

EXECUTIVE BOARD MEETING

Sport Singapore Board Room, Stadium Drive - Singapore 397630
Friday 17th March 2023 – 09h00 to 19h00 SGT

MINUTES

EB members in attendance:

SÖRLING Petra	President
LIU Guoliang	Deputy President
AL-MOHANNADI Khalil	Senior Executive Vice-President
AZEVEDO Alaor	Executive Vice-President
MAEHARA Masahiro	Executive Vice-President
MESHREF Alaa	Executive Vice-President
NATRAN Roland	Executive Vice-President – Finance
OSHODI Wahid (via Zoom ®)	Executive Vice-President
SYMONS Graham	Executive Vice-President
LIU Shiwen	Athletes Commission (AC) Co-Chair
ACHANTA Sharath Kamal	Athletes Commission (AC) Co-Chair

Apologies:

RYU Seung-Min	IOC Member
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Staff in attendance:

DAINTON Steve	ITTF Group CEO
CALIN Raul	ITTF Secretary General
BROWN Michael	ITTF Group CFO (sections 5.1, 5.2, 5.3)
LOURDES Charlotte	ITTF Group Human Resources Director (section 5.4)
TEOW Karine	ITTF Sustainability (section 5.5)
LAVIER Tristan	ITTF Group Head of Communications (section 5.6)
ANDERSSON Mikael	ITTF Group Sports Director (sections 5.8, 6.2, 6.3, 6.4)
MAH Dylan	ITTF Head of Legal and Corporate Affairs (sections 6.4.1, 11.6)
POUND Matt	WTT Director (section 8)
CEHOVIN Polona	ITTF Development Director
BESSAH Mounir	ITTF Members Relations Director (section 5.9.2, 11.8.1)

Guests:

Mr KON Yin Tong	Sport Singapore Chairman (Welcome words before lunch)
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1. Welcome and Opening

1.1. President's opening remarks

Ms SÖRLING welcomed the EB colleagues to Singapore, explaining that Mr RYU Seung-Min is in Lausanne, attending the inaugural meeting of the IOC Advisory Committee on Human Rights, to which he has been appointed by the IOC President, and therefore, will not be able to join the EB meeting. Ms SÖRLING continued expressing the condolences of the entire EB to Mr Wahid OSHODI for the loss in his family, reason why he is not physically in Singapore, but attending remotely via Zoom. Mr OSHODI thanked the EB colleagues for the expressions of sympathy and solidarity.

1.2. Ms SÖRLING reflected on the intense start of the year, with the hope of having a full calendar for 2024. Ms SÖRLING thanked everyone for their participation, adding that the two new AC Chairs, Ms LIU, and Mr ACHANTA, who had the previous day their onboarding session.

2. Adoption of the Agenda

The agenda was adopted, as adjusted with point 5.8 moved to be presented together with 6.4.2, and 5.9.2 moved to be presented together with 11.9.

Mr AL-MOHANNADI requested to avoid in the future to schedule EB meetings on Fridays.

3. Minutes of the previous Executive Committee ¹ (Executive Board) meeting

3.1. Approval of the Minutes from the last meeting

The EB noted the earlier distribution of the Meeting Minutes this time. There were no comments on the Minutes, and therefore, they were approved.

20230317-EB-01

The Executive Board adopted the Minutes of the EB Meeting held on the 3rd and 6th of December 2022 in Amman, Jordan.

3.2. Business arising from the Minutes

The EB was presented with the cumulative action list of business arising from EB Meetings since the meeting in Malmö. Dr MESHREF and Dr AZEVEDO commented that it is important to ensure the actions established are followed-up. They recommended a more detailed update of the status of business arising from the Minutes for future meetings.

It was noted that the VISA matter of Mr AL-MOHANNADI to the USA is still pending due to the LA2028 inspections not having officially started. It was agreed to add the first official WTT event in the USA as an option to work on Mr AL-MOHANNADI's visa to the USA.

4. CEO Report / Strategic Plan

The EB noted the report of the Group CEO, who addressed the work being made in the preparations for the WTTTC Finals in Durban, South Africa; his recent visits to Busan, Korea, to oversee the preparations for the WTTTC Finals to be held in 2024; and Japan, where meetings with representatives of JTTA and Kitakyushu city took place. Mr DAINTON also visited Saudi Arabia and Abu Dhabi, where discussions about potential investments and future events were held; China, where together with ITTF Deputy President, Mr LIU Guoliang, discussions took place about WTT events, future of High Performance, and World Cups; Montreux, Switzerland, where Mr DAINTON attended the Top 16 and visited the IOC Headquarters together with Ms Petra SÖRLING, Ms LIU Shiwen, and World Sports Mr LEI Zhenjian, occasion in which Ms LIU and Mr LEI could greet IOC President, Thomas BACH, and Doha, Qatar, to discuss about potential investments and having preliminary discussions about the WTTTC Finals 2025.

Mr DAINTON also referred to the event in Goa, India, which he didn't attend, but Ms SÖRLING and Mr AL-MOHANNADI did, and reflected on the big potential of the Indian market.

To conclude his presentation, Mr DAINTON outlined the current projects being developed, the visit of Dr AZEVEDO the week prior to the EB meeting to better present to him the current work being done, and the staff gathering to be held on 20-22 March in Singapore, as soon as the Singapore Smash concludes.

Mr DAINTON presented the draft website of the updated Strategic Plan, which will be entirely digital. In the coming weeks, the EB will receive the draft to provide feedback, and later the same link will be shared with the Members, the ITTF Council, CC, Committees, and other stakeholders, with the aim of taking it to the AGM for its ratification.

The EB noted the agreed road map for EB meetings preparation, which will include earlier distribution of Meeting Minutes and Agendas, as well as Materials.

Dr AZEVEDO expressed his hope that in the future WTT would find a way to consider the needs of other ITTF stakeholders.

¹ The Executive Board (EB) was called Executive Committee (EC) until 31st December 2022.

5. Operations

5.1. Finances

The EB noted the introductory comments of Mr Roland NATRAN, EVP Finance, on the ongoing execution of a very rapid growth strategy in the ITTF Group, which relies on the new structure of events in WTT. Being a strategic goal to manage this business growth, Mr NATRAN considered that serious attention to the financial situation of the ITTF Group should be put in place, suggesting that it is important to understand this overall strategy to understand the current situation better.

5.1.1. Update on 2022 Financial Results and Audit

Mr BROWN presented an overview of the ongoing 2022 Audit, which present a positive forecast on the net profit/loss for 2022 compared to what was foreseen a few months back, and also record historical levels of income (and expenditure) in line with the growth strategy already mentioned by Mr NATRAN.

Mr BROWN mentioned the cash flow being one of the challenges to be managed in the upcoming period, as part of the investment received is not in cash, however, indicating that with the ITTF Group total assets growing and the liabilities decreasing, the ITTF Group can remain positive, with further details to be presented during the WTT Finances section.

5.1.2. Financial Calendar

The EB noted the Financial Calendar, as presented by Mr BROWN.

5.1.3. Budget 2023 and 2024

The EB noted the 2023 ITTF budget update which, from the original budget approved at the AGM, presents further expenditure in administration (office space and HR) subject to EB approval.

Dr AZEVEDO congratulated Mr BROWN for the transparency and clarity in the presentation. The EB noted that, at the moment, no major updates are foreseen for the Budget 2024.

5.1.4. Risk Management Project progress update

The EB noted the update on the Risk Management process, with the four sections identified in 2022, grouping the risks (strategic, financial, operational, and technology). Mr BROWN indicated that "risk owners" are being identified within the organisation to oversee the different risks and establish reporting mechanisms.

Dr MESHREF mentioned his concern about the expenses proposed being greater than those in the budget approved at the AGM, being a big increase, and asked whether this would be detrimental to the appetite of potential investors.

Mr DAINTON suggested that his highest priority, together with the CFO, is to find solutions to the financial position of the ITTF Group, considering the next 3-4 months being crucial. Mr LIU Guoliang, ITTF Deputy President, agreed with Dr MESHREF that it is important to decrease expenses and increase revenues.

Mr NATRAN emphasised the fact that the for-profit entity (WTT) is in a rapid growth strategy, considering that its performance is good if compared with similar start-ups, adding that the ratio of increase of revenues is five times higher than the increase of expenditure for the same year.

Mr DAINTON added that some of the investors met have expressed being positively impressed by the small losses in WTT's early stages compared to other sports properties that have been similarly changing their business model.

5.2. Information & Technology

The EB noted the presentation of Mr BROWN on Information and Technology, which touched on different areas of the ITTF Group IT, including infrastructure, admin portal, entry system, results system, ranking system, API marketplace, data and digital, websites of ITTF, ITTF Foundation, and WTT, Continental websites, content management system, WTT WeChat mini program, future strategic plan follow-up, equipment website, events calendar, participation program, education, and forms.

Dr MESHREF strongly recommended the IT team proactively test the IT infrastructure on major events to avoid situations such as those suffered in Houston, Amman, and Muscat, at the WTTC Finals, AGM, and World Veteran Championships, respectively.

5.3. Education

The EB noted the hiring at the end of 2022 of the new Head of Education, Mr LEE Chih Yuen Robert. Mr BROWN outlined the four main groups of focus in education, namely coaches, technical officials, athletes, and administrators. Mr BROWN explained the different areas of content and requirements planned for development and suggested the platform identified to be used for online education, hoping this area will become a revenue generator in the future. On questions from Ms SÖRLING, Mr BROWN indicated that the platform could be ready for launch in about four months period, the projected cost per user per year, and the fact that it could allow advertisement, presenting some examples of renowned companies worldwide using the same technology.

5.4. HR

The EB noted the presentation by Ms Charlotte LOURDES on Human Resources. Ms LOURDES referred to the written report circulated earlier, highlighting that the ITTF Group has just surpassed 100 employees, and by the 1st of April, there will be a total of 106. The EB noted that the current ratio of female employees has risen from 37% in 2022 to 41% in 2023. Ms LOURDES also reported on a team-building activity done in December 2022, building bicycles for charity, highlighted the HR priorities for the 2nd quarter of 2023, and addressed the staff gathering to be held on 20-22 March in Singapore.

Dr AZEVEDO requested to have access to the ITTF HR staff platform to understand better who the ITTF employees are and what each of them does.

20230317-EB-02

The Executive Board agreed to provide visibility to the ITTF Group HR for the EB members.

Dr MESHREF reflected on the decision taken at the Singapore 2022 EC ² (old abbreviation for EB) meeting to slow down in hiring staff; however, the direction has been the opposite, and the number of staff has continued growing. Dr MESHREF reflected on the aspect of geographical diversity, not just on gender.

Mr OSHODI, Ms SÖRLING, and Mr SYMONS reflected on the possibility of hiring more staff regionally. Mr DANTON suggested it is key to make the business of table tennis grow in other parts of the world, so it will naturally drive more hiring in other regions and on the relations with the Continental Federations, which should be revisited.

Mr ACHANTA suggested that some qualified persons have applied for positions in Communications, but the restrictions on the number of foreigners that can be hired in Singapore also limit the ITTF Group's capacity to consider these people.

Dr AZEVEDO suggested that the direction the Singaporean hiring market is taking may result in being very expensive in the future in terms of staff, to what Ms SÖRLING answered, suggesting the negotiations with Singapore Sports will be important in that sense.

5.5. Sustainability

The EB noted the presentation of Ms Karine TEOW, the ITTF Head of Sustainability since November 2022. Ms TEOW referred to the Sustainability Policy circulated to the EB as part of the meeting package and presented the action plan proposed for the ITTF after having signed the UN Sport for Climate Action and the Sport for Nature Framework. The EB noted the vision and mission of the Sustainability Committee and the priorities to be taken by the ITTF Group in the area of sustainability.

20230317-EB-03

The Executive Board adopted the ITTF Sustainability Policy.

20230317-EB-04

The Executive Board approved the Sustainability action plan.

² EC (Executive Committee) is the old abbreviation of EB (Executive Board).

5.6. Communications

The EB noted the presentation of Mr Tristan LAVIER, who touched on the recruitments made in the communication team and confirmed that the ITTF Instagram account would be launched on 20th April 2023, explaining the difference of the information to be covered in the social media platforms of the ITTF, namely Instagram, Facebook, and LinkedIn, compared to those of WTT and the ITTF Foundation.

Mr LAVIER also reported on the ITTF Summit held in Amman (from the communications point of view) and the highlights of each of the three entities, World Table Tennis, ITTF Foundation, and ITTF, reminding that the new date of the World Table Tennis Day will be, starting in 2023, the 23rd of April. To conclude, Mr LAVIER provided an update on the upcoming World Health Festival and the imminent World Table Tennis Championships to be held in Durban.

5.7. Protocol

Mr DAINTON reported that for the time being, the President Coordinator, Ms Anita ULLMANN and the Manager of the CEO's office, Tessa CHO, are assisting in the area of Protocol.

Dr AZEVEDO, following the situations he faced at the event's start, indicated it is important to address the area of Protocol. Mr OSHODI suggested that the ITTF Group staff should be trained on who the EB members are, so they take proper care of them. Ms SÖRLING suggested it is a cultural matter, and this needs to be addressed to the staff, agreeing with Mr DAINTON on addressing it during the upcoming staff gathering.

At this point of the meeting, the ITTF President invited the Chairman of Sport Singapore, Mr KON Yin Tong, who addressed the ITTF EB. Mr KON welcomed the EB members, presented some of the figures of the Singapore Smash, and mentioned the conversations being held about the Home of Table Tennis and the areas in which Sport Singapore would like to engage with the ITTF Group in the development of our sport. The ITTF President, in turn, addressed Mr KON, introducing the ITTF EB members, highlighting the new concept of the Home of Table Tennis, and reflecting on the extended areas of cooperation (with Singapore) in 2023, such as the Hopes activity held in parallel to the Singapore Smash. Ms SÖRLING added being pleased with the cooperation with Sport Singapore and Singapore Table Tennis Association and the possibilities to work together in the future in developing Table Tennis in the country and its contribution to Singaporean society. To conclude, Ms SÖRLING presented a plaque to Mr KON in recognition of Sport Singapore's support, and a joint lunch with Sport Singapore was held.

5.8. Table Tennis Sport / Innovation

The EB noted the report presented by Mr Mikael ANDERSSON, who referred to the eSports week to be held in June in Singapore and organised by the IOC. Table Tennis has been confirmed as an exhibition sport, and preparations are being made to showcase our sport also in this field.

Mr ANDERSSON suggested Team Events format should be analysed for an eventual review in the future.

5.9. Others

5.9.1. Policies

The EB noted the drafts of five new policies presented to consider their adoption (ITTF Group Data Protection Policy, Data Retention Policy, Intra-Group Data Processing and Transfer Agreement, ITTF Contract Policy and ITTF Travel & Expenses Policy for ITTF Employees, ITTF Service Providers and ITTF Contractors and Freelancers), and the adjustments proposed to another four existing policies (ITTF Travel Policy for elected and appointed officials, ITTF Allowances and Benefits Policy, and Tribunal Policy).

Dr MESHREF suggested aligning the travel policy of the CEO, CFO, and Secretary General with the EB policy. Mr LIU, Mr OSHODI, and Ms SÖRLING agreed with Dr MESHREF's proposal both for business and also for image reasons.

The CEO appreciated the words of Dr MESHREF, indicating that anyway, the Management will be practical in its decisions.

The Secretary General suggested that in all travel policies, an exception to the norm should be granted to the President and CEO at their discretion.

The EB agreed to the proposed amendments.

20230317-EB-05

The Executive Board adopted the ITTF Group Data Protection Policy, Data Retention Policy, Intra-Group Data Processing and Transfer Agreement, ITTF Contract Policy and ITTF Travel & Expenses Policy for ITTF Employees, ITTF Service Providers and ITTF Contractors and Freelancers.

20230317-EB-06

The Executive Board adopted the proposed revised versions of the ITTF Travel Policy (as amended in the meeting), ITTF Allowances & Benefits Policy, and ITTF Tribunal Policy.

Dr AZEVEDO suggested to discuss about benefits of allowances of EB Members. Mr OSHODI recommended this should be discussed by President, CEO, and SG, rather than by the EB itself.

5.9.2. ITTF Summit ³ (2022 report and 2023 update)

The EB noted the report of Mr BESSAH on the 2022 Summit, which included the results of the survey carried out with the participants.

The EB received the report on the bids received for the 2023 Summit. Appreciating the work made by the four Associations that submitted a bid, none of them was considered satisfactory, mainly due to the high financial expectations.

5.9.3. Equipment

The EB welcomed Mr Ivan CHEN to the position of Equipment Manager. Mr SYMONS commented on two propositions that will be eventually presented for EB consideration to be submitted to the AGM and on the progress of the pilot project on racket control. Mr CHEN added that the data from the two events in which the project was held is being reviewed and, eventually, another two events will be proposed for new tests in order to collect more data.

5.9.4. Home of Table Tennis

Mr MAEHARA and Mr DANTON reported on the progress since the new direction was agreed upon at the December 2022 EC (EB) meeting about having multiple hubs of "Homes" of Table Tennis. Singapore has been very keen on being the first partner of the ITTF in this new direction, and a proposal has been presented to the ITTF to be considered as the first Home of Table Tennis, with specific areas of collaboration being proposed through a Memorandum of Understanding (MoU).

Ms SÖRLING highlighted that this is not a binding agreement but more a long-term discussion.

20230317-EB-07

The Executive Board agreed to sign a Memorandum of Understanding with Singapore authorities about the Home of Table Tennis.

6. Athletes

6.1. Athletes Commission Report

Ms LIU and Mr ACHANTA presented their first report to the EB, and the work done since the meeting in December in Amman, including the regular meetings with AC members and the work in different working groups, such as the World Ranking Working Group. The EB noted the trip of Ms LIU to the Europe Top 16 in Montreux, where she could interact with the European athletes and receive their feedback. Ms LIU also reported on the visit to the IOC Headquarters, together with the ITTF delegation, and highlighted the encouragement received from Dr Thomas BACH, who showed his care for the athletes. The visit to the IOC was complemented by a meeting with the Athletes Department, where she could learn more about the IOC Athletes Department initiatives, in particular, the Athletes Portal, suggesting this portal could be replicated at the WTT level, as per the discussions held with Ms NECULA, becoming a one-stop service place for our athletes.

Ms LIU proposed that athletes could be registered individually in the future. Otherwise, it is very difficult for them to pursue a professional career when there are limits per Association.

³ This point of the agenda was deferred to the section 11, and presented within section 11.8.

Mr ACHANTA reported on his meeting with athletes at the events held in Doha in January. The feedback received was not to have many changes in the WR regulations in the lead to Paris 2024 Olympic Games. Other feedback received was about trying to ensure the calendar is fixed as early as possible, having more clarity on the schedule of the tournaments, on the allocation of wild cards for WTT events, and also on the limit of athletes per Association in the events.

Ms SÖRLING appreciated the important amount of work done by the two AC chairs in this short period of time.

Mr OSHODI indicated he would share that feedback with the WRGR. Dr MESHREF, the EB Member in charge of Athletes, suggested that a hybrid formula could be found about entries being made by MAs vs entries being made by athletes themselves, suggested alternatives on the allocation of points of the major events in the WR, and emphasised the aspects mentioned by Mr ACHANTA about calendar and events schedule, with athletes not knowing when they are going to play their next round at events.

Mr LIU agreed with Ms LIU about providing more opportunities for athletes, allowing them to enter as individuals, and advocated for a hybrid model, as Dr MESHREF suggested.

Dr AZEVEDO expressed his disagreement with this proposal and considered that the rights to enter events should remain only with the Member Associations.

It was suggested that if the AC is of this opinion, they can make a proposition for the next AGM/Council.

6.2. Entourage

Mr MAEHARA reported on the upcoming hybrid meeting of the Entourage Working Group on 11-12 April in Brussels, Belgium. Mr ANDERSSON and Ms SÖRLING highlighted the importance of this WG, which will support the Athlete's Development and assist the AC in defending the athletes' needs.

6.3. High Performance

The EB noted the report of Mr LIU Guoliang, who referred to the ITTF Hopes Training Camp held in Singapore in the days prior to the EB meeting. Mr LIU considered it a great activity after the COVID-19 pandemic, adding that he looks forward to many other camps for different levels and standards of athletes, providing many different opportunities to the Continents.

6.4. Others

6.4.1. Eligibility

The EB noted the appeal received by Table Tennis Australia (**TTA**) on the case of eligibility of Ms Yangzi LIU, for which documentation was circulated in advance. The ITTF Group Head of Legal and Corporate Affairs, Mr Dylan MAH, summarised the process carried out by the Working Group on eligibility and the reasoning for the decision taken, as well as the appeal presented by Table Tennis Australia. Mr SYMONS, President of Table Tennis Australia, gave the arguments and position of Table Tennis Australia in the case.

Following the discussion on the case, a vote was held, in which Mr SPORRER, Mr OSHODI, and Dr MESHREF, as members of the Working Group on eligibility, abstained, same as Mr SYMONS, due to his dual capacity as ITTF EB Member and Chair of the Board of Table Tennis Australia. The rest of the members of the Eligibility Commission voted subsequently, with the following result:

In favour of TTA appeal: 0

Against: 4

Abstentions: 8.

20230317-EB-08

The Executive Board dismissed the appeal of Table Tennis Australia on the case of Ms Yangzi LIU.

Dr MESHREF suggested that in the future, communications about eligibility to Member Associations should be as clear as possible and provide background to avoid similar situations.

6.4.2. Gender Identity and Sex Variations

Mr ANDERSSON and Dr MESHREF reported on the work being done by the working group, following the guidelines given by the IOC. The EB noted the existing case of an athlete who is moving from Female to Male, which will require ITTF's attention. Dr MESHREF indicated that the scientific evidence is insufficient so far to establish regulation; therefore, it is still a work in progress. It was recommended to arrange a testosterone test to confirm that so far, there have been no biological changes in the athlete.

7. Events

7.1. World Title Events

7.1.1. WTTTC Finals Durban 2023

The EB noted the progress report on the WTTTC Finals Durban 2023 preparation and the main challenges. Mr DANTON indicated that the WTT Contender event in January was very good in helping identify the main areas of attention for the upcoming major event.

7.1.2. WTTTC Finals Busan 2024

Further to the update in section 4 – CEO Report, Mr DANTON added that the LOC is working very solidly. A delegation of KTTA is in Singapore for the final days of the Smash to observe the event and discuss further details about the preparations.

7.1.3. WTTTC Finals update Doha 2025

Discussions started recently with QTTA following the allocation of the event in December 2022, mainly about the event dates. Mr AL-MOHANNADI suggested the Contender event to be held in October 2023 as the potential date for the first inspection, as the planned venue will be the same.

7.1.4. WYTTTC Tunis 2022

The final report on the event held in December was presented.

7.1.5. WYTTTC Nova Gorica 2023

The event dates are confirmed, and discussions are being held about potentially raising the number of teams in the U15 category to be the same as in the U19 category.

7.1.6. WYTTTC Helsingborg 2024

The event dates are also confirmed. The EB noted that the venue will be the same as for the European Veterans Championships 2018 and the European Para Championships 2019.

7.1.7. World Veterans Table Tennis Championships Muscat 2023

The EB also noted the report on the WTTTC Muscat 2023, which provided excellent conditions for the participants. Attendance was not as high as could be expected, but the pandemic was a deterrent for veterans to travel.

7.1.8. World Masters Table Tennis Championships Rome 2024

The first inspection was held in February, and the ITTF representatives, led by ITTF President Petra SÖRLING, met the highest sporting authorities of the country, including NOC and NPC Presidents and the Minister of Sports.

7.1.9. Others

7.1.9.1. World Championships Finals 2026 – bid update

The EB noted the proposed bid process for the event, with the aim to allocate it at the 2023 AGM.

7.1.9.2. World Youth Championships 2025 – bid update

The EB noted the proposed bid process for the event, with the aim to allocate it at the 2023 ITTF Council.

7.1.9.3. World Masters Championships 2026 – bid update

The EB noted the proposal to arrange the bid process for the event in the second half of 2023, with the aim to allocate it at the 2024 ITTF Council.

7.1.9.4. World Para Championships 2026 – bid update

The EB noted the proposal to arrange the bid process for the event in the second half of 2023, with the aim to allocate it at the 2024 ITTF Council.

20230317-EB-09

The Executive Board agreed to the proposed bid processes and timelines.

7.1.9.5. World Cups

The EB noted the report from Mr DAINTON on the business model being prepared. The aim is to host already some World Cups in 2023.

Mr MAEHARA informed Japan is considering hosting the World Cup in December 2024.

7.2. Olympic and Paralympic Games

The EB noted the update report of Mr CALIN on the Paris 2024 Olympic and Paralympic Games, which included the information about the resignation of Mr Jean-Philippe GATIEN as the Executive Director of Sports of Paris 2024 and an update on the test event, which is planned for 12-14 August 2023.

7.3. World Ranking

For the record, the Minutes of this meeting include the nine decisions taken on-line about World Ranking updates.

20230317-EB-10

The Executive Board agreed to the adjustments proposed on WTT Feeder points reduction.

20230317-EB-11

The Executive Board agreed to the adjustments proposed in relation WTT Grand Smash first round and qualifying points increase.

20230317-EB-12

The Executive Committee agreed to the adjustments proposed in relation to Points for lucky-losers.

20230317-EB-13

The Executive Board agreed to the adjustments proposed in relation to WTT Youth Star Contender points in the Senior rankings.

20230317-EB-14

The Executive Board agreed to the adjustment proposed in relation to Points for Qualifying players with a BYE.

20230317-EB-15

The Executive Board agreed to the adjustments proposed in relation to WTT Contender QR4 points increase.

20230317-EB-16

The Executive Board agreed to the adjustments proposed in relation to R32 Mixed Doubles points at World Youth Championships and WTT Youth Star Contender events.

20230317-EB-17

The Executive Board agreed to the adjustments proposed in relation to World Youth Championships rounding of points in the Senior rankings.

20230317-EB-18

The Executive Board agreed to the adjustments proposed in relation to WTT Continental Stage points.

8. World Table Tennis

The EB noted the report of Mr POUND, who spoke about the WTT Board Meeting held two days before, in which budgets and investment were discussed, as well as policy approval, calendar, staff update and the potential for WTT Board remuneration, for which the WTT Board would like to hear from the ITTF EB. The ITTF President was invited to the meeting, and the new shareholder, Mr LEI Zhenjian, took part in his capacity as the new WTT Board member. Mr

POUND reported that both Ms SÖRLING and Mr LEI added good value to the discussions. The EB noted potential opportunities for investment. Mr POUND presented the calendar for the remainder of 2023 with two new WTT Champions events added in April in China and Macao. Dr AZEVEDO indicated that it is very important to release the calendar early in advance to avoid physical and mental stress for athletes and their entourage, asking what solution will be found for the clash of the WTT Champions in Germany with the Pan American Games, which dates were known a few years ago. Ms SÖRLING suggested having a separate meeting to try to solve this situation.

The EB noted the potential events in the 2024 calendar, with the aim to have three Grand Smashes, and the most recent commercial deals made by WTT.

Mr POUND thanked the WTT Board led by Mr LIU and Ms SÖRLING for their support.

Mr AZEVEDO asked if, besides the strategy for seeing investment, there is also a WTT strategy to develop the sport and open new markets in other continents. Mr POUND indicated the work being done, discussing with several Associations, and hoping to have more successful events in America, Africa, and Oceania.

Mr NATRAN asked in relation to the mentioned WTT Board remuneration, what the decision is, who will receive the remuneration and the status. Mr POUND responded that the possibility of having remuneration was voted positively, but without agreeing on any specific figure.

Mr AL-MOHANNADI suggested it is important to work together to assist Associations in planning and hosting WTT events.

Mr DAINTON suggested to Mr POUND that solutions have to be found for the cash flow matter.

Mr ACHANTA asked whether Athletes could be part of the WTT Board. Mr POUND answered that WTT wants to work closely with the athletes.

Mr NATRAN suggested that if the Grand Smash finally do not finally work in Germany, then Hungary remains available.

Ms SÖRLING thanked Mr POUND for the excellent presentation of the Singapore Smash. She highlighted the professional organisation of the WTT Board meeting led by Mr LIU, and the very valuable contributions of the new WTT Board member, Mr LEI.

Mr LIU reported on the WTT Board meeting held on 15th March and on the positive contribution of Ms SÖRLING based on the feedback she has received in her different meetings around the World. Mr LIU abounded in the challenges WTT has faced since its creation as a "start-up", highlighting that the benefits for the athletes are already seen, such as the two million prize money offered at the Singapore Smash. On the other hand, Mr LIU reflected on the sponsorships not yet being at the desired level, adding that there are remaining some uncertainties following the recently concluded Congress in China, asking everyone for their understanding due to the dependency on the Government support. Mr LIU encouraged his colleagues to continue contributing in different ways to the development of the sport.

9. Development

The EB noted the report presented by Ms Polona CEHOVIN, which touched on the 2022 Annual Report circulated before the meeting, and the annex for High Performance and Education, both areas that were part of the Development department in 2022. Ms CEHOVIN noted the aspects of the program that worked better and those that need reassessment in the future, with attention being put to the proportion of female participation. The EB noted the plan to have a questionnaire put forward to the Members in a similar way as the ASOIF does with the IFs. In terms of 2023 activities, Ms CEHOVIN provided a general update highlighting the key aspects to work in the areas of Participation Program, Player Development and Capacity Building and Quick Pathways. She gave details on the activities made during the last four months, with a very successful World Hopes Week & Challenge held in January 2023 in Hennebont, France, and the most recent Hopes Squad activity in Singapore earlier in the week. To conclude, Ms CEHOVIN reflected on the effect that the pandemic had on the activity of the younger generations of table tennis athletes.

Dr MESHREF thanked Ms CEHOVIN for the report and highlighted the importance of investing in the development of the sport.

Mr LIU indicated that following the Hopes training camp held in Singapore, he looks forward to upcoming training camps in China.

10. ITTF Foundation

The EB noted the written report presented by Mr Leandro OLVECH.

10.1. Earthquake in Syria/Turkiye

The EB noted that the ITTF Foundation support program for the Earthquake in Syria/Turkiye had been activated.

Mr NATRAN mentioned the support given by Hungarian and Slovakian Table Tennis Associations to the displaced persons arriving from Ukraine, hoping to be able to work together with the ITTF Foundation in this area. Mr NATRAN added that when natural disasters or wars of this magnitude start, it is important to have the capacity to react without the administrative part becoming an impediment to assisting those in need.

Mr LIU informed that CTTA, together with DHS, donated equipment with a value of one million CNY to those in the areas affected.

11. Governance

11.1. Members

11.1.1. Russia / Belarus update

The EB noted the update from Mr CALIN on the consultative call held with the IOC in January, and the most recent developments, including the decision of the FIE Extraordinary Congress. The consensus was to start accepting entries from the 1st of April and to make the announcement after the IOC Executive Board meeting to be held on the 28th and 29th of March in Lausanne. The process will include consultation calls with the Member Associations of Ukraine, Belarus, and Russia. A detailed procedure for entries and participation in events will be established, following as much as possible the recommendations outlined by the IOC.

20230317-EB-19

The Executive Board established the 1st of April as the date from when the entries of the athletes from BLR and RUS, as well as their supporting personnel and technical officials, can be accepted, in line with the decision 20221203-EB-15 taken on 6th December 2022.

11.1.2. Membership – 227 Activation Task Force

Ms SÖRLING indicated that following the analysis of Houston 2021 and Jordan 2022 AGM's attendance figures, in terms of activity, the reality is far from that figure (227), suggesting the creation of a Task Force on Member's Activation for what a plan will be presented at the next EB meeting.

11.2. Continental Council

The EB confirmed that the next meeting will be held on Saturday, 27th May 2023, in Durban, South Africa.

11.3. Committee Updates

The EB noted that, as agreed with the Committee Chairs, the Terms of Reference review will be made once the new Strategic Plan draft is ready.

For the record, the Minutes of this meeting include the decisions taken online to appoint as acting chair of the Para Table Tennis Committee Mr Edimilson PINHEIRO.

20230317-EB-20

The Executive Board appointed Mr Edimilson PINHEIRO as the acting chair of the Para Table Tennis Committee.

11.4. Working Groups Update

There were no updates at this point.

11.5. Gender Equality, Diversity, and Inclusion (GEDI)

11.5.1. Update on the GEDI plan

The EB noted the work done by Ms Hajera KAJEE, ITTF Gender and Diversity Commissioner, together with Ms SÖRLING, Mr OSHODI, and staff from the ITTF Foundation and the ITTF. The Action Plan agreed to develop in December was presented for consideration, and it was agreed to adopt it.

20230317-EB-21

The Executive Board adopted the proposed Gender Equality & Inclusion Action Plan.

The EB noted that a Table Tennis Refugee, officially recognised by the IOC, is currently living in Austria. The IOC has inquired about his possibilities to compete internationally, eventually in the qualification events for the Olympic Games. It was agreed that this matter will be put on the agenda for the next meeting.

11.6. Integrity/Safe Sport

The EB noted the detailed written report received from the Integrity Unit. Mr SYMONS added that since the appointment of Mr Tiago OLIVEIRA to the Integrity Board on 4th December, it now has two independent members (Mr RIPOLL and Mr OLIVEIRA) and that a meeting of the Integrity Board was held recently.

Mr AZEVEDO raised concerns about whether the Integrity Board has jurisdiction in domestic cases, referring to one of the paragraphs of the Integrity Unit Strategy Discussion document. Mr CALIN suggested it would be better to clarify directly with the Integrity Unit and with the Legal Department.

On the matter of the messages apparently sent by Mr Adham SHARARA to Mr Mikael ANDERSSON and Dr Alaa MESHREF, Mr MAH stated that in order to start an investigation, the evidence should be brought.

Dr MESHREF suggested he would prefer the ITTF not go that far. Still, as per the Constitutional obligation to cooperate with the Integrity Unit investigations, he is ready to share any evidence if Mr AL-MOHANNADI decides to put the case in the hands of the Integrity Unit.

On the matter of the Integrity Complaint of Swiss Table Tennis and the subsequent case of the ITTF against Swiss Table Tennis for (1) the public endorsement of the DTTB letter's accusations and (2) the worldwide circulation of sensitive data and allegations, the EB noted the report presented by Mr MAH, in which he explained the current position of Swiss Table Tennis. It was requested that the EB confirms if they agree to apply 2021 Integrity procedures.

Ms SÖRLING highlighted the seriousness of the case, with a Member Association circulating worldwide private data of a member of the ITTF EB without his consent. Therefore, it is important to take strong measures. Ms SÖRLING also suggested that the EB agrees to let President, Group CEO, and Secretary General decide on the representatives to establish discussions with Swiss Table Tennis, and to discuss with them without prejudice, besides continuing the course of action via the Integrity Unit.

20230317-EB-22

The Executive Board agreed to the recommendation of the Integrity Unit to apply ITTF Handbook 2021 Integrity procedures.

11.6.1. Dedicated bank account for the Integrity Unit.

20230317-EB-23

The Executive Board agreed to open a bank account for the Integrity Unit so that they may handle their budgets independently.

20230317-EB-24

The Executive Board agreed to keep the PwC report on TMS as a draft for the time being.

11.7. One Hundred Years

The point was deferred to the next EB meeting.

11.8. Others

11.8.1. Master Continental Agreements

Mr DAINTON reported that it was agreed to continue with the MCAs in the same way for 2023, but to reassess the situation for 2024.

Mr BESSAH reported on the key areas of focus for the Member Relations Department, mentioning the planned assessment of the MAs, in a similar way as ASOIF did with the IFs, the evaluation and definition of active members, and Para Table Tennis development focus. In relation to the MCAs, Mr BESSAH highlighted that the ITTF is providing, in most of the cases, not only the funding but also the workforce (staff salaries) of the continental federations, with the only notable exceptions of Asia and Europe.

The EB noted that the ITTF is managing fully 26 events, mainly linked to the World Championships and World Youth Championships qualification pathways.

The EB noted the intention to run a Member Associations Assessment, which will be conducted independently, with an external consultant making the evaluation and analysis to determine the status of the MAs, being then able to establish a "ranking" of Associations in terms of governance, performance, and other key factors.

The EB noted that the Extranet launched for the Summit in December 2022 is progressively being transformed into the "Members Portal", which will be the place for the MAs to find all relevant information available from the ITTF, but also, to activate services available, such as the Participation Program, and hopefully also soon the URC services.

11.8.2. Change from "Veterans" to "Masters" denomination

The EB agreed to move from "Veterans" to "Masters" the denomination of the competitions for players older than 40 years and to make the necessary propositions for changes in the regulations.

12. IOC Member Report

The EB noted the written report from Mr RYU on IOC matters. Mr RYU, as mentioned at the beginning of the meeting, could not attend the meeting being in Lausanne attending the inaugural meeting of the IOC Advisory Committee on Human Rights, to which he has been appointed by the IOC President.

13. Other Business

13.1. IMGA report

Ms SÖRLING suggested she will send a written report on this matter.

13.2. WADA report

Ms SÖRLING suggested she will send a written report on this matter.

13.3. ASOIF update

Mr CALIN reported that the 40th Anniversary of ASOIF will be held on 30th May 2023, with the ASOIF 2023 General Assembly scheduled for 31st May 2023. The EB noted that the ITTF has never had, in the forty years of history of the ASOIF, a representative in the Council. Therefore, it was proposed to put forward the nomination of ITTF President, Petra SÖRLING, to be ASOIF Council Member.

20230317-EB-25

The Executive Board agreed to put forward the nomination of Petra SÖRLING to the ASOIF Council.

14. Next Meetings

The EB noted the dates proposed for the next EB meeting, to be held in Durban, during the World Table Tennis Championships Finals:

Durban, South Africa, Monday 22 nd May 2023	EB 02-2023	Part 1
Durban, South Africa, Sunday 28 th May 2023	EB 02-2023	Part 2
TBD, during the ITTF Summit 2023	EB 03-2023	
Lausanne, Switzerland, Wed. 6 th and Thu. 7 th Dec. 2023	EB 04-2023	

15. Adjournment

Ms SÖRLING thanked all the EB colleagues for their cooperation, particularly Mr OSHODI, for being awake the whole night online. Not having further matters to discuss, the meeting was adjourned at 18:55 SGT.

Petra SÖRLING
ITTF President

Date

Raul CALIN
ITTF Secretary General

Date