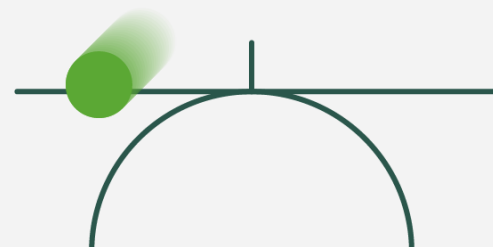




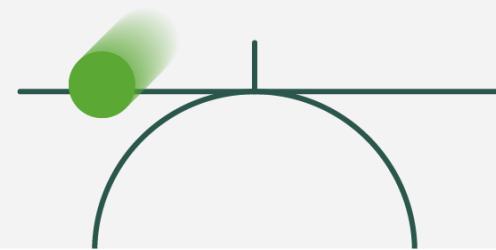
TERMS OF REFERENCE

SUSTAINABILITY COMMITTEE



TERMS OF REFERENCE – ITTF SUSTAINABILITY COMMITTEE

Document Title	Terms of Reference – Sustainability Committee
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Article 1 – Legal Basis and Authority

1.1 The Sustainability Committee (“the Committee”) is constituted as a Permanent Committee of the International Table Tennis Federation (“ITTF”) in accordance with Article 1.71.1 and Article 1.75 of the ITTF Statutes.

1.2 These Terms of Reference (“TOR”) are issued under the authority of the ITTF Executive Board, which holds the exclusive power to establish and amend the terms governing all Committees, except as provided otherwise by the Statutes.

1.3 In the event of inconsistency between these TOR and the ITTF Statutes, the provisions of the Statutes shall prevail without exception.

1.4 The Committee exercises an advisory function only, except where the ITTF Council expressly delegates authority under Article 1.71.8 of the Statutes.

Article 2 – Purpose

2.1 The Committee shall provide strategic advice on sustainability-related matters, including environmental sustainability risks and opportunities within the ITTF and its membership.

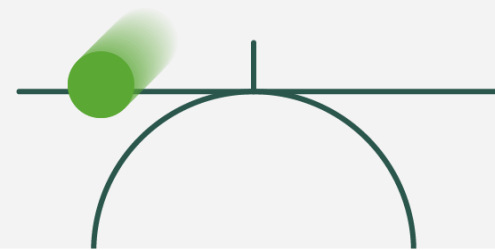
2.2 The Committee shall support the implementation and monitoring of the ITTF's sustainability goals, including those arising under the Sustainability Strategy and the Planet Game Plan 2030, and shall promote alignment with internationally recognised sustainability standards, where appropriate. This includes supporting ITTF in:

- Reducing the ITTF's carbon footprint by **50% by 2030**;
- Achieving **net-zero emissions by 2050**;
- Strengthening environmental governance, practices, and reporting across the ITTF; and
- Supporting nature-positive initiatives.

2.3 The Committee shall encourage and guide Member Associations, Continental Federations, and related stakeholders in enhancing sustainability integration across operations, competitions and administration, including in relation to carbon reduction objectives, nature-positive initiatives, and sustainable development.

Article 3 – Composition

3.1 The Committee shall comprise not fewer than six members, including one representative from each Continent appointed by the ITTF Council, and at least one



independent individual appointed by the Executive Board, in accordance with Article 1.75 of the Statutes.

3.2 The number of full and corresponding members shall be determined by the ITTF Council one year prior to the nomination of candidates, in accordance with Article 1.71.2.

3.3 The AGM shall appoint, suspend, or remove members of the Committee in odd-numbered years, acting on the recommendation of the Nominations Committee and in accordance with the Statutes.

3.4 Nominations may only be submitted by the Member Association of which the nominee is a member or Official. Nominations shall be lodged no later than ninety (90) days prior to the AGM at which appointments are to be made.

3.5 No person may be appointed to more than one Committee simultaneously. No more than four Committee positions may be held by Officials affiliated with the same Member Association. No member of the Executive Board may serve on a Permanent Committee.

3.6 Provided that sufficient female nominations have been submitted, not less than twenty-five percent (25%) of full members shall be selected from among female nominees.

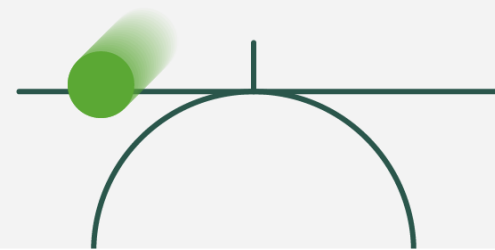
3.7 The term of office of all Committee members shall coincide with that of the ITTF Executive Board.

Article 4 – Chair

4.1 The Chair shall be appointed by the ITTF Council in odd-numbered years on the recommendation of the Executive Board and shall serve for the duration of the Committee's term.

4.2 The Chair shall:

- provide strategic leadership to the Committee and ensure compliance with these Terms of Reference and the ITTF Statutes;
- convene, determine the agenda of, and preside over Committee meetings in accordance with the ITTF Statutes and relevant policies, including the Conflict of Interest Policy;
- oversee the articulation, drafting and presentation of any recommendations, including reports to the ITTF Council and Executive Board;



- ensure constructive and inclusive deliberation among all Committee Members, promoting regional and stakeholder perspectives;
- monitor participation levels of members and, in consultation with the ITTF Staff Member, initiate procedures in cases of inactivity;
- jointly with the Committee Secretary, communicate with ITTF departments as necessary to fulfil the Committee's mandate.

4.3 The Chair shall attend the Annual General Meeting with the right to speak but not to vote, and may attend Council meetings as an expert adviser, with the right to speak but no voting rights.

Article 5 – Deputy Chair

5.1 The Committee may propose the appointment of a Deputy Chair from among its full members. The appointment shall take effect upon approval by the Executive Board.

5.2 The Deputy Chair shall assist the Chair in carrying out their duties and shall act in place of the Chair during absences, temporary unavailability, or incapacity. Where the Chair becomes vacant, the Deputy Chair shall exercise the functions of the Chair until the ITTF Council appoints a new Chair.

5.3 The Deputy Chair shall support meeting preparation, assist in monitoring member engagement and regional coordination, and contribute to the strategic direction and reporting obligations of the Committee.

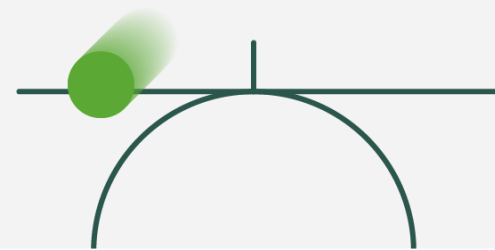
5.4 The Deputy Chair shall not automatically acquire the speaking privileges of the Chair at the AGM or ITTF Council meetings unless acting as Acting Chair for the purpose of such attendance.

Article 6 – ITTF Staff Member (Secretary)

6.1 The Secretary of the Committee shall be a staff member of the ITTF appointed by the Chief Executive Officer. The Secretary shall not be a voting member of the Committee.

6.2 The Secretary shall:

- facilitate the logistical organisation of meetings and ensure adequate notice and circulation of agendas and supporting documentation;
- prepare and distribute the minutes of meetings, obtain approval from the Chair, and record key decisions;



- coordinate correspondence between Committee members and submit proposals to the Chair for circulation when decision by correspondence is initiated;
- support the Chair in facilitating communication with ITTF departments and third parties, as required;
- maintain records of member participation and assist in monitoring compliance with these Terms of Reference;
- ensure adherence to ethical, confidentiality and data protection standards in the administration of the Committee's business.

6.3 The Secretary shall provide administrative continuity during changes in Committee membership and may be present in any Committee sub-committees or sub-groups.

Article 7 – Rights of Committee Members at the AGM

7.1 Committee members may attend the Annual General Meeting as observers, without the right to speak or vote, unless they are participating in their capacity as representatives of a Member Association, in which case they shall enjoy the usual rights of delegation consistent with that representation.

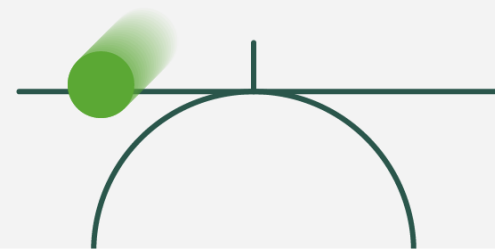
Article 8 – Duties and Mandate

8.1 The Committee shall advise the ITTF on sustainability policy, strategy, risk assessment and performance monitoring.

8.2 It shall assess sustainability matters relating to Continental Federations and regional structures, and shall, through the Executive Board, communicate recommendations for regional development, in accordance with Article 1.71.5 of the Statutes.

8.3 The Committee shall supervise, from a governance and advisory perspective, the process leading to the biannual Sustainability Ranking of Member Associations, including oversight of the methodology and promotion of regional participation. It shall encourage performance improvement actions and initiatives between ranking cycles.

8.4 The Committee shall support sustainability education, capacity building and stakeholder engagement, including through the ITTF sustainability forum, the ITTF Sustainability Education Platform, and related initiatives.



8.5 Committee members shall disseminate sustainability information, guidance and initiatives across their respective regions, collaborate with Continental Federations and Member Associations, and actively promote inclusion of athletes and institutional stakeholders.

8.6 Each member shall complete the ITTF Sustainability Education Platform Certification within six months of appointment or any earlier period determined. Completion of certification shall form part of the onboarding process. The Committee Secretary shall monitor compliance with this requirement

8.7 Committee members shall monitor the implementation of sustainability practices by Member Associations and other stakeholders in their region and shall advocate for compliance with ITTF objectives and commitments.

Article 9 – Meetings

9.1 The Committee shall meet at least four times per calendar year. One such meeting shall take place, where practicable, during the period surrounding the Annual General Meeting, in accordance with Article 1.71.3 of the Statutes.

9.2 Meetings may be held in person, virtually or in hybrid format. The Chair shall convene meetings with reasonable notice and preside over proceedings.

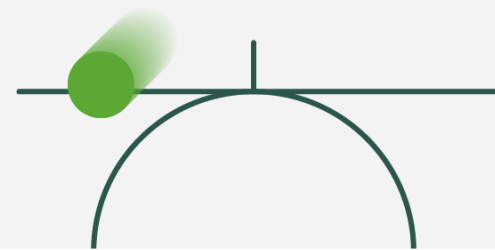
9.3 A quorum shall consist of a simple majority of voting members. Where quorum is not met, the meeting may proceed for discussion purposes only, without the adoption of recommendations.

9.4 Written minutes shall be prepared by the Committee Secretary and approved by simple majority of the Committee Members. Minutes shall be circulated to all Committee members after each meeting for approval, and shared with the Executive Board and Council where appropriate.

Article 10 – Decision-Making by Correspondence

10.1 Where a written proposal is circulated by or on behalf of the Chair, any member who fails to provide a written opinion within the specified deadline shall be deemed to have endorsed any recommendation resulting from such proposal, in accordance with Article 1.71.6 of the Statutes.

Article 11 – Reporting



11.1 The Chair shall submit to the ITTF Council an annual report on the activities of the Committee, drawing attention to any recommendations it wishes to make.

11.2 Acceptance of such report shall not imply acceptance of any recommendation contained therein, unless expressly approved by the ITTF Council or AGM, as applicable.

11.3. The Chair shall submit an annual report of the committee's activities for inclusion in the ITTF Annual General Report.

Article 12 – Sub-Committees

12.1 The Committee may establish sub-committees composed of its members to address specific areas of work. Any report or recommendation originating from such sub-committees shall require endorsement by the full Committee prior to publication or submission to the AGM or the ITTF Council.

Article 13 – Inactivity and Removal

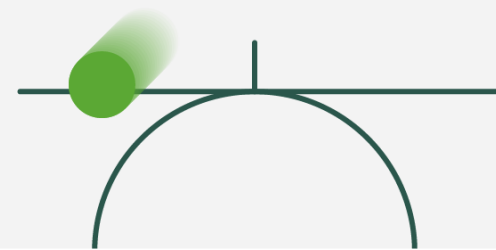
13.1 A member shall be considered inactive where, without valid reason, they fail to attend two consecutive meetings, attend fewer than half of the meetings held within any two-year period, fail to complete the required sustainability education certification, or otherwise do not adequately fulfil their duties.

13.2 In cases of inactivity or failure to comply with these TOR, the Chair shall notify the member in writing and offer an opportunity to rectify the situation. Should inactivity persist, the Chair, in consultation with the Committee Secretary, may recommend removal to the Nominations Committee for consideration and, where applicable, recommendation to the AGM in accordance with the Statutes.

Article 14 – Conflicts of Interest

14.1 All members shall disclose any actual, potential or perceived conflict of interest. Any person connected with the manufacture, sale or endorsement of table tennis equipment, or who consults on such matters, may serve on the Committee but shall, upon request by a majority of members, withdraw from discussion or abstain from voting on affected issues.

14.2 All confidential information acquired through Committee work shall be treated as confidential and may not be disclosed without authorisation or unless required by law.



Article 15 – Limitation of Authority and Prohibition of Unauthorized Claims

15.1 No member of the Committee, including the Chair, the Deputy Chair, or any corresponding or full member, shall claim, assume, or exercise any role, power or responsibility that is not expressly conferred upon them by these Terms of Reference or by the ITTF Statutes.

15.2 Any authority not explicitly granted herein shall be deemed to be retained by the competent governance body of the ITTF as defined in the Statutes.

15.3 Any action undertaken by a member beyond the scope of the authority granted under these Terms of Reference or the Statutes shall be considered null and without effect unless subsequently ratified by the ITTF Council or the Executive Board, as applicable.

15.4 Where a member acts in excess of their authority or purports to extend their remit beyond what is expressly provided for, the Chair shall take appropriate action, including issuing a written warning. In the case of the Chair acting beyond their authority, the matter shall be referred to the Executive Board. Where appropriate, the matter may be referred to the Integrity Unit for review or further action.

15.5 Persistent or serious breaches of this provision shall constitute grounds for removal.

Article 16 – Amendment and Entry into Force

16.1 These Terms of Reference may only be amended by decision of the Executive Board.

16.2 They shall enter into force immediately upon adoption by the Executive Board.