

EXECUTIVE BOARD MEETING

Olympic House, Lausanne, Switzerland
Wednesday 6 and Thursday 7 December 2023 – 09h00 to 17h00 CET

MINUTES OF MEETING

EB members in attendance:

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

Apologies:
NIL

Staff in attendance:

DAINTON Steve	ITTF Group CEO
CALIN Raul	ITTF Secretary General
BROWN Michael	ITTF Group CFO
LOURDES Charlotte	ITTF Group Human Resources Director
LAVIER Tristan	ITTF Group Communications Director

Guests:

BACH Thomas	IOC President
RICCI BITTI Francesco	ASOIF President
McCONNELL Kit	IOC Sports Director
OSWALD Freddy	Swiss Table Tennis Vice-President
MIDALI Monica	Swiss Table Tennis Director

1. Welcome and Opening

1.1. ITTF President's Welcome

Ms Petra SÖRLING welcomed all in attendance, mentioning that Mr LIU Guoliang is attending the meeting online from Chengdu as the Mixed Team World Cup (XTWC) is ongoing. Ms SÖRLING noted that the ITTF is extremely excited to have the XTWC as a celebration for gender equality, and that the event is running even better than expected, with tickets selling out within 10 minutes of being put on sale. Ms SÖRLING thanked Mr Thomas BACH, the President of the International Olympic Committee (IOC), for allowing the EB to meet in the Olympic House and introduced all EB Members to the IOC President.

1.2. IOC President's Welcome

Mr BACH extended a warm welcome to all in attendance at the Olympic House, noting that it was called 'house' and not 'headquarters' and that the ITTF is a welcome member of the Olympic family. Mr BACH extended his congratulations to Ms SÖRLING on her election as an IOC Member and indicated that her election reflects the recognition of her efforts to push the ITTF forward and to unify the table tennis family after difficult times. Mr BACH further extended his thanks to

Mr RYU Seung-Min for his work and how he has helped the ITTF and Ms SÖRLING, being the best ambassador for table tennis in the IOC. Mr BACH suggested that with two table tennis IOC members now, table tennis is even stronger within the Olympic movement. Mr BACH noted the XTWC as a great step forward not just for gender equality but also to developing women's sports in countries where cultures may not be too appreciative for their involvement. Mr BACH noted that the ITTF is taking the role of sport as an enabler to achieve UN sustainability goals very seriously, embracing athlete representation with the two co-chairs of the Athletes Commission present at EB meetings. Mr BACH opined that the ITTF EB has the best athlete representation across all Olympic Federations and congratulated the ITTF for this.

Mr BACH wished to outline two developments that should be driven forward in sports in order to stay relevant: the digitalisation of sports through (i) esports, and (ii) artificial intelligence (AI). Mr BACH noted that efforts must be made to ensure sports have a place in this new digitalised world and are not pushed into the background. Around 3 billion people are gaming, and gamers are the next generation. It is important to find ways to inspire this next generation with sport and its values and how to convince them to also practice physical sport actively. Mr BACH encouraged to "change or be changed" and see how esports and AI can be implemented to increase access to sports, training of athletes, presentation and refereeing, etc., which may also help to mitigate risks in the future.

Mr BACH referred to the Olympic Summit the day before and the unanimous decision on the communiqué circulated, highlighting that the wide representation of the Olympic Summit shows the unity in supporting the athlete's rights, peace, and tolerance around the world.

Ms SÖRLING thanked Mr BACH for his words of encouragement to the EB and his efforts to make the world a better place through sport, adding she felt proud for the ITTF being part of the Olympic movement.

Dr AZEVEDO noted that the esports week in Singapore was a revolution for sports, with many of them doing well. Mr AZEVEDO noted that table tennis is working hard to develop in this field and would look further into working on table tennis esports championships soon.

Mr BACH noted that this was excellent news and encouraged the EB to stay in contact with the IOC, adding that the IOC are at the disposal of the ITTF to drive this project forward.

Ms SÖRLING noted that table tennis is competing with other sports and other platforms such as TikTok, and other social media, and it would be very important to embrace virtual reality and digitalisation for the future. Ms SÖRLING hoped that the ITTF could return to the Olympic Capital more often to continue the good partnership with the IOC.

Mr BACH recalled a meeting with Ms SÖRLING following her election to the IOC where she expressed her hope for table tennis to be one of the first five sports that anyone would think of when talking about sports.

Mr BACH took the opportunity to present to Ms SÖRLING a formal Certificate of Recognition as an Olympic Sport to the ITTF.

In exchange, Ms SÖRLING and Mr RYU presented to Mr BACH the two official mascots of Busan 2024: "*Chopy*" and "*Loopy*" together with an official invitation card to the World Team Table Tennis Championships Finals (WTTTC) to be held in Busan in February 2024.

Mr BACH wished the EB all the best for the meetings over the next few days.

1.3. Official Photo

An official ITTF family photo of the EB with the IOC President was taken at the IOC Headquarters.

- 1.4. Wall of Olympians Signature (AC Co-Chair Mr Sharath Kamal ACHANTA and Ms FENG Tianwei)
Mr Kamal ACHANTA and Ms FENG Tiangwei, Olympic Gold Medallist from Singapore, signed the IOC "Wall of Olympians" in the presence of the IOC President and the EB Members.
- 1.5. Roll Call
Roll call for the meeting of the EB was taken, noting that all were present, with Mr LIU Guoliang attending online.

2. Adoption of the Agenda

The agenda was adopted with the additions of 7.4, Mixed Doubles Qualifications for Paris 2024, and 7.5, a letter received from the French NOC.

Mr MAEHARA wished to provide a report from the Sport Science Medical Committee, and it was agreed to do so on 11.3, Committee Updates.

There being no further comments or inclusions, the Agenda for the meeting was adopted.

3. Minutes of the Previous Executive Board Meetings

- 3.1. Approval of the Minutes from the last two meetings
Ms SÖRLING opened the floor to any questions or remarks about the Minutes of the last two meetings.

There being no questions or remarks from the board, the minutes from the last two EB meetings were approved.

20231206-EB-01

The Executive Board adopted the Minutes of the EB Meeting held on 21st August 2023 in Bangkok and the Minutes of the EB meeting held on 25th October 2023, which was conducted online.

- 3.2. Business arising from the Minutes

Mr CALIN spoke about the plan to unify the EB information platforms so the documents and the follow-up of the actions and decisions can be available in one central location.

A solution is being studied with the aim of implementing it for Busan Meetings. The current software will be discontinued by 31 December 2023.

In terms of pending actions, an overall dashboard control for finance management was requested from the EB, which is taking time to implement, and mentions were made about trying to find an existing solution from the market.

4. CEO Report / Strategic Plan

- 4.1. Current business status update
Mr Steve DAINTON reflected that 2023 had been a very complex year from a business perspective, not unique only to ITTF and WTT, but with many industries still struggling to manage post-pandemic. Mr DAINTON noted that the restructuring of the ITTF Group is still underway, with much support received from Ms Charlotte LOURDES. Mr DAINTON noted some main changes such as Mr CALIN taking the responsibility over the Master Continental Agreements (MCAs) with the continents, while Mr BESSAH will take a greater responsibility on the overall coordination of ITTF Competitions. Mr Mikael ANDERSSON will be in charge of Development, and Mr Tristan LAVIER will focus on ITTF Communications. Another significant change will be Mr Dylan MAH becoming overall responsible for operations. More details were

presented in the HR Package and Mr DAINTON suggested the EB members to reach out to Ms LOURDES for more details.

Ms SÖRLING congratulated Mr DAINTON, and Ms LOURDES for the work undertaken for the re-structure and echoed the motto from Mr BACH earlier of “change of be changed”. Ms SÖRLING also wished to congratulate the EB as there is delivery on the changes requested and suggested.

Dr MESHREF thanked also Mr DAINTON and Ms LOURDES for the work undertaken and noted two comments: (i) Mr BROWN no longer being CFO in the structure was a reason of concern for him, considering that Finances and IT should not be split between the different entities, especially since the ITTF Group does consolidated finances and integration for IT is essential.

Mr DAINTON acknowledged Dr MESHREF’s comment and noted that the key idea for the structure is to put key people into the different positions within each entity specifically, but that it did not mean that these persons would not help as required in other entities, adding that agreements would be put in place to define these relationships.

Mr DAINTON presented on the restructure of WTT and noted that Mr BROWN would be playing a key position there, not only in finances but in operations.

Ms SÖRLING noted that the ITTF Group is an umbrella term. With the restructuring, it would become clearer who belongs to which legal entity and these individuals can work for the other entities, with such entities invoicing and being invoiced accordingly. Inter-company transactions are normal and should provide a clearer pathway. Ms SÖRLING acknowledged Dr MESHREF’s comments and that a budget would need to be worked on with the new structure.

Mr DAINTON highlighted that there are still contracts to be finalised adding that as WTT continues to grow, there is more work needed in the WTT financial areas compared to the other entities, reason for Mr BROWN to take a more focused role in WTT.

Mr RYU echoed Mr BACH’s presentation, noting that there is good athlete representation, but noted that there is no athlete department in the ITTF and queried whether this department could be placed under the SG, CEO, or President’s office as a show of care towards the athletes’ community.

Ms SÖRLING acknowledged this point and noted that there should be more support for athletes, suggesting having a deeper discussion on where to establish such an athletes’ department, whether on the administration or sports development side.

Mr DAINTON acknowledged that the ITTF should ensure that the athletes get their voices heard within the management.

Dr AZEVEDO queried where Para and Masters would sit, to which Mr DAINTON noted that Para, Masters and World Title events would be under the new remit of Mr BESSAH.

Mr DAINTON presented the staff structure of the ITTF Foundation.

Mr DAINTON also presented on the work being made to get WTT, from a business perspective, back on track. It was noted that not everything planned for 2023 had come to fruition and that it would be a slightly complicated year-end for WTT compared to what had been budgeted. Mr DAINTON noted that more focus would be needed to look at event modelling, TV production, and managing events, adding that the lack of a China Smash or the expected WTT Finals in a country where negotiations were advanced will affect the final result. However, this was the first year that WTT could see how events could operate after the pandemic.

Mr DAINTON noted that he was working closely with Mr LIU, Ms SÖRLING, Mr Khalil AL-MOHANNADI and Mr LEI Zhenjian on looking for better ways to ensure the WTT board has better decision-making processes. The next meeting of the WTT board will be slated for 11 December 2023 in Chengdu. Mr DAINTON wished to thank World Sports for their support and indicated a line of credit to help with WTT's cash flow during the period before the Olympic Games has been agreed. Mr DAINTON added that World Sports has also been a big help to business modelling, investment discussions and the success of the XTWC. Mr DAINTON noted the increased confidence of World Sports and expected a China Smash to happen in 2024.

Dr MESHREF thanked Mr DAINTON for his update and expressed that the EB feel comfortable to see Mr DAINTON taking control and going into the details of WTT, what gives hope that some good changes would be coming, as requested from the EB. Dr MESHREF noted the ITTF-WTT steering committee is not yet enforced and opined that there is room on the WTT Board for the ITTF to have greater representation, suggesting adding an athlete on the WTT Board.

Ms SÖRLING acknowledged Dr MESHREF's comment and noted that the composition of the WTT Board should be discussed further at the WTT Board meeting in Chengdu.

Mr DAINTON agreed with Ms SÖRLING and acknowledged Dr MESHREF's comment. Mr DAINTON echoed that the steering committee should be set up first and to ensure that athletes are fully represented on that committee, as there is where the technical decisions should be handled, whether with respect to world ranking, rules to events, etc. Mr DAINTON continued that the WTT Board could be more focused on the business and operational aspects of WTT. Mr DAINTON agreed that both considerations should be taken at the meeting in Chengdu and a decision be made around that.

Mr DAINTON provided updates on events, noting the WTT Champions in Frankfurt, the first major event WTT has had in Europe. Mr DAINTON noted that this was a successful event, and WTT was very proud of it.

Ms SÖRLING noted that around 21,500 tickets were sold, which shows an appetite for table tennis in Europe, adding that this would be a good proof of concept for potential sponsorships, referring to the good atmosphere in the venue. Ms SÖRLING further noted that given the previous relations with Germany, WTT should celebrate the success of the WTT Champions in Frankfurt, as a testimony that WTT can now work together with DTTB to create such a big event.

Mr AL-MOHANNADI expressed happiness for big events in Europe, commenting on the good overall organisation.

Dr MESHREF queried on the finances of the Frankfurt Champions, and it was noted that in this first edition will end with losses; however, it was a big learning for the next year. Mr DAINTON noted some weakness with sponsorship; however, ticket sales had far exceeded WTT's expectations. Dr MESHREF opined that despite the loss, it was still good for a first WTT Champions event in Europe.

Ms SÖRLING concurred that WTT has something to showcase, and it would be easier to sell, this would be a good opportunity to do so.

Mr AL-MOHANNADI and Dr MESHREF noted optimism that WTT could go from a loss to a profit with some measures taken and that the WTT Board would be concentrating on that in their upcoming Board meeting.

Mr NATRAN queried about the deals or sponsorships for the event in Germany, and Mr DAINTON noted some global partners from China, some middle-size partners, and some small ones. Mr DAINTON noted that there is still a huge amount of space to grow for WTT to get sponsors in Germany, with around 25 different companies invited to view and attend Frankfurt Champions.

Mr DAINTON expressed hope that the invited companies would be keen to sponsor future editions of the WTT Champions in Frankfurt.

Mr DAINTON was pleased to have Dr MESHREF visit the team at the Singapore office and welcomed other members of the EB to visit if they would like to learn more about WTT operations.

Dr MESHREF thanked Mr DAINTON and noted that he had spent a fruitful time in Singapore familiarising himself with his new Finance portfolio. Dr MESHREF added that he was impressed by the IT department and the many digital assets of WTT, which could be assessed for further monetisation later on as part of business development. Dr MESHREF echoed Mr DAINTON's welcome and encouraged members of the EB to visit the Singapore office.

Drawing upon the ongoing XTWC in Chengdu, Ms SÖRLING felt encouraged by how this unique new mixed team format, with men and women competing together, attracted such ticket sales and hoped for the event to become a permanent fixture on the calendar, thanking Mr LIU and the CTTA for their contributions, partnerships, and efforts to make it possible.

Mr LIU noted that the first edition of the XTWC is being a success and should be a point of joy for the ITTF and a good way of bringing people together. Mr LIU further echoed the sentiment for future mixed events to showcase the beauty of the sport. Mr LIU further expressed hope that other members of the EB would have a chance to attend the event in 2024.

Mr OSHODI thanked Mr LIU for his support for the event and queried whether in the future there should be a proper qualification pathway, perhaps starting at the continental level.

Mr DAINTON acknowledged and agreed with Mr OSHODI's comment and noted that help would need to be sought from the continents and athletes to move forward to try and have a full pyramid of qualification getting more players for future editions. Mr DAINTON noted that the prize money offered is also fairly good: 840,000USD compared to 250,000USD a few years ago during the last Men's and Women's Team World Cup. Based on the structure of the event, it was further noted that it was expected to have profit in this event.

Ms SÖRLING noted that some Member Associations do not have a female team, and this success may encourage them to develop female table tennis.

Dr AZEVEDO suggested reconsidering the structure of the prize money distribution in the future to ensure all teams can participate.

A visual presentation of the Mixed Team World Cup trophy, created by a well-known Chinese artist and supported by one of the event's sponsors, was shown. The art piece has been named the "Liu-Sörling" Trophy.

4.2. Strategic Plan

Mr DAINTON provided an update on the Strategic Plan (SP), recalling that during the AGM in Bangkok, Thailand in August, the SP had been approved before the AGM and is now the guiding document for the ITTF Group. Mr DAINTON noted that the next steps would be to identify KPIs and potentially follow quarterly with evaluations, providing a visual model for follow-up, such as the "traffic lights" system suggested by Ms SÖRLING. Members of the staff management will be identified as key owners of specific strategic plan parts to ensure that their areas are being well managed.

5. Operations

5.1. Finances

5.1.1. Follow-up on the process for the 2022 Financial Results and Audit

Dr MESHREF reported on his visit to Singapore in October when he was given a good overview of the finances of the ITTF entities. Dr MESHREF attended meetings with Mr BROWN and Mr DAINTON, which were very fruitful, and he was presented on the restructuring plan. Dr MESHREF also reported on his follow-up meetings with Ms SÖRLING after his return from Singapore and confirmed that visits to UBS to add his signature and a meeting with the new auditors, PwC, were held in Lausanne just prior to the EB meeting.

As with every Olympic year, it was noted that the 2023 audited financial statements will not be presented at the 2024 AGM, being too early in the year, but in 2025.

Dr MESHREF passed the word to Mr BROWN to present the details of the Finances section.

Mr BROWN indicated that a call for nominations for the Audit and Finance Committee (AFC) was open for a month, with no suitable candidates being identified. Therefore, the process will be reopened.

5.1.2. Forecast 2023

Mr BROWN provided a 2023 financial update, noting that a lot of effort since the previous EB meetings was put on reducing the bottom-line deficit. Mr BROWN presented the measurements of the current forecast against the AGM-approved 2023 budget, showing that improvements have occurred thanks to the measures taken in the last six months. Mr BROWN noted that the XTWC had supported the growth of revenue and the bottom line. There would still be a small deficit at this stage, but concerted efforts have allowed those finances to turn around. Mr BROWN is still hopeful for a further decrease of the deficit prior to year-end.

Ms SÖRLING noted that this was a good result within a short period of time.

Mr BROWN presented the WTT 2024 cashflow forecasts with around USD55 million due to be received and payments being forecasted around USD47 million. The next 6 to 8-month period before the Paris 2024 Olympic Games would have a negative cash balance forecasted and noted that conversations are being held around the lines of credit – one from UBS and one from World Sports. Mr BROWN noted that March 2024 would be the biggest negative, but by September 2024, expectations are to have a positive cash flow again. Mr BROWN highlighted that having the different lines of credit does not solve the long-term issues but would ensure that cash flow could remain positive until WTT finances turn into profit.

The EB noted that the line of credit¹ with UBS is CHF2.4 million, of which the ITTF has used about CHF1.5 million so far. During the days of EB preparations, it was agreed to recommend to the EB to increase this line of credit up to CHF 4 million. Mr BROWN emphasised that the ITTF did not have plans to use so much but that a formal EB decision is required for this line of credit extension to be made. The EB noted that the line of credit with World Sports would be different as it would be a pre-payment for existing contracts that WTT has in place. Having this line of credit in addition to the UBS line of credit would cover the short-term cash flow challenges.

Ms SÖRLING opened the floor to any remarks, noting that in the past, before the Olympic Games year, the EB had also taken loans, adding that, in this case, it is a unique situation with respect to WTT being a start-up.

Mr NATRAN noted that the projections about these financial solutions would allow WTT and ITTF a further 2 or 3 years to turn the operations into a profitable one, which he opined was a positive

¹ Mortgage Note towards the property in Renens, Chemin de la Roche, 11.

and well-designed solution. However, Mr NATRAN wished to emphasise that the EB has some time to prepare, discuss, and investigate a potential bond issue, which could be a good solution. There would be no pressure to invest in that now but to measure the market and the appetite for such a bond transaction. Mr NATRAN noted that it could be positive for WTT and ITTF to create a beneficial financial position and act as a capital injection.

Mr BROWN thanked Mr NATRAN for his suggestions and noted that it would be great to keep options open.

Mr AZEVEDO queried on the current cash situation and on whether there was any possibility to request advancing a part of the Paris 2024 Olympic Games revenue distribution.

Mr BROWN provided figures in answer to Mr AZEVEDO's first query, and Ms SÖRLING suggested this could be another way to solve the cash flow; however, it is not preferred at this moment. Ms SÖRLING added that the sale of the property in Lausanne is another pathway, but the current market conditions are not the best.

20231206-EB-02

The Executive Board agreed to increase the Mortgage Note towards the Renens property by 1.6 million CHF, to a total of 4 million CHF.

5.1.3. Budget 2024

In relation to 2024 budget, Mr BROWN presented the figures, and noted that the AGM approved budget from Bangkok was showing a USD200,000 deficit, however, with a number of prudent actions being taken, the year could end even with a small surplus.

Dr MESHREF reported about the Development portion of the budget, referring to a meeting held with the Continental Presidents on 24th November online. Following the discussions, it was agreed with the CEO to propose an adjustment of USD100K to provide USD1.1 million for development in 2024.

Dr AZEVEDO queried on the development objectives and funding provided to the Membership and Continental Federations. Mr BROWN indicated there are three different areas: governance grant (admin), mainly going to the Continental Federations, events support (varies depending on continent events and needs), and development, which is the largest portion (HPD and education).

Mr BROWN presented the WTT 2024 budget update, highlighting that the higher the valuation is, the better conditions will be in place for a potential investment. Mr BROWN opined that the main challenge/improvement would be an optimisation from the expense side, with a lot of work going into each of the event business models and the ROI whether at Youth, Contenders, Champions, or Grand Smashes, and looking at optimising those expenses without damaging the ability to grow these revenues.

Mr BROWN added that from a pure investment point of view, the more revenue WTT can generate, the greater the company's value will be. On paper, the ITTF is 85% owner of a multimillion-dollar company, but this does not show on financial statements. This should be better communicated in Mr. BROWN's opinion.

Mr DAINTON commended Mr BROWN for his prudent approach and queried about the original budget for 2024, to which Mr BROWN responded it was a 2 - 2.5 million loss budgeted.

Mr RYU noted the plan for 2024 and queried on the impact on prize money for players.

Mr BROWN was pleased to note that if WTT could achieve the planned calendar, prize money in 2024 would exceed USD10 million, around a USD6.3 million increase compared to 2023.

Mr SYMONS queried about the Integrity Unit budget. Mr BROWN noted that it would fall under governance and regulatory expenses and that the amount budgeted for Integrity is roughly USD450,000; however, understanding that the Integrity Unit has asked for a more specific budget to be allocated for their day-to-day operations.

Ms SÖRLING minded that the decision would be made under Agenda Item 11.6.1. for the Integrity Unity budget.

Mr BROWN presented on the consolidated income statement forecast for the ITTF Group overall.

20231206-EB-03

[The Executive Board approved the 2024 Forecast to be presented at the 2024 AGM.](#)

Mr BROWN presented the 2025-2028 budget, noting that there had been a first round of submissions from various senior staff, but further review would need to be done to make sure that the budget remains stable in the coming years. The aim is to present a revised proposal for the 2025-2028 budget to the EB in the meeting in February, prior to the Finance Forum and AGM to be held in Busan.

Mr BROWN suggested that the EB agrees to establish a framework so each year ends up being profitable.

Mr DAINTON elaborated that, requesting the EB to 'give the green light', so they can work under these parameters.

Dr MESHREF suggested the EB should be taken that decision as suggested, and Ms SÖRLING concurred.

20231206-EB-04

[The Executive Board agreed to establish a framework so the budgets for 2025-2028 are profitable.](#)

Dr AZEVEDO highlighted for the athletes' representatives of the EB that the prize money of the events represents 50% of the costs of the tournaments, which is very important to show the players how relevant and important they are, adding that the other high cost in the events is TV production.

5.1.4. Remuneration Committee

It was agreed that the plan to have a Remuneration Committee should be put in place, initially as an extension of the AFC.

5.2. Information and Technology

This item was for information only. No decision was required of the EB.

5.3. Education

This item is for information only. No decision was required of the EB, and no presentation was made. Mr DAINTON noted that there would be some changes to personnel in the restructure.

Ms SÖRLING noted that there are many requests from Member Associations about educational activities, and this should be a priority for the EB.

5.4. HR

Ms Charlotte LOURDES, Human Resources Director, presented to the EB on HR, giving context to the restructure as first explained by Mr DAINTON during the meeting. Ms LOURDES explained the timeline of the restructuring and the collaboration between the entities to optimise resources. Ms

LOURDES referred to her conversation with the HR director of the IOC during the visit to Lausanne, and that the IOC also had a hiring freeze at the start of the year, similar to what the ITTF did. Ms LOURDES noted her conversation with Dr MESHREF during his visit to Singapore, that there may be a need of injection of new talent and hoped that this would come to fruition from January, and that the work of HR is not stopping just because of the restructure and that HR is working on re-aligning KPIs and job scopes.

Mr OSHODI queried where the EB would sit with respect to the performance reviews and their portfolios of management.

Ms LOURDES noted that the EVP of the relevant portfolios should be informed of the KPIs and could very much come up with resolutions or decisions to be made in terms of approval or work itself and to listen to what the staff are trying to do and the difficulties and challenges they face and opined that the involvement of the relevant EVP would help on the success on the function. However, Ms LOURDES deferred to Mr DAINTON to comment regarding performance assessment.

Mr DAINTON noted that it would be important to get feedback from the EVPs related to their portfolio and their expectations and opined that it would be the right move for the EVP to get involved and discuss the KPIs and expectations so that the senior staff responsible for their area and portfolios are aware from the start. It may require some looking into reporting lines and how the staff do their assessments.

Ms SÖRLING noted that this is a good query from Mr OSHODI, and that it would be important that the organisation can deliver on the strategic plan.

Dr MESHREF reiterated his comment of the previous day about the need in the ITTF to have a CFO.

Dr MESHREF's comment was acknowledged. Ms SÖRLING noted that it would be important to have a high-level qualified staff in this area and noted that Mr DAINTON and Miss LOURDES would take these remarks back with them and really consider them as it would be important for the ITTF to deliver on its objectives.

Mr DAINTON noted that the team are finding solutions to help manage.

5.5. Sustainability

The EB members noted the Sustainability Report is available in the EB Meeting package.

5.5.1. Terms of Reference of the Committee

Mr CALIN presented the terms of reference of the Sustainability Committee, as drafted by the staff of this area in consultation with Mr Dylan MAH.

Mr RYU noted that he agreed on the Terms of Reference, and that sustainability should not be an option but a mandatory point and the responsibility of the IF. Mr RYU suggested to add Legacy as part of the scope of the Committee's functions, referring to the IOC Sustainability and Legacy Commission.

Mr CALIN noted that an amendment to the committee's name is a constitutional matter and should be put forward at the AGM for approval. However, the naming could be studied internally before going for decision.

Ms SÖRLING suggested for the time being to approve the Terms of Reference and discuss adding 'Legacy' to the name of the committee, thanking Mr RYU for the good suggestion.

The EB approved the Terms of Reference for the Sustainability Committee.

20231206-EB-05

The Executive Board approved the Terms of Reference of the Sustainability Committee.

5.6. Communications

This item was for information only. No decision was required of the EB.

Dr MESHREF reflected on some parts of the report, highlighting the importance of inter-entities collaboration.

Ms SÖRLING acknowledged Dr MESHREF's remark and noted that this was why a restructuring was needed to clarify the different responsibilities.

Mr DAINTON noted that the rights for the World Cups were taken out of the Master Licence Agreement with WTT, and this is a different model compared to the World Championships (which rights are exploited by WTT), hence the need to have some adaptation.

Dr AZEVEDO queried on ITTF social media statistics, and whether it was for ITTF alone and without WTT, whether it would be possible to see how many unique followers there are for ITTF World and WTT and how to make use of that, and whether there would be any benefit from an IT perspective to link both and increase the visibility of each item alone.

5.7. Protocol

This item is for information only. No decision required of the EB, and no presentation was made.

5.8. Equipment

This item is for information only. No decision required of the EB, and no presentation was made.

5.9. Home of Table Tennis

This item is for information only. No decision required of the EB, and no presentation was made.

Mr DAINTON noted that there were not a lot of updates, but that during the dinner the previous night, Lausanne had shown an interest in ITTF keeping a presence in Lausanne. They understand that our memorandum of understanding with Singapore remains, which is not at any final or close stage, but that Singapore government has given more support for the Grand Smash. Mr DAINTON further noted that Ms SÖRLING is involved in some discussions and that Hungary has also expressed interest in the opportunity for the Home of Table Tennis.

Mr NATRAN opined that at the beginning of launching the process for the Home of Table Tennis, the idea was to have multiple corporations in more cities. The presence of Lausanne is important for the Olympic Movement; Singapore is the operative centre right now, Budapest is emerging in sports diplomacy, and some other cities, such as Doha, were discussed as well.

It was said keeping these cities operating in tandem with the ITTF would be good. Mr NATRAN queried whether there was any formal process or just informal negotiations currently being held and what plans there were.

Mr DAINTON recalled it was during an EB meeting where it was mentioned that the ITTF would take a targeted approach.

Mr CALIN noted that FIFA opened a development office in Paris 2 years ago, and now is also opening an office in the USA. Mr CALIN concurred with Mr NATRAN that it would benefit ITTF to explore these options.

5.10. Fees for Match Officials in ITTF events for 2024

Mr CALIN was invited to address the EB on this matter. The fees structure for ITTF events in 2024, were prepared by the URC in cooperation with the staff of this area. After some

clarifications on the fees structure, the EB agreed to approve the Match Officials fees structure for 2024.

20231206-EB-06

The Executive Board approved the Fees for Match Officials for 2024.

6. Athletes

6.1. Athletes Commission Report

Mr ACHANTA presented on behalf of the Athletes Commission (**AC**), noting firstly that feedback had been received that players are extremely happy with the Mixed Team World Cup being held in Chengdu. Mr ACHANTA opined that the mixed team is a fantastic way to showcase table tennis and bring inclusivity and gender equality.

Mr ACHANTA informed that Ms Elizabeta SAMARA has joined the WRWG and that discussions are being held about potentially adding WR points for the athletes competing at the WTTTC in Busan.

Mr ACHANTA reported on the recent activities of the AC, including feedback on the selection process for the Paralympic Games Paris 2024 World Singles Qualification Tournament, the discussions about NER (National Entry Restrictions) and PDW (Play Down Restrictions) at WTT events in 2024, the clash between Panam Games and Frankfurt Champions, the inclusion of World Ranking points by the XTWC which the EB had decided; and the issues in Mexico with two groups claiming being the authorities in charge of the Association.

Ms SÖRLING noted that the issue of the MEX TTA would be addressed during the governance section of the agenda later on in the meeting and thanked Mr ACHANTA for raising it.

Dr MESHREF thanked the AC for their report, asked in relation to a technical deviation he found in the application of the XTWC points allocation, and suggested the same issues of the clash of the Panam Games with the WTT Champions in Frankfurt may occur in 2024 with the postponed African Games.

Mr DAINTON noted that it would probably be better for the World Ranking Working Group to develop a mechanism to deal with clashes in general rather than taking it on an event-by-event basis.

Mr OSHODI indicated with the growth of the WTT calendar more clashes will arise in the future, and that a holistic review of WR and calendar shall be done.

Mr ACHANTA further added athletes' dissatisfaction with decisions on WR points being awarded after the events prospectus are published, asking the EB to consider avoiding this type of last-minute changes in the future, as they affect athlete's preparation and planning.

Ms SÖRLING acknowledged Mr ACHANTA's additions and concurred that this was a point that all members of the EB agreed upon.

6.2. Entourage

Mr MAEHARA addressed the EB, noting that the Entourage committee had had 3 meetings in 2023 and thanked the Chair of the Entourage Group for coordinating the online meetings. Mr MAEHARA noted that he felt the discussions were meaningful and covered major areas that need attention. Mr MAEHARA noted that a clear route to channel Entourage Group suggestions to the EB should be made.

Ms SÖRLING thanked Mr MAEHARA for his report, congratulated him on the work done by the Entourage Group, and added that the EB looks forward to receiving such recommendations.

6.3. High Performance

This item is for information only. No decision required of the EB.

6.4. Sport Innovation

This item is for information only. No decision required of the EB.

Dr AZEVEDO commented that Mikael ANDERSSON had already mentioned the possibility to organise the ITTF Esport World Championships which he felt was very important, and asked to then consider if this could be extended into continental and regional events to build a big model for the future. This work would need to be started as soon as possible as it would be a good step for the future.

Ms SÖRLING acknowledged Dr AZEVEDO's comment and noted that at Agenda Item 11.7, there would be for decision an item related to Esports. Ms SÖRLING echoed the address by Mr BACH earlier in the meeting about the importance of Esports and AI for the future.

6.5. Eligibility

This item is for information only. No decision required of the EB.

6.6. Refugees

This item is for information only. No decision required of the EB.

Mr CALIN noted that in addition to the already known Refugee practicing in Austria, there may be formalised the first Refugee Para athlete, following some interactions between the IPC and the ITTF staff.

6.7. Gender Identity and Sex Variations.

This item is for information only. No decision required of the EB.

Ms SÖRLING noted that there is one report and one draft policy in the package for the EB, however, the draft policy is not yet finalised.

7. Events

7.1. World Title Events

Mr DAINTON addressed the EB on this item.

7.1.1. WTTC Finals Durban 2023 final report

Mr DAINTON noted that a small summary was prepared about the WTTC Finals in Durban, and highlighted that the ITTF was proud to have had the World Championships in Africa, the first one in 84 years. Mr DAINTON noted the areas for improvement related to lighting, preparation of second and third hall, and that better planning should happen for future events, however, overall Mr DAINTON opined that it was a successful World Championships. Mr DAINTON noted that the LOC had recently come back with their final financial result, which showed a small profit, including the cost of hosting the Contender event in January, so the outcome is positive.

Mr AL-MOHANNADI queried how many hotel rooms were utilised, as this would be a guide for the World Championships Doha 2025, and Mr DAINTON noted that he would check.

Ms SÖRLING noted that in the past, there was a very detailed report of the WTTC containing figures, which is important as a legacy for future events.

Mr AL-MOHANNADI noted that he was happy to have had the World Championships in Africa after a long time and felt that everyone had enjoyed it. Mr AL-MOHANNADI hoped that the World Championships would return to Africa again soon.

7.1.2. WTTTC Finals Busan 2024 update

Mr DAINTON noted that the prospectus and OES had been released, and the deadline for team confirmations has been set. Mr DAINTON further noted that currently, there are 40 men's teams entered but only 38 women's teams, with New Zealand and Mauritius declining their participation. Mr DAINTON noted that the draw would be on 16th January, and a final inspection will be made around the same time. Mr DAINTON noted being confident in all the work done, with a few technical visits related to event operations already conducted.

Mr RYU wished to thank the EB members for their trust and support, and following a bad start in 2020, was looking forward to Busan 2024. Mr RYU noted that he had prepared a detailed report that will be shared via email, but highlighted that in terms of sustainability, the event is targeting the ISO2121 certification, due to be completed during the month and unveiled on 16th January 2024. This would be the first World Championships receiving an ISO certification for sustainability.

Ms SÖRLING concurred that the ISO certification was a good sign and noted that she believed that financially, the event is in good shape. Ms SÖRLING wished Mr RYU and the team all the best for the final few months leading up to the event.

Mr DAINTON highlighted to the EB that registration for ITTF Delegates and Officials for the WTTTC Finals will start within a week.

Mr ACHANTA noted that the draw has been scheduled one month before the event, which is good, and hoped that this could be extended to other major tournaments as well for the future as it would greatly help players prepare.

7.1.3. WYTTC Nova Gorica 2023 update

Mr DAINTON noted that the WYTTC in Nova Gorica had been held the week before and from all reports, it appeared to have been a successful event with no major issues. There is of course, room for improvement.

Ms SÖRLING and Mr RYU attended this event. Ms SÖRLING concurred that the event had been a really good experience and that there were spectators from Day 1 of the event. The venue had been dressed up well, and it was walking distance to the hotels. Ms SÖRLING noted, in particular, the ITA anti-doping session, which had been delivered by an Olympic Ski Jumper from Slovenia. Ms SÖRLING noted that it was truly athlete to athlete and felt that this is something that the ITTF should do more often, and that it was a good session where the athletes were interacting with one another. Ms SÖRLING congratulated the team for their job well done at this event.

Mr RYU noted that it was his first time watching the World Youth Championships and concurred with Ms SÖRLING's remarks. Mr RYU made a remark about the infrastructure existing in the cities where events are allocated being considered for world title events.

Ms SÖRLING concurred this should be minded for next allocations.

7.1.4. World Masters Rome 2024 update

Mr DAINTON noted that the event is reaching its maximum capacity, with over 6000 entries to date.

7.1.5. World Masters Table Tennis Championships 2026 – bid update

Mr DAINTON noted that there have been various expressions of interest from different cities and countries, including China, Germany, Hong Kong, South Africa, Spain and the USA. The bid received from China was not coming through the CTTA, and therefore it has not been confirmed. South Africa has withdrawn at the time of this meeting. Mr DAINTON stated this is a property that attracts a lot of interest.

- 7.1.6. World Para Championships 2026 – bid update
Mr DAINTON noted the other ongoing bidding process for World Para 2026, with expressions of interest from Great Britain, Thailand, and the USA.
- 7.1.7. European Para Championships 2025
Mr CALIN addressed the EB on this matter. Ms SÖRLING recused herself from discussions on this point. The technical report of the bid was on the package, and the review of the ITTF virtual inspection team, therefore, the EB agreed to allocate the event to the Swedish Table Tennis Association, to be held in the city of Helsingborg.

20231206-EB-07

The Executive Board agreed to allocate the European Para Table Tennis Championships 2025 to the Swedish Table Tennis Association, to be held in the city of Helsingborg.

- 7.1.8. Mixed Team World Cup Chengdu 2023
An update was already part of the CEO report.
- 7.1.9. World Singles Cups 2024
Mr DAINTON noted that the World Singles Cups would be held in Macau in April 2024, with the team working heavily on the competition and qualification systems.

7.2. Olympic & Paralympic Games – IOC Sports Director

Mr Kit McCONNELL, IOC Sports Director, addressed the EB. Mr McCONNEL touched on the matter of the RUS/BLR athletes, enforcing IOC's strong standing that the athletes should not be punished for the actions of their governments.

Mr McCONNELL noted that about 250 athletes with Russian and Belarusian passports compete in events directly controlled by International Federations, with 11 Russian and Belarusian athletes already qualified for Paris 2024.

Mr McCONNELL also touched upon esports, noting that table tennis was a highlight of the exhibition in Singapore and that he was looking forward to the development of VR as an exciting new dimension to table tennis.

Mr McCONNELL welcomed any thoughts or questions and noted that he would attend the dinner with the EB that night for more discussions. Mr McCONNELL also wished to thank the ITTF for their great partnership and how it was a pleasure to have been working together on all items, regardless of how big or small the subject matter. Mr McCONNELL further attested to Mr RYU's leadership among the IOC Athletes' Commission.

Ms SÖRLING thanked Mr McCONNELL for his partnership and support, adding that the ITTF has felt very much part of the IOC family as such.

Dr MESHREF queried about esports, noting that the Olympic Movement talks about physical activity and that there is a lack of physical activity in esports, so what the IOC is balancing in that respect.

Mr McCONNELL noted that the IOC has gone through the first steps of the journey, noting that the key item is to get young people excited about physical activity but also engaging in Olympic Values as well. Around 85% of youth in the Olympic Games are also involved in esports, so it is of clear importance to engage with that demographic.

Mr DAINTON queried how table tennis could improve its place at the Olympic Games, whether through more events or more quotas.

Mr McCONNELL noted the reasoning of the request, as more quotas may mean more countries participating in the Games and, therefore, eventually, greater audiences. Mr McCONNELL congratulated the ITTF on the job being done, however, suggesting it is very hard to increase events or quotas at this stage for Los Angeles 2028.

Mr ACHANTA asked in relation to the Russian and Belarusian players, since they have lost out on almost 2 to 3 years of the rankings and how difficult it would be to include them for Paris 2024 qualification and process and selection.

Mr McCONNELL agreed that there was lost opportunities and lost competitiveness. Any decision taken would have to reflect that there is no change to qualification systems and no additional quota granted to Russian and Belarusian athletes, to be fair to other athletes in the world. Mr McCONNELL added that it is an unfortunate reality, but the IOC would respect the individual IF's position on that matter, in order to encourage the return of the athletes to competition.

Mr McCONNELL thanked the EB for allowing him to address them and departed from the meeting.

Mr CALIN noted that there are two possible pathways: i) exploring the Mixed Team format, and ii) exploring adding the men's and women's doubles. Mr CALIN suggested to present these two options to the Continental Council (CC) in February for discussion, recommending to listen to the CC members to gather all possible feedback and then taking an informed decision.

7.3. World Ranking

7.3.1. Mixed Team World Cup – WR Points

Mr OSHODI was invited to address the EB on this point.

Mr OSHODI noted that it was agreed that there should be a 33% increase across the board in World Ranking points, which has not been done, but that Mr OSHODI would be working with the ranking manager to ensure that this is done before the end of the tournament.

7.3.2. World Team Table Tennis Championships – WR Points

Mr OSHODI noted that the consequence of the vote has brought in more questions regarding the WTTTCF individual points in the team event and that discussions had been had in the World Ranking Working Group. However, guidance from the EB was still needed on whether to go head or not. If it is decided to go ahead, continental and regional championships would also need to be given points. It is important not to create a system where points are too easily come by.

Mr OSHODI noted that if there was any decision to be made now, it would be going forward from January 2024 and without retrospective effect.

The EB approved that Mr OSHODI shall move forward in the World Ranking Working Group to elaborate a proposal with the points and allocation in detail, as well as the decision to be taken for Busan.

7.4. Mixed Doubles Qualification Tournament for Paris 2024 Olympic Games

Mr CALIN presented the report from Mr Mikael ANDERSSON before the EB, following his exchanges with the Czech Table Tennis Association. No comments were raised.

20231206-EB-08

The Executive Board agreed to allocate the Mixed Doubles Qualification Tournament for the Paris 2024 Olympic Games to the Czech Table Tennis Association, to be held in the city of Havirov, on 11th and 12th April 2024.

7.5. Letter from French NOC

Ms SÖRLING noted that a letter from the French NOC President has been received a few days before the EB meeting, related to the ranking points from the European Games.

Mr OSHODI noted that all other continents will have 2 or 3 counting for seeding for the Olympic Games, while ETTU will have only the Cup, which is limited to 16 men and 16 women. Although this is not the fault of the ITTF, it is a fact. This matter was discussed in October and voted then, being rejected. Mr OSHODI noted that the EB has to be careful when doing adjustments retrospectively.

Ms SÖRLING noted that her main concern is the athletes, as they suffer with less opportunities and it should be a fair game for all to qualify for the Olympic Games. Where last-minute changes are made, it can affect other events.

Mr NATRAN noted, from an ITTF perspective, that equal treatment of players is really important and that in Europe, there was a multi-sport continental event that was a huge success. It is important that at the Olympic Games, the best players should play, and the EB should allow/avoid anything that would technically and administratively affect the strengths of the players at the Olympic Games.

Mr DAINTON noted that he started to become a bit worried for the sport if the EB starts to make specific and many decisions related to things such as ranking and so forth in the last minutes before the major events. Mr DAINTON expressed hope that in the future, the EB will develop systems and structures where there is no need to constantly change.

Mr CALIN and Dr MESHREF concurred that they don't understand why the World Individual Championships do not count for the World Ranking for selection and seeding for the Olympic Games, being the most important event of the ITTF, and hoping that this will not happen again in the future.

Mr CALIN added that although Mr OSHODI is right that the date of the European Games is not set by the ITTF, ETTU was the only continent that followed the request of the ITTF to split the Continental Championships into Teams and Individuals. For doing so, now they are negatively affected. All other continents have a 7-event Continental Championships, while Europe had only Teams in September, and therefore, other continents have 40 to 60 players with at least one continental event counting for their WR, and many of them having 2 or 3 opportunities to score points, while Europe will have only 16 men and 16 women with this chance.

Mr ACHANTA noted that the Olympic Games is something out of EB's control, but the EU having only one team championships in a year, is something for ITTF to discuss with ETTU to see what can be done. The EB would have to make a decision.

Mr RYU suggested that all matters of World Ranking are sensitive, and that it would be good to take this within the athletes first, maybe by way of a meeting, survey, or voting internally, and share the feedback with the EB.

Ms SÖRLING noted that the EB wants to hear the voice of the athletes and that being an urgent matter, consultation should happen a.s.a.p., therefore, asking the Athletes Commission to give feedback by themselves, as the elected representatives of the Athletes community they are.

Dr MESHREF agreed with the approach.

8. World Table Tennis

8.1. Investment update

[Followed on from Agenda Item point 4]

Mr DAINTON presented an investment update, noting that the conversations initiated earlier in the year are ongoing, with two offers having been received during the Summit period. Mr DAINTON opined that there is room for improvement in both proposals and indicated that this will be discussed at the next WTT Board meeting. Figures of the potential investment were given, indicating that the amount of control requested makes them not so appealing.

Ms SÖRLING noted that this shows WTT is attractive to investors, echoing Mr DAINTON that to lose control would not be ideal for WTT at this period of growth, as it could potentially mean that WTT would not be able to use the investment according to the ITTF strategic plan. Moreover, as seen in other sports, investors have created challenges for the sport and requested that the investment money be used in different directions and strategies.

Mr DAINTON noted that the process of going through due diligence for the investment was a real learning point for WTT to understand the business. Mr DAINTON noted that the size of the prospective investor is notable, and this could be a good partner if conditions can be agreeable.

Mr NATRAN opined that in business, if someone wants to invest and take over more control, a fair offer should be presented, suggesting continuing searching for alternative investments. At the same time, Mr NATRAN suggested continuing negotiations with this potential investor, perhaps with a restructured offer, for example, through creating a subsidy of WTT on special markets. The prospective investor could then be a majority focusing on such special markets, and if there is proof that by their contribution, those markets can be more successful than before, then WTT can take a step further. Mr NATRAN further opined that focus should be kept on cooperation and that the prospective investor has already spent time and resources on the potential deal – from legal, finance, and valuation perspectives, agreeing with Mr DAINTON that they seem to be a good potential partner.

Mr DAINTON concurred that WTT should not just walk away from the potential investor if their initial offer is not good but find ways of potential cooperation. Mr DAINTON noted that in the investment proposal, there was mention of a subsidiary in a specific region, which could be considered.

8.2. Calendar

Mr DAINTON presented on the calendar. Mr DAINTON noted the WTT Women's Finals in Nagoya later in December and the WTT Men's Finals in Doha at the beginning of 2024. Mr DAINTON thanked QTTA for their help to find a host for this event. Mr DAINTON noted that, looking at 2024, the calendar is filling up with at least 3 of the 4 Grand Smashes expected to occur.

Mr DAINTON noted that the Grand Smash in Singapore has been moving forward in a better way than the last edition, with more support from the government. There have also been very good discussions in the Kingdom of Saudi Arabia (KSA) and noted that there is an excellent chance for KSA to take on a Grand Smash event in May. Further and off the back of the success of the XTWC in Chengdu, there is also a lot of interest in China to host a 2024 Grand Smash. Mr DAINTON noted that discussions were underway to see if the US would be potential market, and that the staff continues to look at European options.

Ms SÖRLING noted that with USA hosting the Olympic Games in 2028 it would be good if WTT could make something happen in the USA in the years leading to the Olympic Games.

Mr DAINTON presented on WTT Champions Events, with one to be held Macao at the end of 2024, two in China and in Korea Republic before the Olympic Games, and Frankfurt happening again in Q4. Mr DAINTON expressed hope to have another WTT Champions in France, as a legacy following

the Olympic Games. Mr DAINTON noted that he was pleased to see the event calendar coming to life following 2 difficult years from the pandemic.

Ms SÖRLING queried whether, on the Youth events side there is a risk of too many events, meaning that the LOCs would not have enough players, given that there would be about 10 more Youth events in 2024 than 2023.

Mr DAINTON acknowledged Ms SÖRLING's comment and noted that it would be brought back for internal discussion with the head of Youth Series to conduct a study to be presented to the board.

Mr OSHODI noted that for Youth, it is an economic issue, with many young players travelling long distances. It is, therefore, better to have more Youth events spread around. Mr OSHODI noted that there is a concentration of Youth events in Europe and that it would be good to ensure that Youth events are held around the world on different continents and that as many players as possible should start playing at a young age.

Mr DAINTON noted that this would be applicable not just to Youth events but also to senior events also.

Dr AZEVEDO echoed Mr OSHODI, making a reference to the figures of events in Tennis.

Ms SÖRLING thanked Mr DAINTON for the work done in this area.

9. Development

This item is for information only. No decision required of the EB, and no presentation was made.

10. ITTF Foundation

This item is for information only. No decision required of the EB, and no presentation was made.

11. Governance

11.1. Members

11.1.1. Russia / Belarus update.

Mr CALIN was invited to present before the EB on this item. It was noted that the EB made a decision on 17th March 2023, effective 30th March 2023, to follow the IOC's decision on 28th March 2023 regarding Russian and Belarusian athletes.

Following feedback received, the ITTF reformulated the "Additional Conditions of Participation" for athletes and supporting personnel with Russian or Belarusian passport, and the new version was presented to the EB for approval. There being no objections, it was approved.

20231206-EB-09

[The Executive Board approved the new "Additional Conditions of Participation" for Russian and Belarussian athletes and supporting personnel with Russian or Belarusian passport.](#)

11.1.2. Indonesia

Mr CALIN noted the reports from the meetings in Durban and Bangkok. The Ministry of Sports in Indonesia has dismantled one of the Associations, and the NOC has also recommended to un-recognise the current association. Mr BESSAH had been leading the discussions, and it is for the EB to decide how to move forward. Over the past decade there have been 2 sometimes 3 Indonesian table tennis associations claiming to be the national association. The athletes

are suffering as they have not been selected to go for events because it is not clear who has the mandate.

Dr MESHREF queried whether the two associations had elections, noting that in good governance there would need to be elections.

Mr OSHODI noted that the onus would be on the Indonesian association to show they had elections, if they cannot show this.

Ms SÖRLING recommended to chat with the representative of Indonesia attending the ANOC meeting over lunch to discuss this item.

[the meeting was adjourned for lunch]

Following the break, Mr CALIN noted that the proposition before the EB would be to initiate the process for provisionally suspension the Indonesian Table Tennis Association on the grounds of ITTF Statutes 1.16.

20231206-EB-10

The Executive Board agreed to initiate the process for a provisional suspension of the Indonesia Table Tennis Association on the grounds of ITTF Statutes 1.16

11.1.3. Mexico

Mr CALIN noted a similar situation of the Mexican Federation with Indonesia; however, in this case, there are no two associations but two groups claiming to be the right leadership.

The decision put before the EB in this case, on the recommendation of the Legal Counsel, is to initiate the process for the intervention of the Mexican Table Tennis Federation.

20231206-EB-11

The Executive Board agreed to initiate the process for intervention of the Indonesia Table Tennis Association on the grounds of ITTF Statutes 1.12

11.2. Continental Council

11.2.1. MCA updates/discussions

The EB noted the report of Mr CALIN, reflecting on the two last meetings of the Continental Council and the meeting with the Continental Presidents held on 24th November, which helped to clarify the actual funding existing for 2023. The next step is to confirm the budgets for 2024 so the MCA addendums can be signed following the ratification of the budgets, noting the proposed addition of 100,000 USD for development in 2024.

The resignation of the CEO of ITTF-Oceania, and the initiative to have a continental general manager hired directly by the ITTF, as agreed with ITTF-Oceania management, were noted.

11.3. Committee updates

Mr MAEHARA was invited to report on the Sport Science and Medical Committee. Mr MAEHARA reported that the SSMC currently work in three areas: (1) working to collect data on research being conducted around the world on the possible impact of table tennis practice on persons with Parkinson's disease; (2) working with Mr Mikael ANDERSSON to create guidance for the inclusion of transgender athletes in table tennis; (3) as it was announced in Bangkok that the SSMC hopes to hold the 17th Sport Science conference during WTTCF 2025 Doha, adding that SSMC has already started to work on this.

11.4. Working Groups Update

This item is for information only. No decision required of the EB, and no presentation was made.

11.5. Gender Equality, Diversity, and Inclusion

This item is for information only. No decision required of the EB, and no presentation was made.

Ms SÖRLING expressed that when ITTF is putting out the different programmes for gender equality, diversity and inclusion, it should not just be at a continental stage but for their own development, to focus this on the side of the coaches as well, as this is an area where the Federation is behind. This is not just for table tennis but prevalent in other sports as well.

11.6. Integrity / Safe Sport

11.6.1. Budget for the Integrity Unit

Mr SYMONS was invited to address the EB.

Mr SYMONS noted that the Integrity Unit was set up as an independent body, and they should be responsible for managing their budget, which doesn't happen right now. The second issue being staffing, with Mr Kevin CARPENTER currently as the sole member of the Integrity Unit.

Hence the proposition to approve a specific independent budget for the Integrity Unit.

Dr MESHREF noted that from his visit to Singapore, adding Integrity amounts to about USD400,000 per year which is not a small budget.

Ms SÖRLING expressed that this is the work of the CEO together with the support of finances. The number would be debated there, but it would be for the EB just to create the budget for the ITTF Integrity Unit currently.

Dr AZEVEDO queried whether the budget would account for each amount for anti-doping, etc.

With no other comments or remarks, the EB approved the decision to have an ITTF Integrity Unit budget.

20231206-EB-12

[The Executive Board agreed to establish a dedicated budget for the Integrity Unit.](#)

11.6.2. Safe Sport officers

The decision before the board is to invest in having a safe sport officer. Mr CALIN noted most IFs have at least one or two officers, and it is a necessary step to help in conducting whatever necessary investigation or educational activities.

Mr RYU recommended the IOC Certificate: Safeguarding Officer in Sport, which could be used to educate and communicate through the ITTF organisation.

Mr SYMONS queried that in terms of the role, it would be key for the person to have a role in education as well.

20231206-EB-13

[The Executive Board agreed to pursue our first Safe Sport Officer.](#)

11.6.3. ITTF v Swiss Table Tennis

Mr OSHODI welcomed the officials from Swiss Table Tennis (STT) and was pleased to inform the EB that the matters with STT had been resolved. Mr OSHODI thanked STT, Mr AL-MOHANNADI, Mr CALIN, and Mr Dylan MAH for their support and efforts in resolving the matter.

Mr CALIN presented the document before the EB, noting that both the STT and Mr AL-MOHANNADI had vetted this document. Mr CALIN noted the key points that the disagreement

would remain confidential until the 20th of December – the date mutually agreed by Mr AL-MOHANNADI, the ITTF and STT.

Mr Freddy OSWALD, Vice-President of Swiss Table Tennis, addressed the EB and thanked all in attendance, expressing relief that the matter between ITTF and STT has been resolved. Mr OSWALD declared having joined the Board of Swiss Table Tennis in 2022 and was surprised to learn about this case.

Mr AL-MOHANNADI thanked Mr CALIN, Mr OSHODI and the board of STT for their collaboration on the case. Mr AL-MOHANNADI also felt relief to be able to close the case, and that now ITTF can move forward and focus on its primary objective – table tennis. Mr AL-MOHANNADI looked forward to working with STT in the future.

The document was signed by parties and Mr OSWALD presented letters of apology from Swiss Table Tennis to the ITTF and to Mr AL-MOHANNADI.

20231206-EB-14

The Executive Board agreed to terms with Swiss Table Tennis to remove the existing cases in the ITTF Integrity Unit.

11.7. E-sports (Working Group)

Dr AZEVEDO referred to the report of Mr ANDERSSON and suggested going ahead with the organisation of an esports world championships in 2024. The EB also agreed to establish a working group to focus on this area.

20231206-EB-15

The Executive Board approved the establishment of an esports working group.

20231206-EB-16

The Executive Board agreed to host the first esports World Championships in table tennis in 2024.

11.8. Others

11.8.1. Propositions and Resolutions for the Council and AG

Mr CALIN brought the EB through the propositions and resolutions for the AGM in Busan.

11.8.2. ITTF AGM and Council 2024

The different meetings to be held as part of the ITTF Summit 2024 were presented, particularly the ITTF Council, to be held on Monday 26th February 2024, and the ITTF AGM, on Tuesday 27th February 2024.

11.8.3. 5th ASOIF self-assessment exercise – ASOIF President

Mr Francesco RICCI BITTI, the president of the ASOIF, was invited to address the EB.

Mr RICCI BITTI congratulated Ms SÖRLING on her appointment to the IOC, and noted that the ITTF has made big progress within the Olympic Movement. Mr RICCI BITTI presented the key elements of the good governance assessment led by the ASOIF, and noted that the ITTF was improving in every edition, being one of the top-performing IFs.

12. IOC Members Reports

Mr RYU was invited to address the EB on this item. It was noted that the final list of candidates for the IOC Athletes Commission elections in 2024 has two candidates from table tennis, one from Chinese Taipei and one from Nigeria.

13. Other Business

13.1. IMG A Update

The EB noted the written report.

13.2. WADA Update

The EB noted the written report.

13.3. ASOIF Update

The EB noted the written report.

13.4. SportAccord Update

The EB noted the written report.

14. Next Meeting

Petra SÖRLING
ITTF President

Date

Raul CALIN
ITTF Secretary General

Date