

EXECUTIVE COMMITTEE MEETING

High Court, Malmöhusvägen 1, Malmö, Sweden Tuesday 26th and Wednesday 27th July 2022 – 09h00 to 15h00 CEST

MINUTES

EC members in attendance:

SÖRLING Petra AL-MOHANNADI Khalil AZEVEDO Alaor LIU Guoliang (via Zoom ®) MAEHARA Masahiro MESHREF Alaa NATRAN Roland OSHODI Wahid SYMONS Graham PRIMORAC Zoran RYU Seung-Min

Staff in attendance: DAINTON Steve CALIN Raul ITTF President Executive Vice-President Athletes Commission (AC) Chair IOC Member

ITTF Group CEO ITTF Secretary General

Invited staff (in order of intervention):

BROWN Michael ITTF Group CFO (section 5.1) LOURDES Charlotte ITTF Group HR Manager (section 5.2) ITTF Group Head of Communications (section 5.3) LAVIER Tristan ANDERSSON Mikael ITTF Group Sports Director (section 5.4) POUND Matt WTT Director (sections 8) CEHOVIN Polona ITTF HPD & Education Director (section 9) OLVECH Leandro ITTF Foundation Director (section 10) ITTF Foundation Head of Operations (section 10) SCHEFFLER Wiebke **BESSAH Mounir** ITTF Members Relations Director (section 11)

1. Welcome and Opening

1.1. President's opening remarks

Ms SÖRLING welcomed the EC members in attendance, noting the participation via Zoom ® of Mr LIU Guoliang.

Ms SÖRLING thanked Mr NATRAN for the organisation of the WTT European Summer Series and everyone for making the trip to her hometown as part of her opening remarks. 1.2. Welcome from local authorities

The EC noted on Tuesday the welcome message of Mr Pehr PALM, CEO of Events in Skåne, on behalf of the Skåne region, and on Wednesday the welcome message of Mr Johan HERMANSSON, Sports Director of the city of Malmö.

1.3. Roll Call

The meeting started with all the EC members in attendance from Malmö, except Mr LIU Guoliang, who attends via Zoom ® from China.

2. Adoption of the Agenda

The agenda was adopted with the addition of section 13.1. TMS investigation, and the adjustment of the order of some items.



3. Minutes of the previous Executive Committee meeting

3.1. Approval of the Minutes from the last meeting

The EC noted that the Meeting Minutes are more succinct starting in 2022 to focus on key actions and decisions taken, while the recordings always remain available for the EC and Management to check.

The Minutes of the Meeting held on 25th and 26th March 2022 were approved.

20220726-EC-01

The Executive Committee approved the Minutes of the EC Meeting held on 15th and 16th March 2022.

3.2. Business arising from the Minutes

The EC reviewed the business arising from the Minutes of the Meeting held on 15th and 16th March confirming that the actions agreed are either completed, in progress, or included in the agenda of the current meeting.

4. CEO Report / Strategic Plan

The EC noted the update report made by Mr DAINTON, which touched on the new staff structure, the Chengdu 2022 WTTTC Finals preparations, the reflections on the positive impact made by the Singapore Smash of the market, the Budapest European Summer Series, the series of visits made by the CEO to different European events and Member Associations during the month of May, the visit and meetings during the South East Asian Championships, and the most recent site inspection in Durban, South Africa, for the 2023 WTTC Finals.

The EC noted the new pillars to be incorporated in the Strategic Plan based on the current direction, with an upcoming survey to be circulated to the different stakeholders.

The CEO ended his section by presenting the key areas of work for the upcoming period and updated the EC on the plan for the ITTF and the ITTF Foundation to present quarterly reports to the EC, in a similar way as WTT is doing.

Dr AZEVEDO addressed the importance of adding Para Table Tennis to the upcoming priorities.

5. Operations

5.1. Finances

The EC noted the introduction made by Mr NATRAN, which highlighted the current context, with the most important political, economic and sanitarian crisis in the world of the last 20-30 years. Mr NATRAN touched on the Risk Assessment exercise planned for Q3, the work on the consolidated financial statements of the three entities, namely ITTF, WTT and ITTF Foundation, to be presented at the AGM, and the plan to standardise the regular reports and budgets production for the ITTF Group.

Mr BROWN reported on the changes in the auditing of the finances of the ITTF Group with the Media Rights being now in-house, in WTT (in difference with the past, when they were sold to third-party agencies) and provided details of the ongoing work on the preparation of the 2021 Audited Financial Statements (AFS) for the three entities and the consolidated ones, presented the 2021 overall finances and the 2022 adjusted budgets.

The EC discussed the details at length, with questions from different EC members being answered by Mr BROWN and Mr DAINTON.

Mr DAINTON abounded on the fact that the proposed adjustments suggested in the EC meeting held in March will be reflected in the 2022 financial result only.

The EC noted an update on the budgets for 2022, as well as the projected forecast for 2023 and 2024.

Mr BROWN indicated that revised versions of the Conflict-of-Interest Declarations will be addressed to the Elected Officials and Management soon. Mr CALIN added that as per the WADA Code Compliance Questionnaire, Anti-Doping compliance declarations are to be signed before the end of the year.

To conclude the presentation on finances, the EC noted the opening of the Audit Tender Process, and as part of the overall work under CFO's responsibility, updates on IT & Digitalisation and on Legal matters were presented.



5.2. HR and Sustainability

The EC noted the presentation from Ms LOURDES which addressed the different HR areas of focus for the ITTF Group, specifically the currently opened positions, statistics on the task force, activity updates since the month of March, and the priorities for the next quarter, which include adding HR support to Para Table Tennis.

5.3. Communications and Protocol

The EC noted the presentation of Mr LAVIER, which highlighted the focus communication areas of each of the three entities. At the ITTF Foundation, the integration of their communications within the cycles of the ITTF Group, the donation campaign for Ukraine Table Tennis Federation, and the success of the World Table Tennis Day activities. In WTT, the continued work on brand building and the integration of WTT communications within the ITTF Group as well. In the ITTF, the rebranding and repositioning of the ITTF communication channels, with a focus on the upcoming ITTF events, particularly the World Championships (Chengdu, Granada, Muscat, and Tunis), the ITTF Magazine launched in April, and the Ukrainian crisis.

In the area of protocol, the EC noted the work in progress to also ensure fluidity within the protocol activities of the different entities under the ITTF umbrella.

EC members also discussed the visibility of ITTF Group news outside proprietary channels, and how there could be direct communication tools with the Athletes, and better hear their voices, for example an Athletes Commission newsletter.

5.4. Table Tennis Sport / Innovation

The EC noted the introduction of Mr Mikael ANDERSSON as the new ITTF Sports Director, effectively 1st of June 2022. Mr ANDERSSON gave a brief oral presentation on his scope of work and the priorities to be undertaken in the coming months. World Team Championships positioning, potential innovation in scoring systems, team's vs individuals' development, Para Table Tennis and showcase of its major events, Veterans activities, or transfers of players between Associations were some of the points discussed.

The potential addition of the Men's and Women's Doubles events to the Olympic Programme was also discussed.

The EC members welcomed Mr ANDERSSON and wishes him success in this new journey.

- 5.5. Others
- 5.5.1. ITTF Summit 2022: AGM, Board, and other key meetings

The EC noted the bids received to date to host the ITTF Summit 2022. After consideration, it was agreed to extend the application process to provide more time for the applicants.

5.5.2. Equipment

The EC noted the report of Mr SYMONS on the process of hiring a Head of Equipment, and the current areas of focus, with the measurement devices when dismantling rackets, the different types of surfaces and their impact on the ball bounce, and the materials for the blades. Among the upcoming focus, Mr SYMONS named sustainable materials for equipment and the net height study, which will involve the AC and the SSMC.

The EC noted that although the balls utilised in the Europe Summer Series did pass the quality controls, athletes and coaches complained about them. Therefore, it was agreed to review the standards for ball approvals.

5.5.3. URC Directives 2022

The EC considered and approved the proposed URC Directives for 2022 and the technical officials allowances for 2022 and 2023.

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The Executive Committee approved the URC Directives 2022, and the technical officials allowances for 2022 and 2023.

5.5.4. 5.5.4. WADA Code Compliance Questionnaire (CCQ) 2022

The EC noted the work being done in partnership with the ITA to complete the WADA CCQ 2022, due by the 18th of August. This CCQ was last addressed by WADA in 2017, and the EC noted that this time, the ITTF counts on the professional support provided by the ITA experts in that field.



Mr CALIN highlighted the importance of developing Educational materials for different stakeholders, not only athletes and coaches but also officials, to comply with the new provisions of the new WADA Code.

The EC also noted that a licensing system for athletes, coaches, and in general, persons attending ITTF Group events would assist in ensuring compliance with the WADA Code, particularly, if monitoring and control of suspended persons must be put in place at some point of time.

5.5.5. Home of Table Tennis (HoTT)

The EC noted the report of Mr MAEHARA on the concept of the HoTT, with the aim to establish worldwide facilities that can help to develop and promote table tennis.

Mr DAINTON added that following the pandemic, it is time to review the concept elaborated in 2019 and consider whether centralised or satellite offices worldwide are the best option, which will be discussed with Mr MAEHARA to update the concept.

Mr NATRAN suggested identifying the cities around the world that can raise resources and good conditions for the operations the ITTF Group needs to deploy at the eventual HoTT.

The EC also noted the report of Ms SÖRLING on the process of the sale of the property in Switzerland, which will be launched in August.

6. Athletes

6.1. Athletes Commission (**AC**) Report

The EC noted the presentation of Mr PRIMORAC, which included visuals on the AC mission, the work done by the AC during the last four years, and the achievements during this period. The AC organised two athletes' meetings in June and July, at the WTT events in Lima and Zagreb, where feedback was collected and where four key areas of focus were identified: calendar and event planning, event format, ranking system, and seeding and draws.

Mr PRIMORAC suggested that to better bring the AC voice, having a representative in WTT would help, moving from a reactive approach to a proactive one.

To conclude, the EC noted the result of the survey organised by the AC in Budapest, during the European Summer Series, where more than 100 athletes provided their feedback.

6.2. Entourage

The EC noted the report of Ms SÖRLING, and it was agreed to send a reminder to the Continental Federations of Asia, Americas, Europe, and Oceania to nominate a representative to the working group which will be driven by Mr Jean-Michel SAIVE and in which Mr MAEHARA will be the EC representative. The next step will be the production of the terms of reference. Ms SÖRLING added that the Entourage Working Group will certainly help better hear the voice of the athletes.

- 6.3. High Performance It was agreed a report on High Performance will be presented
- It was agreed a report on High Performance will be presented by Mr LIU in person in Chengdu. 6.4. Athletes Commission Terms of Reference

The EC noted the work done in this area, in which input from the IOC Athletes Department was received. Following the discussion about the enhancements made, the EC reviewed and approved the **Terms of Reference** for the AC, which include positive enhancements to ensure the AC election process is more independent than in the past.

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The Executive Committee approved the updated version of the Athletes Commission's Terms of Reference.

6.5. Athletes Commission elections

The EC reviewed and approved the Election Procedure for the 2022 AC elections, which also counted on the valuable feedback of the IOC Athletes Department. The EC noted and approved the timelines foreseen for the election process.

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The Executive Committee approved the Election Procedure for the 2022 Athletes Commission elections and the timelines for the election process.



6.6. Others

6.6.1. Eligibility

The EC noted the proposal, for practical reasons, to have a group composed of the EC members in charge of Governance and Athletes, Mr Wahid OSHODI, and Dr Alaa MESHREF, EC the Rules Committee Chair, Mr Rudolf SPORRER, and the Secretary General, to review the cases and submit a report with recommendations to the EC.

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The Executive Committee agreed to establish a group with the EC members in charge of Governance and Athletes, the Rules Committee Chair, and the Secretary General, to review the eligibility cases and prepare a report for consideration by the Eligibility Commission (EC + Rules Committee Chair).

6.6.2. Gender Identity and Sex Variations

The EC noted the report from Mr CALIN about the different queries received from Member Associations in recent weeks, namely Brazil, England, and Germany, as well as from the Media, on the matter of Gender Identity and Sex Variations. The EC noted that the ITTF does not currently have any policies in this regard.

Mr CALIN mentioned having had online meetings with the other racket sports federations (Badminton, Squash, and Tennis), and the general feeling was that each sport should conduct its own analysis and have a meeting following the completion of such analysis to exchange ideas.

The EC also noted the meeting Mr CALIN had with the FIMS President, Mr Fabio PIGOZZI, in Lausanne, and the readiness of FIMS to contribute to the ITTF analysis if it is made with a scientific approach.

Dr AZEVEDO referred to the studies made by Dr Tommy LUNDBERG for FINA.

After deliberations, it was agreed to create a Working Group with the EC member in charge of Athletes, a representative of the Sports Science and Medical Committee, and to co-opt external persons with expertise in this area. Mr Mikael ANDERSSON was identified as senior staff of support for this WG.

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The Executive Committee agreed to establish a group with the EC member in charge of Athletes, a representative of the SSMC and co-opted external experts, to address the area of Gender Identity and Sex Variations.

7. Events

7.1. World Title Events

7.1.1. Chengdu 2022 WTTTC Finals update

The EC noted the report on the 2022 WTTTC Finals preparations. The ITTF will fleet two charter flights, one from Dubai and another from Singapore, to bring all the participating delegations to Chengdu. The EC noted that the invitation letters for VISA purposes will be circulated starting in August.

7.1.1.1. Decision on BLR and RUS participation

Ms SÖRLING reported on the meeting held by the Task Force Group a few days before the EC meeting. After deliberations, it was agreed to not invite the Associations of Belarus and Russia, to participate at the WTTTC Finals Chengdu 2022, following the recommendation of the IOC on 28th February 2022.

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The Executive Committee decided not to invite the Associations of Belarus and Russia to participate in the WTTTC Finals Chengdu 2022, following the recommendation of the IOC on 28th February 2022.

7.1.2. Granada 2022 World Para Table Tennis Championships

The EC noted the progress report on the ongoing preparations for the World Para Table Tennis Championships to be held in Granada, Spain, in November 2022. An inspection is planned for the first week of August.



7.1.3. Tunis 2022 World Youth Table Tennis Championships

The EC noted the progress report on the ongoing preparations for the World Youth Table Tennis Championships to be held in Tunis, Tunisia, in December 2022. The EC praised the improvement in the standard of organisation of events in Tunisia over the last 10 years.

- 7.1.4. Oman 2023 World Veterans Table Tennis Championships The EC noted the progress report on the ongoing preparations for the World Veterans Table Tennis Championships to be held in Muscat, Oman, in January 2023. An inspection led by the ITTF President, Ms SÖRLING, will be held in the second half of August. Being the first time the ITTF oversees the event, as in the past it was the Swaythling Club International, it is important to ensure adequate resources are put in place for the success of the event.
- 7.1.5. Durban 2023 WTTC Finals update The EC noted the report of the inspection held at the end of June by a delegation composed of the ITTF EC in charge of the World Championships, Mr AL-MOHANNADI, the CEO, Mr DAINTON, and the Deputy Secretary General, Mr BESSAH. Preparations are ongoing and the SATTB will have a representative in Chengdu, as part of their observation and preparation programme. The ITTF encouraged the SATTB to establish their LOC as soon as possible and agreed to appoint Mr OSHODI to liaise as a link from the EC with the LOC to ensure fluid communications. Mr PRIMORAC suggested identifying an ITTF staff to assist SATTB in a similar way as it was made with Mr Michael BROWN for Houston 2021.
- 7.1.6. Busan 2024 WTTTC Finals update The EC noted the progress report from Mr RYU, who indicated that in August, the office of the LOC will be established. The dates of the event were reconfirmed as 16-25 February 2024.
- 7.1.7. Others

Mr AL-MOHANNADI suggested that in the future, it is important for the ITTF to establish precise standards for the applicants, and not letting excessive details to the discretion of the bidders, otherwise, there is a risk of lack of consistency in the standards from event to event. Particularly, in prize money, it was agreed to set the conditions prior to future bid processes. The CEO agreed that the process should change completely for the 2027 bid process.

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The Executive Committee formalised that for the future, the CEO should look at the business model of how the World Championships is organised, so the ITTF can increase the level of organisation and ensure that, compared to WTT events, it is not falling behind.

- 7.1.7.1. WTTC Finals 2025 update The EC noted the bids received to date from Germany, Italy, Qatar, Spain, Turkiye, the United Arab Emirates, and the United States of America.
- 7.1.7.2. WYTTC 2023 and 2024 update The EC noted the bids received to date from Hungary, Peru, Qatar, Slovenia, and the United States of America for 2023, and from Slovenia, Sweden, and the United States of America for 2024.
- 7.1.7.3. WVC 2024 update The EC noted the bids received to date from Australia, Italy, Namibia, Puerto Rico, Qatar, Slovenia, and the United States of America.
- 7.2. Olympic & Paralympic Games
- 7.2.1. Inspection report

The EC noted the inspection held in Paris on 7th and 8th April 2022, conducted by ITTF President, Ms SÖRLING, and ITTF Group Head of Communications, Mr LAVIER, and the technical inspection held on 28th and 29th June 2022, conducted by Mr CALIN, Ms Kimberly KOH, Senior Partnerships Director of WTT, and Mr Bart VERMOESEN, identified as the potential Technical Operations Manager for the Olympic Games. On the representation of the Athletes Commission, Mr Marcos MADRID, AC member, also took part in the inspection of the sporting facilities, namely pavilions 4 and 5 for competition and practice, on the 28th of June.

7.3. World Ranking

The EC noted the report of Mr OSHODI about the work done by the WRWG since the last EC meeting, which aims to achieve as fair as possible WR system.



7.4. Others

No other points were raised on this section of the agenda.

8. World Table Tennis Update

The EC, having received prior to the meeting a comprehensive documentation package from WTT, including the Q2 quarterly report, noted the presentation of Mr POUND, which included details about the European Summer Series organised during the planned dates for the Budapest Grand Smash (GS) which couldn't materialise.

Mr NATRAN explained the reasons why the GS could not be held in July, hoping to have it organised later in the year.

Mr NATRAN thanked Ms SÖRLING and Mr AL-MOHANNADI for their support during the process. In turn, Ms SÖRLING thanked Mr NATRAN for the efforts being put forward, and for the excellent level of organisation of the Summer Series.

Mr POUND continued the presentation with an update for the EC members on the 2022 calendar, an outline of the plans for the 2023 calendar, which is intended for publication at the end of September, and completed his report with updates on investment, governance, commercial, marketing and PR.

The EC noted the comments of Mr MAEHARA about propositions from JTTA on the WTT entry system, deadlines, cancellation fees and will cards decisions timelines.

Dr MESHREF also commented on the necessity of an anticipated calendar to ensure that the athletes can obtain the VISAS on time and participate in the events and suggested he will send a list of technical and financial notes via email.

9. Development

The EC noted the presentation from Ms CEHOVIN in Development, which provided an update on the activities held during the last three months, and a 2022 mid-year report. Ms CEHOVIN emphasized the diversity of the services offered to continental federations and Member Associations, which include three new ones (Governance, Talent Identification, and Gender Balance), and an outline of the second half of the year plans.

Dr AZEVEDO praised the presentation of Ms CEHOVIN and suggested that future Master Continental Agreements (MCAs) should be based on goals achieved, highlighting the importance of measuring the outcome of the ITTF contributions, and benchmarking the work of the continental federations and Member Associations.

10. ITTF Foundation Update

The EC noted the presentation of Mr OLVECH, with a focus on the update of the ITTF Foundation Strategic Plan, which will have the motto: *ITTF. For All. For a Better Life*. The EC noted that the United Nations Sustainable Development Goals are the spinal cord of the ITTF Foundation programmes, and Mr OLVECH also explained the work being done to secure external contributors and the partnership with an external agency that assists in fundraising and in securing more donors.

10.1. Support for Ukraine Table Tennis Association

The EC noted the update on the #TableTennis United Fundraising Campaign and the support provided through it to the Ukraine Table Tennis Family.

10.2. World Parkinson TTC

The EC also noted the bid process for the next two editions of the Parkinson's World Table Tennis Championships (2023 and 2024), and the complexities existing around the organisation of the 2022 event in Pula, Croatia.

10.3. Governing Board Foundation ratification

The EC noted the recent changes in the ITTF Foundation, with the incorporation of Mr Roland NATRAN to the Board of Trustees, as the ITTF EVP of Finance, and Messrs. Alaa MESHREF, Bruce BURTON, and Stefano BOSI, as Governing Board Members. Dr MESHREF in his capacity as EVP of Development, and Mr BURTON and Mr BOSI as co-opted members. The Governing Board also elected ITTF President, Ms Petra SÖRLING, as the Chair of the Foundation.



11.Governance

11.1. Members

The EC noted the presentation of Mr Mounir BESSAH on Member Relations matters, which touched on the activities being carried out since the last EC meeting, the planned Governance Workshops during the continental championships, an update on the negotiations of the Master Continental Agreements (MCAs) and the disputed situation in some associations, namely India, Indonesia, and Cameroon.

The concept of "active" vs "non-active" Associations was discussed, and a proposition to explore different rights for the Member Associations based on their contribution to table tennis development was considered.

11.1.1. IOC position regarding Ukraine

The EC noted the latest updates on the IOC position regarding the Ukraine crisis.

11.2. Continental Council

The EC noted the latest consultative call held with the Continental Presidents to update them on the preparations for the WTTTC Finals in Chengdu.

11.3. Committee Updates

The EC noted the work in progress in the Committees.

11.4. Working Groups Update

The EC noted the work in progress in the Working Groups.

11.5. Gender/Diversity

Ms SÖRLING reported on the meeting held with the Gender Commissioner, Ms Hajera KAJEE, and the EC in charge of Governance, Mr Wahid OSHOSI, in this field.

11.6. Integrity/Safe Sport

The EC noted the comprehensive report of the Integrity Unit on integrity matters, putting on record the appreciation for the Integrity Unit for their work.

Mr DAINTON added on the discussions being held with Mr CARPENTER to ensure there is an action plan to prosecute illegal betting where it may appear.

The EC also noted that educational sessions on integrity matters will be made for staff prior to the WTTTC Finals in Chengdu.

11.6.1. Mr Al-Mohannadi US VISA

The EC discussed the report presented by the Integrity Unit on the matter of the US VISA not granted to Mr AL-MOHANNADI to attend the World Table Tennis Championships Finals and Annual General Meeting in November 2021 in Houston, Texas, USA.

After thorough consideration, it was agreed to the next course of action, as follows:

- 11.6.1.1. To plan a site inspection for Los Angeles 2024 to be made by Mr AL-MOHANNADI and Mr CALIN.
- 11.6.1.2. To enforce the guarantee for VISAS in the bid processes for ITTF events.
- 11.6.1.3. To review the regulations for Honorary Membership in the ITTF, to ensure that an Honorary Member cannot hold such a position while acting against the interest of the ITTF.
- 11.6.1.4. To seek from the Legal Department of the ITTF clarity on whether the messages sent by an ITTF Honorary Member to Dr MESHREF and Mr ANDERSSON are constitutive of blackmailing or another type of ethical misbehaviour, and if that's the case, to put them in the hands of the Integrity Unit.
- 11.6.1.5. Based on the feedback from the Legal Department, for Mr AL-MOHANNADI to decide whether he wants to put forward a case in the Integrity Unit.
- 11.7. One Hundred Years

Mr AL-MOHANNADI asked the EC to consider planning a specific budget for the 100 years celebration project.

11.8. The settlement with the DTTB

The EC noted the change in the leadership of the DTTB and agreed to a settlement to close the ongoing process in the Integrity Unit, accepting the apologies of the DTTB and their financial contribution to the expenses held by the ITTF due to their damaging letter.



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The Executive Committee, noting the damage made by the DTTB letter dated 18th November 2020, agreed to a settlement after accepting DTTB's public apology and financial contribution to the expenses the ITTF incurred on.

12. IOC Member Report

The EC noted the report of Mr RYU, on IOC-related activities.

13. Other Business

13.1. TMS investigation on the request of MOATSZ

The EC noted the reception of a preliminary draft report from PwC. Not being a point in the original agenda, it was agreed to defer this point to the next EC meeting.

14. Next Meetings

The next EC meeting will be online, to confirm the host city for the ITTF Summit, and a physical meeting is foreseen in Chengdu, during the 2022 ITTF World Team Table Tennis Championships Finals.

15. Adjournment

Ms SÖRLING gave the word to Mr LIU, who conveyed to his EC colleagues a "welcome to Chengdu" message.

Ms SÖRLING thanked the EC members for their engagement during the two days EC meeting. Without further remarks, the meeting was adjourned at 15h45 SGT.

Petra SÖRLING ITTF President

Date

Raul CALIN ITTF Secretary General Date