maehara, together with the ex officio members, namely ITTF President and CEO, to scrutinise the candidates and suggest to the EC the proposed members for the period 2020-2022. Based on the recommendation received, the EC confirmed the composition of the NC 2020-2022 on its meeting held on 21<sup>st</sup> December 2020.

Mr Sörling added that despite his valuable contribution in the past, Mr Vatheuer is in a position of COI as he is married to one ITTF staff, specifically the Assistant of the President. Moreover, as agreed in a previous EC meeting, to ensure a fair global diversity, there was a restriction on the number of members proceeding from the same continent, in this case Europe, so the choice of Mrs Deaton and Mr Georgiou was appropriate.

|  |               |                      |
|--|---------------|----------------------|
| ACTION 20210314#12   | In charge: SG | Deadline: 2021-05-16 |
| To prepare a draft of the letter, agree on it with Mrs Sörling and Mr Maehara, and then send the reply to the Mr Mattias Vatheuer with copy to the EC. |               |                      |

#### 8.5 Terms of Reference of Committees and Working Groups

Not being an urgent matter, it was deferred to further meetings.

#### 8.6 ITTF Head of Integrity

The EC noted the shortlisted candidates' analysis for the position of Head of Integrity, including their resumes and cover letters.

Mr Calin updated the EC on the progress made in relation to the recruitment process, indicating that there was a complaint from one of the candidates that was initially shortlisted but failed to respond to the interview call.

Following the discussions held with the Nominations Chair and the ITTF President and the report made by the HR Manager and Legal Counsel, Mr Calin clarified that during the recruitment process, all candidates were offered the same opportunities.

Despite the confidentiality required around a recruitment process, Mr Calin draw the attention on a potential internal leak as the complainant declared knowing who the other three shortlisted candidates were.

The EC gave the mandate to a group formed by the two EC members in charge of HR, Mr Weikert and Mrs Sörling and the EC member in charge of Ethics, Mr Tenca, to run the second round of

interviews with the shortlisted candidates and, together with the HR Manager, to finalise the recruitment process of the ITTF Head of Integrity.

#### 8.7 Anti-Doping

In line with the antidoping approach taken for all Olympic and Paralympic Games editions, Mr Calin reported that the authority will be transferred from ITTF to ITA for both Olympic and Paralympic Games, as required, during the period of the Games.

Mr Calin reminded that back in January, it was decided that all participants to WTT events should sign a participation form prior to the 2021 WTT ME Hub in Doha but, given the different opinions, and the wish to have a holistic approach, it was agreed to have one unified Form applicable to all the entities part of the ITTF Group and for all types of competitions.

#### 8.8 Retirement of Dr Matsuo

The ITTF Executive Committee recognized the excellent work of Dr Shiro Matsuo and his long service to the ITTF Sports Science and Medical Committee and conveyed their best wishes for his retirement.

Mr Maehara mentioned that Dr Matsuo has been involved in the ITTF SSMC for over 30 years and contributed greatly to the sport of table tennis especially in anti-doping matters.

As long-time serving member of ITTF, Mr Calin will prepare a letter of appreciation to be sent to Dr Matsuo on behalf of the EC.

Mr Calin also suggested that Japan Table Tennis Association (JTTA) could consider proposing Dr Matsuo for the Merit Award.

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|---|----------------------|-----------------------------|
| <b>ACTION 20210314#13</b>   | <b>In charge: SG</b> | <b>Deadline: 2021-04-30</b> |
| <b>To prepare a Letter of Appreciation to be sent to Dr Shiro Matsuo on behalf of the EC.</b> |                      |                             |

#### 8.9 IOC Session update

Mr Weikert and Mr Calin updated the EC on the 137<sup>th</sup> IOC Session held on 10<sup>th</sup> – 12<sup>th</sup> March 2021 with an emphasis on the following topics:

- The Re-election of Mr Thomas Bach as IOC President
- The approval of the Olympic Agenda 2020+5 as the strategic roadmap to 2025
- Progress on the Vaccination
- The Olympic Games experience and Tokyo 2020 Playbooks

The ITTF confirmed the attendance of the operational staff required to assist to run the table tennis event at the Olympic Games, in line with the IOC Sports Department suggestion, and, in view of the COVID-19 pandemic situation, significantly reducing the number of officials attending the Games.

In line with the IOC request and recommendation, the ITTF EC confirmed there will not be any accompanying guests accredited for the Games by the ITTF.

As a trusted partner for the IOC, the IPC and the Organizing Committee of the Games and in order to help reducing the burden for the Organizing Committee and the overall number of foreign guests, the EC decided to minimize its accreditations to merely the following persons who are not already in Japan: Operational and Management personnel, the ITTF President, Deputy President, Athletes Committee Chair, one representative per continent from the ITTF Executive Committee and the appointed Jury Members and International Technical Officials.

Due to health issues and other uncertainties related to the COVID-19 pandemic, Mr Burton and Mr Morris confirmed that they will not attend the Olympic Games in Tokyo.

It was agreed to refund the payments for hospitality of all those BoD members that had previously confirmed their attendance to the Olympic Games and booked rooms at the ITTF Official hotel.

The EC noted that the deadline for the Accreditation registration process for Tokyo 2020 was set on 23<sup>rd</sup> April 2021.

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|---|----------------------|-----------------------------|
| <b>ACTION 20210314#14</b>   | <b>In charge: SG</b> | <b>Deadline: 2021-05-10</b> |
| <b>To confirm the Accreditation process as well as the accommodation return policy.</b> |                      |                             |

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| <b>ACTION 20210314#15</b>  | <b>In charge: Administration</b> | <b>Deadline: 2021-05-16</b> |
| <b>To refund the payments for hospitality of those BoD members that had previously confirmed their attendance the Olympic Games and booked rooms at the ITTF Official hotel.</b> |                                  |                             |

#### 8.10 Equipment

Following the letter received from the Equipment manufacturer, STIGA Sports, Mrs Sörling asked for clarifications regarding the new blade approval scheme and long-term goals set by the ITTF Equipment through this new proposal.

Mr Dainton explained that the reasoning behind reconsidering the blade approval scheme was in line with the overall strategy to professionalise the equipment department and it was necessary to improve the technical specifications of all the different types of equipment used in the sport of table tennis as an integrated part of the professionalisation process.

Mr Primorac requested to involve the AC in case there are discussions about new materials, to contribute to developing these matters, to ensure the athletes are engaged in the decision-making process from the beginning.

|  |                                     |                             |
|--|-------------------------------------|-----------------------------|
| <b>ACTION 20210314#16</b>  | <b>In charge: Head of Equipment</b> | <b>Deadline: 2021-06-30</b> |
| <b>To confirm the long-term goal of ITTF Equipment and present a report regarding Equipment approval scheme.</b> |                                     |                             |

#### 8.11 2021 ITTF AGM (Part II of the meeting – 14-March-2021).

The Secretary General suggested that, as recommended by different stakeholders (Member Associations and Continental Federations), the AGM date and location should be fixed a.s.a.p.,



for what he was proposing confirming the date of Saturday 18<sup>th</sup> September 2021 and then, opening a bid process among the Member Associations to identify the best possible location.

Mr Calin added that the hope would be for a physical meeting, but if it is not possible, the meeting can be eventually hybrid, having the number of delegates in attendance that can be accommodated based on the COVID-19 evolution.

Mr Weikert asked why having the AGM so early and not waiting until November.

Mr Calin answered that there were two main reasons: the first, the clear situation of crisis within the EC, which was making necessary to finish this mandate and allow a new leadership to take over as soon as possible, what will be probably the better for the sport, and the second and more important, that in these COVID-19 pandemic times, the workforce should be focused in one major event at a time, or the World Championships or the AGM, and with the IT required around the AGM, particularly if it is to happen in hybrid format, the newly incorporated leading videoconferences, and with the high standards the ITTF wants to incorporate, it is important to have human resources available for both events, what is not possible with the major competition of the year running (the World Championships) as then, all the Media and IT people have to be focused naturally in the competition.

Mrs Sörling added that looking at the ongoing EC meeting (for context, please refer to section 14, which happened chronologically prior to this discussion), was the best answer to Mr Weikert's question. The EC is in a crisis because of political reasons and the best is to have the AGM a.s.a.p.

Mr Dainton added that since the letter of DTTB on 18<sup>th</sup> November, the time has not been enjoyable for anyone, and the best thing to do is to call for the AGM, a.s.a.p., have the elections and to move to the next phase of the ITTF.

Mr Burton added being in support of the date of 18<sup>th</sup> September.

Mr Weikert asked if everyone agrees, what was confirmed.

#### **20210314-EC-08**

The Executive Committee decided to call for the 2021 Annual General Meeting for 18<sup>th</sup> September 2021, in a hybrid format, opening a process to determine the best possible location.

(Part III of the meeting – 11-April-2021).

The EC noted the report made by Mr Calin regarding the 2021 ITTF AGM Bidding process acknowledging that 11 Expressions of Interest (EOI) have been received before the deadline: ITTF Oceania (to be held in AUS), CHN, EGY, ENG, FRA, MAR, OMA, QAT, SGP, SUI and SWE.

Mr Calin updated the EC on the timelines and the next steps to be followed in the process of selection of the host, indicating that the staff was working on the draft of the bidding application document to be shared with those that expressed their interest not later than 16<sup>th</sup> April 2021.

Mr Calin asked Mr Weikert if eventually he had any information that the EC members didn't in relation to any potential problems with the AGM location, as it was important for the EC to know if there were any potential issues before entering into any contract with USATT and Houston and to be sure that -at a later stage- nobody will make another claim to the Tribunal.

In response, Mr Weikert reminded that the 2019 AGM voted and allocated the 2021 WTTC to Houston and that in his legal opinion, that included also the 2021 AGM.

Mr Weikert mentioned that although the 2020 AGM ratified the decision to separate the AGM from the WTTC, he considered that the situation still needed to be clarified with the LOC.

Mr Weikert considered that USATT should be asked and believed that the decision taken by the EC was rushed and in case Houston wanted to also host the 2021 AGM, and they will be ready to pay for the delegates the EC should reconsider.

Mr Burton mentioned that the USTTA did not react nor expressed any interest in hosting the 2021 AGM. Moreover, the budget figures that were presented by the LOC to eventually host the WTTC in the most recent communication only referred to the WTTC and did not include any expense related to the AGM.

Mr Tenca stressed that moving the date to November can be perceived as an intention of manipulation which could give a wrong impression of the political intentions of the EC.

Mr Tenca added that the proposition made by the EC and the decision to separate the WTTC and AGM was approved and ratified by the 2020 AGM. Moreover the 2020 AGM also ratified the work of the EC.

Mr Tenca also emphasized that from a VISA perspective, traditionally, USA has never been an easy travel destination, and due to situation caused by COVID-19, additional complications could be expected. In his opinion, USATT and USOPC can perhaps solve the visa issue for the athletes however, there was no guarantee for the Delegates attending an AGM.

Dr Meshref was in total agreement with the statements made by Mr Tenca adding that there was no reaction from USATT following the announcement of opening bid for the 2021 AGM.

Dr Meshref also considered that the VISA issue was an important topic as many delegates will not be able to obtain visas, especially in the case of the African countries where most of the USA embassies are closed.

Mr Al-Mohannadi stated that indeed the 2019 AGM allocated the 2021 WTTC and AGM to Houston. However, Mr Al-Mohannadi also reminded that a letter was received by the ITTF on 20<sup>th</sup> May 2020 in reference to the decision taken by the LOC to cancel the 2021 WTTC in Houston due to COVID-19. Based on the recent discussions and developments, Mr Al-Mohannadi

emphasized that the EC decided on good faith to make a new agreement with the LOC and re-allocate the 2021 WTTC to Houston without any mention to the AGM.

After the comments from the EC members, Mr Calin wanted to clarify, as a follow-up of his previous question, if Mr Weikert had any information from Ms Virginia Sung or from Mr Dragomir Cioroslan or from any other person about USATT interest to host the AGM in Houston. Mr Calin considered it was good for the EC to know in advance if there was any plan from anyone to retaliate against the ITTF. Otherwise, Mr Calin considered that in view of the pandemic, the decision taken by the EC was the right one.

Mr Weikert confirmed he had no news from anyone in this respect, otherwise, he would have informed the EC and that he just wanted to clarify juridically.

## **9. Competition Program**

### **9.1 Middle East Hub update**

As stated in point 5. CEO update.

### **9.2 China Hub**

As stated in point 5. CEO update.

### **9.3 World Championships Report**

(Part I of the meeting – 14-March-2021).

Mr Dainton stated that it is important to confirm the next steps in regard the WTTC. A budget has been received from Houston in which the ITTF will have to cover 97.5 % of the expenses and requesting the ITTF to cover around 3.5 million USD. Mr Dainton suggested to make a report for 20<sup>th</sup> March and to consider all elements, including COVID-19, on whether the EC feels comfortable to go ahead having to cover such a large portion of the cost, with the Member Associations covering the quarantine period and the LOC not covering the risk of COVID-19 infection.

Mr Weikert added that normally the Championships should be allocated only after knowing the cost and the conditions, but the ITTF is still using the "old system" of allocating first and negotiating after, and this should change for the future, as this is not ideal. Nevertheless, Mr Weikert suggesting confirming Houston, as this was decided by the AGM.

Mrs Sörling added that -as already mentioned before- not everything is legal aspects, as there are a lot and important financial implications around the World Championships. Mrs Sörling continued by saying that is to be noted that the decision in 2019 was taken mainly to open to new markets, Ping-Pong diplomacy and other reasons, therefore it is important to have good documents to study, not just the budget, but also some comparisons with other World Championships.

The EC agreed to request a report by Wednesday (17<sup>th</sup> March), and the SG suggested it was good to compare with Dusseldorf 2017, Halmstad 2018 and Budapest 2019 to understand the current budget and proposition, as also Mr Ryu knows what the budget for such event is and then the EC needs to be carefully with its decision.

Mr Weikert added that once the budget is received, an analysis must be made and negotiate with USA, and only if this is not working then the ITTF should remove the Championships from Houston.

(Part II of the meeting – 20-March-2021).

Mr Weikert updated the EC on the discussions held during a meeting with Harris County Houston Sport Authority (HCHSA) representatives in the attendance of ITTF Staff and Officials in reference to the 2021 WTTC in Houston.

In his capacity as EC member in charge of the WTTC, Mr Al-Mohannadi, expressed his disagreement and complained about not being invited to such meeting and considered that he should be involved in any further discussions to be held in relation to the 2021 WTTC.

Mr Weikert mentioned that he attended the meeting based on the invitation received from the USOPC representative, Mr Dragomir Cioroslan, and that was not aware of who was invited.

Mr Dainton explained that originally, he just wanted to have a technical and operational discussion to understand the situation in terms of finances and was surprised to see the large number of attendees.

The EC noted the report made by Mr Dainton following the discussions held with HCHSA in relation to the 2021 WTTC and the concerns raised regarding the reduced event budget and the massive financial contribution required from the ITTF side.

A follow-up meeting will be held in the coming week together with the LOC, the two EC members responsible of Competitions and WTTC, the AC Chair and operational staff to determine if the LOC can ensure the conditions that will guarantee a successful 2021 WTTC.

Dr Meshref raised his concerns regarding the VISA issue as many USA embassies are still closed in many countries especially in African continent, which may jeopardise the participation of many African athletes in the 2021 WTTC in Houston.

Mr Weikert informed that the USOPC representative, Mr Dragomir Cioroslan, guaranteed the VISA issue was no longer a problem under the new authorities in USA.

|  |                            |                      |
|--|----------------------------|----------------------|
| ACTION 20210314#17   | In charge: ITTF Management | Deadline: 2021-04-05 |
| To coordinate a further meeting with Houston inviting Mr Burton and Mr Al-Mohannadi. |                            |                      |

(Part III of the meeting – 11-April-2021).

The EC noted the report made by Mr Dainton indicating that after positive weeks of discussions held with HCHSA, USATT and USOPC, it was accepted that the LOC was ready and prepared to host the 2021 WTTC in Houston, USA.

Mr Dainton indicated that necessary adjustments will be put in place to cater for the ongoing worldwide pandemic; thus, ensuring the event will be staged successfully. Ever since the 2021 WTTC has been allocated to the USA, for the first-time outside Asia and Europe since 1939, the

ITTF has been very hopeful to be able to deliver a very showcase event especially in terms of marketing and sport presentation.

With that in mind, the ITTF management will prepare a draft of the hosting contract to be shared in the following weeks with the LOC of the 2021 WTTC in Houston.

The EC confirmed that the 2021 WTTC will be held from 23<sup>rd</sup> to 29<sup>th</sup> November 2021 in Houston, USA.

Mr Al-Mohannadi was very happy to confirm the 2021 WTTC in Houston, however, based on the previous experience and the financial loss caused by the cancellation of the 2020 WTTC Busan, he believed it was fundamental to take into consideration the inclusion of the relevant provisions and protections clauses in the contract.

Mr Al-Mohannadi raised his concerns regarding the playing venue, the number of days allocated to the competition and the number of participants.

In terms of COVID-19 protocol, Mr Al-Mohannadi believed that the LOC should be responsible of covering all the costs resulted from the testing procedures, quarantine & isolation measures, security etc. From his experience, the costs from the implementation of the COVID-19 protocol can be very high. In the case of the WTT ME Hub the total value of the costs was up to USD 200,000.

Mr Calin considered that the ITTF should follow the example of the IOC and make a recommendation to reduce the number of persons participating in the WTTC maintaining the focus on the athletes and on the successful delivery of the event.

**20210314-EC-09**

The Executive Committee confirmed that the 2021 WTTC will be held from 23<sup>rd</sup> to 29<sup>th</sup> November 2021 in Houston, USA.

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|---|-----------------------------------|-----------------------------|
| <b>ACTION 20210314#18</b>   | <b>In charge: ITTF Management</b> | <b>Deadline: 2021-05-16</b> |
| <b>To draft the Event Contract of the 2021 WTTC and share it with the responsible EC members.</b> |                                   |                             |

9.4 World Team Ranking proposal (Part III of the meeting – 11-April-2021).

The EC noted the report presented by the Competition Director, Mr Gabor Felegyi, and the recommendation made by the World Ranking Working Group WRWG regarding the ITTF World Team Ranking.

Mr Felegyi updated the EC on the particularities of the new ITTF World Team Ranking, including the event point weightage and distribution, which will become effective after the Olympic Games in Tokyo.

The EC decided to follow the unanimous proposal made by the world Ranking Working Group and approved the new ITTF World Team Ranking.

**20210314-EC-10**

The Executive Committee decided to follow the proposal made by the World Ranking Working Group and approved the new ITTF World Team Ranking.

9.5 World Youth Ranking proposal (Part III of the meeting – 11-April-2021).

The EC noted the report presented by the Competition Director, Mr Gabor Felegyi, and the recommendation made by the World Ranking Working Group WRWG regarding the ITTF World Youth Ranking.

Mr Felegyi updated the EC on the particularities of the new ITTF World Youth Ranking, including the number of results accounted by the players competing in various age categories, event point weightage and distribution.

The EC decided to follow the unanimous proposal made by the World Ranking Working Group and approved the new ITTF World Youth Ranking.

**20210314-EC-11**

The Executive Committee decided to follow the proposal made by the World Ranking Working Group and approved the ITTF World Youth Ranking.

9.6 Olympic Rankings and Seeding (as per on-line voting)

The EC noted the report and the recommendation made by the WRWG regarding the Ranking to be used for Seeding at Olympic Games.

The Executive Committee decided to follow the recommendation of the World Ranking Working Group to use the 1<sup>st</sup> July 2021 Olympic Qualification Ranking to determine the seeding at the Tokyo 2020 Olympic Games.

## 20210314-EC-12

The Executive Committee decided to follow the recommendation of the World Ranking Working Group to use the 1<sup>st</sup> July Olympic Qualification Ranking to determine the seeding at the Tokyo 2020 Olympic Games.

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| <b>ACTION 20210314#19</b>  | <b>In charge: Competitions</b> | <b>Deadline: 2021-05-16</b> |
| <b>To notify the MAs about decision taken regarding the Olympic Seeding.</b> |                                |                             |

### 9.7 World Youth Championships update

Mr Calin updated the EC on the process to be followed to change from “World Junior Table Tennis Championships” to “World Youth Table Tennis Championships”, including the categories of Under 19 and Under 15, as the new ages confirmed in the proposition 22 in the last BoD, since the proposition 24, which was including this change at the World Championships level, was defeated.

A draft of the proposed text of the proposition will be circulated to the EC prior to opening the on-line voting for the BoD.

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| <b>ACTION 20210314#20</b>  | <b>In charge: SG &amp; Competitions</b> | <b>Deadline: 2021-05-16</b> |
| <b>To draft a proposition to be presented to the BoD for on-line voting.</b> |   |                             |

### 9.8 Olympic and Paralympic Games Qualification update

Mr Calin updated the EC on the Olympic and Paralympic Games Qualification with the upcoming events:

#### Latin American Singles and Mixed Qualification Tournament, Rosario (ARG): 13<sup>th</sup>-17<sup>th</sup> April 2021

Mr Calin informed that due to COVID-19 pandemic, only two sports, boxing, and table tennis, received the exceptional approval of the Argentinian Government to authorise participants to enter the country.

Mr Calin also indicated that the process was complicated lately due to new international travel restrictions and introductions of VISA requirements. However, the LOC managed to ensure that all participants obtained a visa, found alternative flights, and arrived safely in Argentina.

Mr Calin thanked the Argentinean Table Tennis Federation and Mr Nestor Tenca for their collaboration with the NOC and the tremendous work done to ensure that the event can take place at the scheduled dates.

#### European Olympic Singles Qualification Tournament, Guimaraes (POR): 21<sup>st</sup>-25<sup>th</sup> April 2021

Mr Calin informed that one of the biggest concerns was ensuring that everyone was able to participate in the event, particularly due to the quarantine period imposed when arriving from certain countries. However, by the time of the EC meeting, it seemed the problems were solved

following the decision taken by the authorities of the Portuguese Government to remove the quarantine periods for those coming to compete in the Olympic Qualification events.

Together with the Asian and World Qualification Tournaments successfully completed, Mr Calin indicated that the Olympic Qualification will be finalised with only the exception of Oceania, which qualifiers for Singles and Mixed doubles will be determined via World Ranking due to the impossibility to host the event.

World Singles Qualification for the Paralympic Games. Lasko (SLO): 3<sup>rd</sup> – 5<sup>th</sup> June 2021

Mr Calin updated the EC on the Paralympic Games Qualification Tournament to be held in Lasko, Slovenia, on 3<sup>rd</sup> - 5<sup>th</sup> June 2021.

Mr Calin reported some of the adjustments required for this event and the financial / budget issues in relation to the COVID-19 protocol. Mr Calin considered that the ITTF has a moral obligation to help financially the event to finalise the Paralympic Qualification process.

In order to find a solution, a discussion will be held together with Mrs Sörling in her capacity as EPV of Finance / Para TT and with the CFO to determine the amount of the ITTF Financial contribution for the event.

9.9 Olympic and Paralympic Games

Mr Calin updated the EC on the Tokyo 2020 Paralympic Games indicating that the IPC reduced the participation with 40% from the total number of attendees. In the case of ITTF, Mr Calin mentioned that only a small number of operational staff will be attending the Paralympic Games.

Following the latest international news, Mr Primorac asked whether the Democratic People's Republic of Korea (PRK) had officially withdrawn from the Tokyo 2020 Olympic Games.

Mr Calin informed that the IOC did not receive any official withdrawal to date.

9.10 2024 WTTC Bid

The EC noted the draft prepared the by Competition Department and decided to go ahead and open the 2024 WTTC Bidding process. The deadline for those that are willing to express their interest to host the 2024 WTTC has been set for the end of April 2021.

The Competition Department was in the process of finalising the necessary documents to be shared in the phase two of the bidding process.

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|---|-------------------------|----------------------|
| ACTION 20210314#21  | In charge: Competitions | Deadline: 2021-04-10 |
| To finalise the bid documents and circulate to the Member Associations. |                         |                      |

9.11 2024 World Veteran Championships Bid

Given the current workload and the high amount of decision to be taken during the 2021 AGM and BoD, the EC agreed to defer this decision to be taken in 2022, under the new administration.



#### 9.12 2022 World Para Championships Bid

As some technical aspects of the event are still pending on the IPC's decision about events for Paris 2024 Paralympic Games, which will impact on the events on the WPTTC, the EC agreed to wait until such confirmation is received to open the bid process.

### 10. **World Table Tennis**

Mr Matt Pound updated the EC on World Table Tennis (WTT) activity. As per the requirement stipulated in the MLA, within the next week, WTT will share with the EC the first version of the management pack which will include a detailed report of the business decisions taken in line with the WTT Business Plan, as well as all the financial statements correspondent to the first quarter.

Mr Pound also indicated that there will be financial implications due to the China Hub not taking place before the OG. From a WTT perspective, as a commercial entity, no events meant no commercial income due to no sponsorship, no media, nor TV rights.

In relation to the yearly USD two million license fee, Mr Pound informed that WTT already made the first payment to the ITTF in value of USD 500,000 corresponding to the first quarter.

Given the current situation, WTT will need to adjust the Event Calendar for the second half of the year and will soon announce it to all the stakeholders.

Mr Pound shared some of the positive news in relation to the Chinese and Japanese media deals indicating that following a very long legal process, the agreements were ready to being finalised and WTT will soon announce the new partners.

Mr Pound mentioned that ongoing discussions were being held with various MAs to receive feedback and determine all the conditions for the Feeder Tour series as the staff was working towards ensuring as many international events as possible.

Mr Weikert asked how WTT will manage the budget and the negative financial results due to China Hub not taking place before the OG and Mr Pound indicated that budget adjustments will be necessary to ensure financial stability. Mr Pound reported that QG sports gave WTT a USD 1,5 million loan payable in 12 months at no interest rate, to help assist with the cash flow. Mr Pound reminded that all WTT contracts and deals were available to the EC on the SharePoint platform.

Mr Weikert asked questions about QG registration in the chamber of commerce and Mr Pound explained that there were some delays in having all the paperwork done due a heavy bureaucratic process and a high number of requirements and as per the Singapore law. Mr Pound indicated that a law firm was assisting WTT in the process and everything was on track.

Mr Weikert also asked which staff were under the WTT payroll. Mr Pound clarified that in his case, he was still going through the contractual process transitioning to fully WTT employee.

Mr Dainton confirmed that he had not yet any contract with WTT and has not yet received any payment from WTT until the day.

Mr Primorac raised again the matter of the Players representation in the WTT.

Mr Pound offered to have a call with Mr Primorac to give him an update with respect to the WTT Council, a body that was established to involve all the different table tennis stakeholders in the decision-making process.

Dr Meshref made some observations in relation to the equipment used in the WTT events and emphasized the need to seek the special approval during the next EC meeting.

Following the questions of several members, Mr Pound clarified, as per the discussions held with the EC in charge of Media, Mr Burton, and the Media Committee Chair, Mr Arne Madsen, that since WTT is the subsidiary in charge of fan engagement that some platforms would be branded WTT and still some ITTF. It is important to note that all platforms are still under the ITTF Group umbrella, and no fans have been lost. Providing fans more engaging material will benefit the ITTF as a whole.

The different communication channels and social media platforms will target the different audiences based on the objective of each entity:

- WTT fan focused content
- ITTF institutional communication content
- ITTF Foundation social responsibility content

Mr Pound also reported that ITTF occupied the 5<sup>th</sup> position in a Ranking which analysed and rated all Social Media content of all the International Federations, considering all the different channels used by all entities of the Group: ITTF, WTT, ITTF Foundation.

The EC acknowledged that there seemed to be a confusion with how the Table Tennis community perceived the different entities of the ITTF group. The EC agreed that it was important to clarify this general misunderstanding by sending consistent messages across all communication channels informing all the stakeholders that WTT is a marketing subsidy of ITTF, and both entities are complementary, working together in the same direction with the objective to grow the sport of table tennis.

## **11. High Performance and Development**

On behalf of the HPD Director, Ms Polona Cehovin, Mr Calin reported that the HPD training camp held in Doha concluded very successfully and thanked QTTA for all the support. On behalf of the HPD department, Mr Calin also thanked Mr Dainton on the initiative to have the training camp as a complement to the WTT events.

The EC also noted that the HPD staff is working with the members relations Director, Mr Mounir Bessah, on the first stage of the development of the Master Continental Agreements implementation, and a further update will be made during the next EC meeting.

## 12. ITTF Foundation

### 12.1 Ping Pong Diplomacy 50th Anniversary celebration

The EC noted that with the occasion of the celebration of the 50<sup>th</sup> Anniversary of the Ping Pong Diplomacy, a new Task Force has been formed with the mandate to develop ideas and promote new activities through all the different entities part of the ITTF group for the next couple of months.

Mr Dainton stated that Ping Pong Diplomacy has a special place in the table tennis world and is one of the most historic and famous moments, therefore, it is important to use this opportunity to develop further diplomatic and friendly relations between nations.

## 13. Membership Program

### 13.1 Falkland Islands membership application

Mr Calin updated the EC on to the Falkland Island membership application and the process to be followed reminding that all the application documents were circulated to the EC members prior to the meeting held on 21<sup>st</sup> December 2020.

Mr Calin confirmed that Falkland Island have fulfilled all the requirements and as a territory that has no governing association and according to the ITTF constitution, had the right to apply for the membership.

The EC was in favour of the admission of the Falkland Island membership application and agreed to be submitted to the 2021 AGM for a further voting.

## 14. Executive Committee matters

Note of the Minute Taker: for the shake of transparency and clarity, this section 14 is specially detailed, almost a transcription the content, to avoid any perception of bias towards any of the speakers.

(Part I of the meeting – 14<sup>th</sup> March 2020)

### 14.1 Denial right to speak to ITTF CEO by the ITTF President at 2020 BoD

Mr Weikert reported that before the BoD meeting, he got information that there were political influences particularly in the proposition 24, and in the preparation meeting before the meeting, the CEO was informed by the President that he should not enter in the meeting. However, on the recommendation of the Secretary General, finally Mr Weikert allowed the CEO to enter the meeting but without participating in the section of Propositions and Resolutions. Not being the CEO a member of the Board, but a guest, Mr Weikert explained the EC colleagues that it is his prerogative to decide if he can speak or not.

Mr Burton indicated that Mr Morris and himself raised this question several times, and it was deflected by Mr Weikert also on several occasions. Mr Burton said that having attended ITTF meetings since 1973, this is the first time to his knowledge ever that the CEO needs a special invitation from the President to attend the BoD. Mr Burton added that it is not normal that the most senior staff member, who reports to the entire EC, is blocked from participation by a

unilateral decision of the President and speaking in important propositions in the meeting, and this is simply wrong, therefore the necessity to speak about, and to reflect on the impact this action of the President had in the EC management, what also makes Mr Burton reflect on the power of the Presidency and the view that Mr Weikert seems to have of his position, what requires analysis.

Mr Burton added that only one hour before the meeting he was informed he should speak about the proposition 24 since the President had blocked Mr Dainton from speaking about it and wanted to ensure that in the future Mr Weikert interacts with the EC colleagues before when making such decisions.

Dr Meshref abounded on the powers of the President indicating that the powers in the ITTF Constitution are vested on the EC, with specific exception, such the nomination/appointment of the Deputy President and EVP for Finance. Other than that, 90% of the power is vested on the EC. Dr Meshref added that while some powers have been delegated to the President by custom, while having the trust of the EC, if that trust is lost or the powers are misused, the EC should consider retracting the powers granted to the President.

Mrs Sörling indicated she was not informed that the CEO was blocked by the President from actively participating in the meeting, therefore, making difficult to perform her duties when the highest staff, supposed to actively participate, is blocked by the President unilaterally.

Mr Weikert responded regretting not having informed the EC in advance and indicated that he suggested to remove the proposition 24, adding that -as he remembered- it was 5-5 and having the casting vote, he didn't want to exercise, and that it would have been better to postpone or cancel this proposition because it wasn't discussed in the EC, and it was political.

Mrs Sörling asked if it was a formal proposal from Mr Weikert to the EC, and Mr Weikert confirmed it was via email.

Mr Burton pointed that if it was formal, he was not copied in the email (the email from Mr Weikert) and this was the reason of the enormous frustration, wondering if he was omitted from the correspondence intentionally.

Mr Weikert said it was maybe by accident, that he could not remember.

Mr Al-Mohannadi indicated that without any EC member knowing that the President was blocking the CEO, and being the proposition 24 technical, it was not understandable that the CEO was not defending such proposition.

Mr Weikert indicated it was not only technical, but also political, as a part was referring to abolishing the World Cups.

Mr Dainton took the floor and indicated that he was expecting the discussion in the hours leading to the BoD being about whether keeping or removing proposition 24, but instead, he got the news that he was invited to not attend. Mr Dainton added that listening to Mr Weikert in this current EC meeting, this was the first time he was aware of the reasoning for his denial of

participation being that Proposition 24 was political, adding that in the morning of 19<sup>th</sup> November, he was told by Mr Weikert that he had two complaints from Table Tennis Canada and Mr Paul Kyle, including four affidavits, and there was loss of trust (from the President) and this was the reason why he should not attend the meeting.

Only after Mr Dainton left the call he was informed that he could attend the meeting but without interacting in the Propositions and Resolutions part, and not willing to have a conflict with the President, he preferred to respect his decision, although he felt it would have been better if the President and the CEO were discussing the matter of the Proposition 24 as he was ready to speak with the EC members to try convince them to withdraw it, instead of going to the meeting with a divided EC.

Mr Weikert confirmed that it was about a loss of trust but also it was a political matter about the proposition 24, and that finally the EC decided not to withdraw.

Mr Primorac indicated that he voted against proposition 24 because the AC wants to keep the World Cups and he need to follow the decisions of the AC, adding that the process was not the best, and this resulted on the EC voting divided, and this didn't look good, hoping the EC reflects for the future.

Mrs Sörling added that she wanted to underline that she was not speaking about the content of proposition 24, but about the process, to be precise.

#### 14.2 Deputy President situation – clarification on the process to be followed

Mr Burton suggested this is the most important matter on the agenda, particularly, the process used by Mr Weikert to attempt to take away the position of Deputy President from Mr Al-Mohannadi.

Mr Tenca said sharing the opinion of Dr Meshref about the limited powers the Constitution vest on the President and that for the better of the ITTF, in view of the current circumstances, any decisions taken for the time being should be taken by a collective majority of the EC.

Mr Burton indicated that this situation is clearly indicating a crisis within the EC and on his opinion, due process was not followed. Mr Burton suggested that as this matter was put in the hands of the Integrity Officer, any actions should be put in standby until there is a report on the matter.

Mr Burton added that although not being a lawyer, the constitution clearly indicate that the President can only "nominate" (and not appoint) a candidate for filling a vacancy on the Deputy President position, adding that removing the Deputy President in a year of elections can be perfectly seen as a political decision.

Mr Burton added that in 2017, the Constitution stated that the President can "nominate" (and not appoint) a candidate for Deputy President and abounded on the fact that if the President can only "nominate" it is up to the EC to confirm the appointment.

The ITTF Legal Counsel, Mr Dylan Mah, indicated that the President does not have the express authority to revoke the Deputy President position, and that ultimately the AGM would have it, but that in any case, the ITTF Handbook 1.5.4.1.11 provision grant to the EC the power to to assume all responsibilities which are not expressly attributed to another body within the ITTF.

Mr Weikert responded asking Mr Mah if he has checked with the Swiss Law, to what Mr Mah indicated that his reference to the AGM was based on the Swiss Law.

Mr Weikert then asked if Mr Mah checked the Football cases, to what Mr Mah responded the references were from written articles referring to Swiss Law, and suggested that if Mr Weikert has any suggestion on any specific Football cases, it would be good to know them.

Mr Weikert responded that there are Football cases that Mr Weikert has checked with lawyers familiar with CAS as he already did in 2020 when Mr Al-Mohannadi and Mrs Sörling sent their letter, particularly if he as President can revoke or dismiss them from their positions, questioning if really Mr Mah has checked the Swiss Law. Mr Weikert added that some Football cases that are not public under Swiss Law, make clear that if the EC or the President has the power to elect, he has also the power to dismiss.

Mr Weikert added that the ITTF Constitution does not say anything about and that the AGM has no duty for a Deputy President replacement. Mr Weikert indicated he is very, very sure he can do the dismissal because the ITTF Constitution is under the Swiss law.

Mr Weikert also wanted to criticize that seven minutes after Mr Al-Mohannadi's question there was an expertise provided (by Mr Mah) and insisted on the legal point, his position as President, to decide.

Mr Burton added that in case the assumption from Mr Weikert would be correct, then the EC should note that the appointment of Mr Al-Mohannadi as Deputy President in 2017 was made by the EC (and not by the President) because at that time, the Constitution only granted the President the prerogative to "nominate" the Deputy President, being that distinction between "nomination" and "appointment" important.

Mr Weikert answered that it was his decision, and not an EC decision, and that although respecting Mr Burton's opinion, Mr Weikert is also very clear in his legal legitimacy, and he did the dismissal after checking with other lawyers and he wanted to criticize once again the Legal opinion received (from Mr Mah).

Dr Meshref abounded on the opinion of Mr Burton and the differences on the 2017 Constitution, and Mr Weikert insisted that he is firm in his belief he did correctly on the legal process, feeling on the safe side.

Dr Meshref asked who is the lawyer that gave Mr Weikert this opinion, to be able to interact with him so to check if his point of view changes, particularly in view of the 2017 to 2021 constitution change, to what Mr Weikert said he will revert to his lawyer, but that in any case, he took the decision after receiving careful advice.

Dr Meshref asked if the ITTF EC should also get a legal opinion from external sources.

Mr Weikert answered that if he is of the opinion that he can do that (taking the decision) there is no process. Mr Weikert added that Mr Mah already provided an expertise after seven minutes on the request of Mr Al-Mohannadi, what in his opinion is not correct and questioned once again if the opinion of Mr Mah was based on Swiss Law, adding that he can check once again, and will review his opinion if he would get any different feedback from his advisors.

Mr Tenca stated that the first interpreter of the ITTF Constitution should be the EC, then the AGM, and the Swiss Law should be only subsidiary to the interpretation of the ITTF bodies. In Mr Tenca's view, the President can appoint but not revoke neither the Deputy President nor the EVP – Finance, as otherwise they will not have the necessary independency to perform their duties in the sense that, if the President could unilaterally revoke their positions, they will bear in mind more pleasing the President than performing their duties.

In regard to the loss of confidence of Mr Weikert on Mr Al-Mohannadi based on the anonymous complaint and the complaint of Mr Roman Plese, Mr Tenca added that both are fragile evidences to justify a revocation without due process, right to defence or even the intervention of the ITTF Judicial powers, and Mr Tenca considered that this was a rushed decision of Mr Weikert, perhaps attributed more to a political decision than a justice based decision and as such, the decision should be revised.

Mr Weikert stated that -respecting Mr Tenca's opinion- his view of the Constitution and Swiss Law is different and it was not a rushed decision.

Mrs Sörling pointed to the fact that Mr Weikert has stated several times that the process was followed and he did all legal investigations, however, in Mrs Sörling's opinion, the process is more than a legal aspect, and the ITTF's reputation can be affected due to the external perception of the internal discrepancies.

Mrs Sörling mentioned that Mr Weikert's letter to the EC with his decision to revoke Mr Al-Mohannadi from the Deputy Presidency position was sent without any previous discussion nor arguments, however, Mr Weikert sent a letter to the Membership including arguments. Mrs Sörling asked Mr Weikert the reasons why the letters were different and why the EC was not informed nor there were discussions with the EC about Mr Weikert's decision, despite the very many meetings held during that period, and doing so just before the WTT ME Hub was starting in Doha, where Mr Al-Mohannadi was the key person of the Organizing Committee.

Mrs Sörling pointed the extreme risk of affecting ITTF's image and financial situation by doing such action.

Mr Weikert answered that it is his right to do that, and there is no process needed, and that's the correct answer.

Mr Weikert added that the letter Mr Al-Mohannadi wrote in answer about the question on his eligibility was very rude, and after due consideration he decided to remove him from the Deputy Presidency and that's the explanation.

Mrs Sörling asked once again why arguments were given externally and not to the EC, pointing to the difference of communication to the EC and to the Membership.

Mr Weikert said he only mentioned loss of confidence.

Mr Al-Mohannadi stated that working 24/7 for the events in Doha, witnessing the letter sent by Mr Weikert to the Qatar NOC and despite Mr Al-Mohannadi said to Mr Weikert that there was no case, when he asked to wait until the end of the WTT ME Hub, is difficult to understand why Mr Weikert sent such letters just before the events started in Doha.

Mr Al-Mohannadi stated that if this is Mr Weikert's behaviour, he will go to CAS.

Mr Weikert said this is his right and he had nothing to add, only that he will check again the situation, but he will not change his legal opinion. Mr Weikert added that he wrote to the Qatar NOC because of a letter send by some members of the EC to the Qatar NOC and he needed to protect himself and the ITTF adding that he offers to discuss person to person (with Mr Al-Mohannadi) and hopefully a solution may be found.

Mr Weikert added that Mr Al-Mohannadi didn't provide response to the accusations.

Mr Al-Mohannadi questioned why Mr Weikert wrote such statements in his letter to the Qatar NOC.

Mr Weikert said he will wait for the explanations of Mr Al-Mohannadi and that he wrote to the Qatar NOC because the letter sent without agreement of the EC to the Qatar NOC.

Dr Meshref said that the statement of Mr Weikert is not true, and the majority of the EC members approved this letter sent to the Qatar NOC from the EC, in order to save the events, due to the inappropriate communication of Mr Weikert just before starting the WTT ME Hub events.

Dr Meshref added that if there is a political dispute between Mr Weikert and Mr Al-Mohannadi, this should not ruin the collective work of the EC.

Mr Weikert stated that decisions of the EC can only be taken in meetings, and it was not a meeting (that produced such letter) and some EC members were not involved, therefore the letter was not a valid letter from the EC. Mr Weikert added that political representation is up to the President.

Dr Meshref stated this is not correct, and the representation is given by the EC.

Mr Weikert stated this is difficult because of the Swiss Law.

Dr Meshref asked Mr Weikert to keep the legal opinions aside and to consider the damage made to the image of the EC and of the EC members and to try to bring the EC united until the end of the mandate in a collaborative manner, asking what are Mr Weikert's suggestion to solve this crisis.



Mr Weikert suggested to speak with Mr Al-Mohannadi and in relation to the allegations against him, that he should clarify as they are also damaging the reputation of the EC. Mr Weikert added that unless they are clarified, the EC members have to take their responsibility on that matter.

Mr Weikert referred to the IOC last meeting, and indicated this is not a clean situation and proposed again to speak with Mr Al-Mohannadi as a first step.

Mr Dainton intervened and emphasized the necessity about following processes, as clearly identified in recent weeks, and understood Mr Weikert statements as an assumption of guilt for Mr Al-Mohannadi before even allowing due process.

Mr Weikert said he agrees totally with Mr Dainton and indicated he hasn't started any process in relation to the complaints against Mr Al-Mohannadi and that the revocation of his position is a different matter, as it is his prerogative.

Mr Burton indicated that 14.2 point of the agenda was included to seek clarification in the process, adding that his understanding was that when the request was sent to the Integrity Unit, this initiated a process, and he could not understand why Mr Weikert was asking explanations from Mr Al-Mohannadi.

Asked for clarification, Mr Mah stated that when he received the files from Mr Weikert, an investigation started and all actions taken from that point, allegations and speculations being circulated are simply and with respect, interferences to the investigation. Mr Mah asked the President if it was normal to take a decision individually without waiting for the investigation to be completed.

Mr Weikert stated he didn't know Mr Mah had started such investigation already.

Mr Al-Mohannadi asked Mr Weikert why he did circulate the bundle of documents from the anonymous complaint to all EC members, including personal information such passport copy, etc., instead of asking directly to him.

Mrs Sörling stated being happy that Mr Weikert mentioned good governance, adding that she strongly support Dr Meshref statement about the damage made to the EC and that she was interpreting the answer from Mr Weikert "*the EC members have to take their responsibility on that matter*" as a threat. Nevertheless, Mrs Sörling wanted to comment why Mr Weikert offers the meeting to Mr Al-Mohannadi now, and not before revoking his title.

Mr Weikert said he didn't want to threaten anybody, only to ensure everyone assumes its responsibility, and regretted if he was misunderstood.

Dr Meshref mentioned that in every country in the world, any person is innocent until proven guilty, therefore, stating that "*the ITTF is in jeopardy because there are accusations against Mr Al-Mohannadi*" (as Mr Weikert stated) is wrong. Dr Meshref continued adding that Mr Al-Mohannadi has the right to defend himself, a due process must be followed, and once completed,

the ITTF Tribunal or whatever institution has to decide, and until that happens, nobody should say the ITTF is in jeopardy, otherwise, if an email comes against Mr President the next day, what would happen?

Dr Meshref added that a due process should be carried and action should be taken afterwards, not before and continued saying that speaking with Mr Al-Mohannadi now is not a solution, is a bit late after the actions made by the President.

Mr Ryu stated that he agrees with Mrs Sörling and we need to act to fulfil our duties as ITTF, adding he has the impression this is a court and not an EC meeting. Mr Ryu said that although accountability should be seek from everyone, the work has to continue harmoniously, to help enhancing the reputation of ITTF around the World.

Mr Ryu asked Mr Weikert what is the main reason to remove Mr Al-Mohannadi as Deputy President, because -in his understanding- Mr Al-Mohannadi has been working and contributing to the development of Table Tennis around the world, so the reasoning of the decision is not clear.

Mr Weikert answered that his main reason is that the Deputy has to work hand in hand with the President because he works on his behalf if the President is not able to fulfil his duties and there is loss of trust, therefore, that's why Mr Weikert wants to discuss with each other (with Mr Al-Mohannadi).

At this point, Mr Weikert suggested to postpone the rest of point 14 to be able to conduct other business.

After a pause of ten minutes, Mr Weikert proposed to wait until the investigation of the Integrity Officer is completed. In regard to the letter sent to the Qatar NOC by the President, Mr Weikert suggested to review it after the meeting.

Mr Burton stated that the EC is facing a problem which has been made public by the letters circulated by Mr Weikert, which potentially damage the reputation of the ITTF and some individuals.

Mr Burton compared the situation with the letter of complaint sent by Table Tennis Canada, adding that nothing was done until February and -following the conversation of Mr Weikert with Mr Kiesenhofer- Mr Weikert said to Mr Burton that his concerns were alleviated.

However, at the next EC meeting, Mr Weikert abstained in the voting (28<sup>th</sup> February) without having shared ever once a single specific question about those allegations with his EC colleagues, damaging Mr Dainton's reputation, Mr Kiesenhofer's reputation, Mr Burton's reputation, and now, with the situation of the unfair treatment of Mr Al-Mohannadi, although everyone agrees to investigate, Mr Burton said being flabbergasted when reading the letter sent by Mr Weikert to Qatar NOC, including statements such: "*Mr Plese guess that there were some inappropriate use of some funds*".

Mr Burton asked Mr Weikert how could he write that in a letter and defined such action as “unconceivable and unacceptable”. For this reason, Mr Burton added that the EC needs to find a way to stop this and a common understanding that this is a team and actions shall be taken collectively, adding that the letter read to Mr Weikert (on 28<sup>th</sup> February) and the letter sent by the EC to the Qatar NOC were both sent with the endorsement of the majority of the elected vice-presidents adding that the President cannot stop the voices of the EVPs.

Mr Weikert said that a solution cannot be found in ten minutes and there are no reactions from outside or media requests, and everything is calm, therefore, it is possible to wait one week and to wait two or three weeks until the investigation of the Integrity Officer.

Dr Meshref said that if Mr Weikert is not seeing by the points added to the agenda that there is a problem, then the problem is even bigger, after two hours without solutions put forward by the President and if that’s the case, the ability to continue running the ITTF in the same way is jeopardised.

Mr Weikert responded that he feels there is a serious problem, but he is not sure if this is the right way to tell him. Asked by Dr Meshref what does he mean with “the right way”, Mr Weikert referred to the sentence “the ability to continue running the ITTF in the same way”.

Dr Meshref added this is his opinion, and the EC is still waiting the answer from the President after the joint letter addressed to the President on 28<sup>th</sup> February, to which the President said he reserves all his rights.

Mr Weikert mentioned that it can be in the minutes: “the thing with the BoD” and the settlement agreement with Mr Sharara with the email to the WG members on 28<sup>th</sup> October and to the whole EC on 29<sup>th</sup> October on the strong recommendation of ITTF’s lawyer, adding he can answer all the points and it can be minuted but he cannot provide a solution in ten minutes and there is a process with the Integrity Officer, and there are serious allegations about Mr Al-Mohannadi, although he has not evaluated them, adding that if there was something wrong in his letter to Qatar NOC he will consider.

Dr Meshref questioned how the allegations against Mr Al-Mohannadi can be categorized as serious if Mr Weikert says he has not evaluated them. Mr Weikert referred it is clear in the Constitution about the eligibility although he does not know if the allegations are true or not.

Mr Weikert indicated he is aware of the events going on in Doha and he can wait until the end of the WTT ME Hub, and he will not make any further communications in the meanwhile if the EC does the same.

Mr Tenca said what is done is done, but wanted Mr Weikert to reflect on the following: The majority of the EC EVPs agree on the fact that the EC is in a crisis and they all belong to different continents, representing a large number of countries, with different cultures, ideologies, and we are not waking up every morning to attack Mr Weikert or defend Mr Al-Mohannadi, but all agree this crisis is very serious, and therefore, Mr Weikert should consider the proposal to reconsider reinstating Mr Al-Mohannadi as Deputy President to safeguard the institution, granting the principle of innocence, without prejudice of the decisions that may eventually be taken by the

judicial organs of the ITTF in due time. Mr Tenca added this could be a good step forward to show team spirit by the President.

Mr Weikert answered he can consider (reinstating Mr Al-Mohannadi) but not in five minutes, therefore his proposal to call with Mr Al-Mohannadi, so the call can help in clarifying.

Mr Al-Mohannadi said feeling shy because for two hours the EC is discussing about himself and suggested he was ready to have a call with Mr President proposing to reinstated the situation as before Mr Weikert's revocation of this title, correcting the letter sent to the Qatar NOC and that once he submit the evidences to clear his name, to have the EC deciding if he should stay, or if he should leave the ITTF.

Mr Weikert said he cannot decide on the same day, only after the proposed call with Mr Al-Mohannadi, then Mr Weikert will sincerely consider and he will decide.

Mr Al-Mohannadi, asked why Mr Weikert insists he can decide alone, when everyone is asking him to decide collectively by the EC.

Mr Weikert said he offers the EC to seriously consider after a call with Mr Al-Mohannadi.

Dr Meshref proposed to follow what Mr Al-Mohannadi had suggested, in view that nobody will accept to be Deputy President, therefore, until everything is clarified, to keep Mr Al-Mohannadi as Deputy President.

Mr Weikert answered it is not possible and he can only offer to have a call with Mr Al-Mohannadi adding "*I offer now a lot for the shake of the whole EC*", asking his colleagues to be conscious, what happen if Mr Al-Mohannadi is reinstated and one week after he is again out.

Mr Weikert offered Mr Al-Mohannadi to have a call Wednesday or Thursday (17<sup>th</sup> or 18<sup>th</sup> March), with or without advisors.

Mr Calin indicated he was seeing similarities with the process taken with the CEO in November, December, when -with the excuse of some complaints- it was intended to put him on leave and suggested that perhaps a good solution was to put in suspension the decision to revoke the title of Mr Al-Mohannadi, until all is cleared.

Mr Calin added that in some cultures, every day passing with Mr Al-Mohannadi having his title removed is a loss of face, and potentially an humiliation, and suggested that having the President already put the matter of the investigation on the hands of the Integrity Officer, it was his recommendation as SG (but feeling he was speaking on behalf of the EC members other than the President), to put the revocation decision on stay (not effective) until the investigation is completed and to circulate a letter to the memberships suggesting Mr Weikert's decision was rushed, and that Mr Weikert will wait until the investigation is completed.

Mr Calin added that the letter sent on behalf of the EC to the Qatar NOC was made to save the WTT ME Hub and not against Mr Weikert, even if he perceived so, and that the decisions of the

EC cannot be subject to the President convening meetings or not, as otherwise, the EC cannot operate and becomes a hostage by the President.

Mr Calin continued reminding that Mr Weikert asked his EC colleagues on 17<sup>th</sup> February to express if they support him or not, and when a group of EC Vice-Presidents sent a collective letter on 28<sup>th</sup> February to Mr President, rather of looking at the letter itself, and its content, it was felt that Mr President was focusing on the technicalities of whether 6, or 7 or 8 EVPs have signed a letter.

To conclude, Mr Calin indicated that even if the letter on 28<sup>th</sup> February was supported by six EC members, the letter to the Qatar NOC was supported by eight EC members before being sent, and by a ninth one after (with only Mr Shi not positioning himself), and suggested a solution is needed. In view of the length of the process with the Table Tennis Canada and Mr Paul Kyle complaints, Mr Calin wanted to alert Mr Weikert that perhaps the rest of the EC members feel that his request to postpone the decision is a strategy to do a similar thing with Mr Al-Mohannadi of what was attempted with Mr Dainton: to delay the process.

Mr Weikert thanked Mr Calin and said he does want to solve it and not in two months, but his wish is to solve it in the next week, and more he cannot offer. Mr Weikert added there is a meeting on 20<sup>th</sup> March and perhaps there is a resolution together from Mr Al-Mohannadi and Mr Weikert if both of them agree in their meeting, as both of them have the wish to solve the matter.

Mr Weikert added that after such a long meeting, as everyone could imagine he was not being in a good mood, feeling that every colleague is against him and considering having good arguments from the legal side, but nevertheless, he will think about and stated once again it was not a rushed decision, and wanted to work with the rest of the EC for the upcoming months.

Asking once again Mr Al-Mohannadi if he would accept the call, Mr Al-Mohannadi thanked his EC colleagues for spending such a long time in the case adding that after three years of work together, and with the AGM in just six months, for the benefit of the sport, the ITTF, and the table tennis family, he will accept Mr Weikert's proposal.

Mr Weikert thanked Mr Al-Mohannadi stating that hopefully they will reach a good solution.

At this point, Mr Weikert suggested to let the remaining points within section 14 to the next Saturday.

(Part II of the meeting – 20<sup>th</sup> March 2020)

In view of the email proposal from Mr Weikert the previous day, Dr Meshref indicated to Mr Weikert not being in agreement to delete the point 14 (Mr Weikert had suggested so prior to the 20<sup>th</sup> March meeting via email).

Mr Weikert suggested to deal with in written, indicating he is the person that has the right to convene the meetings, and there are other important points to handle.

Mr Burton agreed with Dr Meshref that the President does not have the right to delete a meeting point, and although agreeing there are important matters to discuss, his proposal is to deal with other business, and after a fix time, resume point 14, as it is the feeling of the EC members is their right to deal with.

Mr Al-Mohannadi agreed with Dr Meshref and Mr Burton, indicating that the meeting proposed by Mr Weikert to be held between Mr Weikert and Mr Al-Mohannadi on Thursday 18<sup>th</sup> March produced no result, as Mr Weikert suggested he would need around three weeks to decide.

Mr Tenca agreed with Dr Meshref, Mr Burton and Mr Al-Mohannadi.

Mr Weikert indicated that -not wanting to make stress about it- his opinion is very clear and is not depending on the majority of the EC (the decision). Mr Weikert added that before he will consider, he would like to see other points on the agenda, and at 11h30 he would consider.

Mr Al-Mohannadi insisted to decide before starting, and not having an unilateral decision from the President.

Mr Weikert indicated he wanted to be very formal and suggested it is his right and even if others have other opinion, he wants to see first how the agenda goes.

Mr Burton asked for an immediate vote on the proceedings. Mr Weikert responded that his opinion is that Mr Burton does not have the right to call for a vote and it is the right of Mr President to decide.

Mr Bruton asked if Mr Weikert was joking, and Mr Weikert said he was not.

Dr Meshref reminded Mr Weikert, as a man of law, that the Constitution says the president can convene a meeting, but the EC members have rights to add points and to discuss them, and this point was already added to the agenda, and it is legitimate to discuss, and the Constitution does not give the President the right to delete a point of the agenda.

After listening Dr Meshref, Mr Weikert proposed to start the meeting and after a break of five minutes at 11h30, to have a maximum of 20-30 minutes to point 14, having one more hour for the rest of the items not covered.

Dr Meshref and Mr Burton agreed with Mr Burton reserving his judgement until seeing how the meeting proceeds.

On this point, the meeting continued with point 5 of the agenda.

(Part II of the meeting – 20<sup>th</sup> March 2020 – continuation after the pause at 11h30)

After the five minutes break agreed, Mr A-Mohannadi commented on the request from Mr Weikert on their call on Thursday 18<sup>th</sup> March for three weeks to decide on the case, and suggested he is ready to proceed to the ITTF Tribunal through his legal counsel.

Furthermore, Mr Al-Mohannadi stated being surprised for the latest letter of Mr Weikert on 19<sup>th</sup> March, requesting to cancel this point from the agenda.

Dr Meshref asked for a report on the meeting held on 18<sup>th</sup> March, and Mr Weikert responded that there are two matters, the Deputy Presidency position and the accusations, clarifying the accusations do not come from himself. On the first point, he referred to his previous legal opinion, and on the second he said will wait for Mr Al-Mohannadi to clear matters, confirming he did remove Mr Al-Mohannadi because of loss of trust.

Mr Weikert added that he wanted to remind that the elections in 2013 were before Mr Al-Mohannadi left the (equipment) company.

Mr Tenca said that without entering into legal details, the Constitution allows the President to designate the Deputy President, not to remove him, therefore, the decision of the President exceeded his faculties. Mr Tenca added he thinks there was no malice on it, but just a misinterpretation of the ITTF Constitution by the President. Furthermore, if it would be the case (that the President has the right to revoke) using anonymous complaints, without waiting for a Tribunal decision, will not only be an excess of self-attributed faculties, but also it is baseless and premature, therefore, the EC has the capacity to declare void the decision of Mr Weikert and reinstate Mr Al-Mohannadi as Deputy President, being this his proposal.

Mrs Sörling asked what was the motivation of Mr Weikert to call for a meeting with Mr Al-Mohannadi on 18<sup>th</sup> March, if as it seems apparent, it was only a waste of time.

Mr Weikert said he was expecting an offer from Mr Al-Mohannadi to find a compromise and, following a further check from his side, he felt he took the right decision (to revoke the Deputy Presidency from Mr Al-Mohannadi).

Dr Meshref indicated that, in his opinion, it was not legal for the President to remove the Deputy President and he was hoping the meeting on Thursday would have helped to solve. Not being the case, he agrees to follow the pathway proposed by Mr Tenca.

Mr Weikert stated that the lawyer of Mr Al-Mohannadi suggested he would go to the Integrity Unit or to CAS, for what Mr Weikert totally agrees, but for the moment, the decision is that Mr Al-Mohannadi is not the Deputy, and it is his right as President, and there will not be any voting, at least from his side, insisting he has acted according to his rights as per the ITTF Constitution, reminding that the response from the Legal Counsel came 35 minutes after the request from Mr Al-Mohannadi, stating that the AGM is responsible for that decision, what is difficult to comment on Mr Weikert's opinion, because *"this legal opinion is not a legal opinion, to say like that"*.

Mr Weikert reminded once again that it is inferred from the letter of Mr Al-Mohannadi's lawyer that he was not eligible for the EC in 2013.

Mr Al-Mohannadi stated that after the 2013 elections happened, he sold his rights on the company and this took time, five months, same as when Mr Weikert became President in 2014 it also took time for him to leave the Presidency of DTTB, asking Mr Weikert not to mix things from 2013 with the matter of the Deputy Presidency, which is actual.

Mr Weikert said it is different as the ITTF Constitution does not prevented him from being DTTB President.

Mr Burton stated the EC is not the place to discuss the details of the anonymous complaint which Mr Weikert aired to the Qatar NOC. Mr Burton clarified to Mr Weikert that a majority of EC members believe Mr Weikert does not have the authority to remove the Deputy President, reminding what already explained on 14<sup>th</sup> March about the differences in 2017 Constitution. Mr Burton emphasized that nowhere is written in the Constitution the President can revoke the Deputy.

At this point, Mr Burton asked to call for a vote of the EC to reinstate the Deputy until the investigation of the Integrity Officer is concluded, to avoid the EC being liable if the lawyer of Mr Al-Mohannadi takes an action against the EC for not supporting his rights.

Mr Burton said the way Mr Weikert is acting requires to take this action.

Mr Weikert asked what vote specifically Mr Burton wants to put forward.

Mr Burton answered: *"To reinstate Mr Al-Mohannadi on the position of Deputy President because due process was not followed by the President in his removal"*.

Mr Weikert answered that the Swiss Law and in the Constitution give him the right, in 2017 and even more now with the new Constitution, adding that a voting is illegal and will not allow a voting on that, adding that if Mr Al-Mohannadi is not agreeing he can go to CAS or to Integrity Officer or to the Tribunal.

Mr Tenca said that with all due respect to the President, the ITTF Constitution delegates to the EC the most transcendental decisions. While in some cases there is a tacit delegation of powers to the President, when recognizing his leadership, as the leadership of the President is now questioned, the power resides in the EC.

Mr Tenca added that the EC can review wrong decisions from the President, particularly, revoking Mr Al-Mohannadi from the Deputy Presidency, and this is a decision that should be taken collectively by the EC with or without the agreement of the President, and that the President cannot block the vote, and if the President does not agree with the decision, he can appeal the decision to the Tribunal.

Mr Weikert responded to Mr Tenca that he is acting democratically and he thinks Mr Tenca has not checked Swiss Law, insisting that if he wasn't sure he can do it, he would not have removed Mr Al-Mohannadi from the Deputy Presidency.

Mr Burton asked Mr Weikert why he always refer to Swiss Law, but he never refers to any specific point of the Law and reminded Mr Weikert that he can only nominate a replacement, but he cannot appoint a replacement insisting to go for a vote to have it on record.



Mr Weikert stated that -again- he is very sure that because of Swiss Law, he has the right to remove and there is an internal case made by FIFA that he cannot share with his EC colleagues that confirms his position.

Mr Weikert said that the EC colleagues can vote, but he will not reinstate the Deputy as this is a right of the President.

Dr Meshref said Mr Weikert neglects the opinion of the entire EC, insisting that only he is right, and this is not acceptable, reminding Mr Weikert that this is the reason of the letter he received on 28<sup>th</sup> February, and also the reason for including in the agenda of this meeting the proposal for a motion of no confidence, because Mr Weikert is not running the ITTF in a proper way.

Mr Weikert said this is the opinion of Dr Meshref, but the Constitution is clear, asking once again to Mr Tenca if he has checked Swiss Law.

Mr Tenca answered that it is inadmissible the principle the President wants to apply, in the sense that if he takes a wrong decision, people has to go to CAS. If that was the case, there is no reason to have an EC, and not knowing in detail the Swiss Law, in any case the Swiss Law is subsidiary to the ITTF Constitution, and the ITTF Constitution does not grant the President the right to revoke the Deputy Presidency title, and it is up to the EC to decide if the decision of the President was right or wrong.

Mr Tenca added that the EC should vote and take a decision by majority, reminding that there is not even a single chapter giving explicit powers to the President.

Dr Meshref added that in 1.5.4.1.12 (1.5.4.1.11 in the 2021 edition) it is the right of the EC: "*to assume all responsibilities which are not expressly attributed to another body within the ITTF.*"

After some more discussions on the matter, a vote was carried with the personal note of the President that the vote is not valid and is illegal according to the Constitution.

Mr Burton proposed to vote as follows: "*The EC, feeling that due process was not applied in the removal of the title of Deputy President from Mr Khalil Al-Mohannadi, wishes to reinstated Mr Al-Mohannadi on the position of Deputy President while this matter is under consideration by the Integrity Unit.*"

Mr Primorac stated he joined the EC in 2018 and he would like to finish the mandate in the same positions as everyone initiated, and asked Mr Weikert to reconsider his decision, as nothing was proved against Mr Al-Mohannadi and to let the investigation to be concluded before taking any decision to revoke his title.

Mr Primorac insisted to continue with the same EC positions as when he joined, and to end in the same way the tenure, adding he would like Mr Al-Mohannadi to continue as Deputy, because everyone is innocent until proven guilty, asking Mr Weikert to reconsider.

Mr Weikert proposed to keep his decision as valid and request a mediation from CAS, having a Civil Judge mediating as an offer of compromise from his side.

Mr Ryu expressed not being familiar in this environment, indicating he feels very much like Mr Primorac, adding that he feels disappointed for the situation between the President and the rest of the EC members, questioning if this should really go to CAS. Mr Ryu stated this is more for internal analysis and communications, and the 11 EC members should communicate and find solutions, reason why if the EC does not agree, he want to express support to the proposition, but if there are no solutions, he does not want to be involved any longer, and wants to resign from the EC asking the EC members and the President to reconsider and act as a family.

Mr Weikert insisted in the outside mediation to solve this situation.

Dr Meshref indicated there is an EC decision with a huge majority and if Mr Weikert wants mediation, he can seek for it, but after the decision of the EC is implemented as the ITTF internal processes, ITTF Integrity Unit, ITTF Tribunal do their work.

The vote was carried and the result was as follows:

In favour: Mrs Petra Sörling, Mr Bruce Burton, Mr Masahiro Maehara, Dr Alaa Meshref, Mr James Morris, Mr Nestor Tenca, Mr Zorab Primorac and Mr Ryu Seungmin.

Abstention: Mr Khalil Al-Mohannadi and Mr Thomas Weikert.

### **20210314-EC-13**

The EC, feeling that due process was not applied in the removal of the title of Deputy President from Mr Khalil Al-Mohannadi, reinstated Mr Al-Mohannadi on the position of Deputy President while this matter is under consideration by the Integrity Unit.

#### **14.3 EC functions and representations**

This point was deferred to further meetings.

#### **14.4 Letter from EC to President**

This point was discussed within the previous point 14.2.

#### **14.5 Motion of no confidence**

Dr Meshref requested to vote a motion of no confidence on the President due to the impossibility to work with him in a collaborative way.

Mr Burton seconded that motion.

Mr Morris stated that it is a hard decision to take, but that due to the way Mr Weikert is running the meetings, without collaboration and exposing the EC colleagues, he was in support of the motion of no confidence.

Mrs Sörling in turn stated being sad listening to Mr Ryu, and expressed that although Mr Weikert can be legally right, people is elected to the EC due to their table tennis capabilities, and not on their capacity of legal experts, concluding that elected people are there to represent table tennis and agreed on the motion of no confidence, hoping the EC can work together for table tennis and return to the agenda.

Mr Al-Mohannadi also supported the vote of no confidence.

Mr Weikert asked if there is no conflict of interest in the vote of Mr Al-Mohannadi after he has stressed his opinion about the Deputy position.

Mr Ryu asked for a last chance to speak as he had already resigned, indicating that he was very happy in 2016 when elected IOC member, and would like to personally advice Mr President, particularly after seeing the last IOC session, and the re-election of Dr Tomas Bach, that although fully respecting his leadership, in this moment we can see the IOC, despite the complications, is resolving all issues with solidarity and what is needed in the EC is solidarity and unification and knowing this is very difficult for the President and the rest of the EC, we need to be unified and find solutions.

Mr Ryu ended saying: *"Please (Mr) President, please show your leadership, your great achievements since 2017, we fully respect your leadership and accomplishment and then we will have brighter future for table tennis"*.

Mr Weikert said he will consider, and his proposal is to find a mediation via CAS.

Mr Burton implored to Mr Ryu to consider his reaction as an emotional one due to the difficult circumstances asking to reconsider his resignation.

Mr Weikert echoed Mr Burton asking Mr Ryu to reconsider his decision.

Mr Burton continued adding that the majority of the EC members is not content with the way we are operating and wondered how is possible that Mr Weikert question -in the vote of no confidence- if Mr Al-Mohannadi has a conflict of interest, when there is a list of items sent to the President on February 28<sup>th</sup>, which he has not addressed, asking to continue the vote.

Mr Maehara then stated: *"In this situation, I cannot continue Mr President. Please re-consider"*.

Mr Weikert answered to Mr Maehara he will reconsider but there is a conflict only in a few points and while noting that the majority of the EC members are against his decision about the Deputy President position, his opinion is different from the legal point of view.

Mr Weikert added maybe it is a point where everyone is emotional and maybe is better to discuss one week after, proposing a mediation from a totally independent judge or lawyer that has worked for CAS.

Mr Tenca voted in favour of the vote of no confidence.

Mr Weikert then proposed to interrupt the meeting and to continue perhaps in one week as there are other important points, and two members are potentially resigning.

Dr Meshref stated the EC has taken two decisions, to reinstate Mr Al-Mohannadi as Deputy President and to vote a motion of no confidence in the President, and these decisions should be circulated to the Membership.

Dr Meshref stated being very sorry for this situation, but although respecting Mr Weikert very much, his lack of leadership has pushed them to take these decisions adding that despite emotions, the EC members were elected for the best interest of the ITTF and these decisions are made for the best interest of the ITTF, taken by the EC as a majority, and to continue running the ITTF as a majority.

Dr Meshref wondered why Mr Weikert has changed his collaborative ways of the first years and this is the only option left for the EC.

Mr Weikert answered the voting regarding reinstating the Deputy is not valid.

**20210314-EC-14**

The EC decided a vote of no confidence on Mr Weikert due to the impossibility to work with him in a collaborative way.

Mr Primorac said feeling so sad when listening that Mr Ryu will resign and Mr Maehara would do the same, if this information will go to media, this is not good for the ITTF.

Mr Primorac added that the decision of Mr Weikert to remove the Deputy three days before the WTT ME Hub was a political decision and Mr Primorac didn't appreciate that.

Mr Primorac asked everybody to respect the decision of the EC and to Mr Weikert to reconsider his actions and taking care about table tennis adding that as a leader he needs to solve the problems as there are still some months until the elections in September.

Also, Mr Primorac added that he would like Mr Ryu and Mr Maehara to reconsider their decisions and once again asked Mr Weikert to reconsider his actions adding it was not a smart move to take out Mr Al-Mohannadi from the Deputy Presidency not having yet any formal accusation against him.

Mr Weikert said agreeing with Mr Primorac to ask Mr Ryu and Mr Maehara to reconsider their decisions and -conscious of the time- asked if the meeting should be reconvened in one week.

Mr Dainton stated the EC meetings should produce some decisions so the staff can continue working, otherwise, all projects are stuck.

Dr Meshref suggested that following the motion of no confidence, the EC collectively should agree on continuing with the most urgent matters.

Mr Weikert responded that he is the President, and it is his decision to continue or not.

Dr Meshref asked him what his interpretation of the motion of no confidence is and referred once again to 1.5.4.1.12 (1.5.4.1.11).

Mr Weikert responded that according to the Constitution, the motion of no confidence has no impact on his authority and only the President can convene meetings. Nevertheless, Mr Weikert agreed to continue for thirty more minutes with the urgent points.

Mr Burton answered being amazed of Mr Weikert's reactions and words and wondered if Mr Weikert would like the EC members to bow to him, reminding Mr Weikert this is an international body, adding that the EC has executive powers.

Following the debate, the meeting continued with other points of the agenda.

#### 14.6 President's reply

This point was discussed within the previous point 14.2.

### **15. Any other Business**

#### 15.1 15.1 Letter to Paul Kyle and Table Tennis Canada

The EC noted the drafts of the letters addressed to Mr Paul Kyle and Table Tennis Canada and reflected on the process followed and the poor management of these two complaints.

Dr Meshref emphasized that both complains were sent to the personal email address of Mr Weikert and considered that the EC should not take any actions regarding a complaint received through channels that are not official.

To avoid this kind of situations in the future, Mr Dainton considered it was necessary to establish an official process scheme and protocol to be followed in case of a complaints received by any ITTF Official or Staff.

Mr Burton believed that for an institution like the ITTF, that has established an Ethics Commission, an Integrity Unit, and a Tribunal, it is ridiculous for the President to be running a complaints department.

Mr Calin indicated this issue started in November 2020 and since then, the ITTF has done nothing in this respect nor addressed the damage that has been done to individuals because of these two letters. Mr Calin suggested that since Mr Weikert addressed these two complains to the EC and used them as a base to eventually question the CEO, it was now the EC's duty to handle

both cases and send an official response to the two complainants, Mr Paul Kyle, and Table Tennis Canada.

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|---|----------------------|-----------------------------|
| <b>ACTION 20210314#22</b>   | <b>In charge: SG</b> | <b>Deadline: 2021-05-16</b> |
| To finalise the draft of the Letters addressed to Paul Kyle and TT Canada and circulate them to the two complainants. |                      |                             |

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|---|---------------------------------|-----------------------------|
| <b>ACTION 20210314#23</b>   | <b>In charge: Legal Counsel</b> | <b>Deadline: 2021-05-16</b> |
| To establish an official process scheme and protocol to be followed in case of complaints received by any ITTF Official or Staff. |                                 |                             |

#### 16. Next EC Meeting

The next EC meeting to be held on 16<sup>th</sup> May 2021.

\_\_\_\_\_  
Thomas Weikert  
ITTF President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Raul Calin  
ITTF Secretary General

\_\_\_\_\_  
Date