

## **ITTF EXECUTIVE BOARD MEETING**

Grand Ballroom II – Kempinski Hotel, Chengdu, People’s Republic of China  
Monday 8<sup>th</sup> December 2025 – 09h00 to 17h00 CST (China Standard Time)

### **MINUTES OF MEETING**

Executive Board members in attendance:

SÖRLING, Petra – ITTF President  
LIU, Guoliang – ITTF Deputy President  
SUNG, Virginia – ITTF Executive Vice President – Finance  
MOORE, Anthony – ITTF Executive Vice President  
CALLE, Paul – ITTF Executive Vice President  
RASHID, H.R.H. Princess Zeina – ITTF Executive Vice President  
OSHODI, Wahid – ITTF Executive Vice President  
ROMANESCU, Beatrice – ITTF Executive Vice President  
ÇAKIR, Veli Ozan – ITTF Executive Vice President  
LIU, Shiwen – Athletes’ Commission Co-Chair  
ACHANTA, Sharath Kamal – Athletes’ Commission Co-Chair

Staff in attendance:

DAINTON, Steve – ITTF CEO  
ANDERSSON, Mikael – ITTF Director of Development – only for the correspondent item  
LAVIER, Tristan – ITTF Director of Communications – only for the correspondent item  
LOURDES, Charlotte – ITTF HR Director – only for the correspondent item  
TAM, Chris – ITTF Director of Operations  
VERMOESEN, Bart – ITTF Event Director – only for the correspondent item  
CONSTANTIN, Andrés – ITTF Governance Manager  
BROWN, Michael – WTT Chief Operations Officer – only for the correspondent item

## **0. Welcome from the ITTF President**

The Executive Board of the International Table Tennis Federation met in Chengdu, P. R. China, on 8 December 2025, on the occasion of the ITTF Mixed Team World Cup 2025.

The President, Ms. Petra SÖRLING, opened the meeting by expressing her appreciation to the Chinese Table Tennis Association for its support and hospitality, noting Chengdu's strategic significance as a major host of ITTF events and its central role in the recent Olympic elevation of the Mixed Team discipline. The President also reflected on the importance of this meeting as the first in-person gathering of the newly elected Executive Board since the continuation of the 2025 AGM, emphasising that the four-year term ahead would be decisive for the federation's institutional modernisation and global positioning.

The President reiterated several procedural and ethical principles intended to guide the Board's work. The attendance was recorded as set out in the meeting documentation, with members participating both in person and remotely.

## **1. Roll Call, Conflicts of Interest and Adoption of the Agenda**

The roll call confirmed full attendance of Executive Board members. The President declared a conflict of interest concerning the remuneration-related item later in the agenda. No additional conflicts were raised. The agenda was adopted as circulated.

## **2. Approval of Minutes from previous Executive Board meetings and Decisions taken by correspondence**

### **2.1 Approval of Minutes from previous Executive Board meetings**

The Minutes of the Joint EB-Continental Council meetings held on 21<sup>st</sup> May 2025, and of the EB meetings held online on 18<sup>th</sup> August 2025, 20<sup>th</sup> September 2025, and 16<sup>th</sup> November 2025 were reviewed and approved without amendment. Management reported that all business arising was incorporated in the current agenda or internal follow-up lists, and no additional items were raised.

#### **20251208-EB-01**

The Executive Board approved the Minutes of the Joint Executive Board-Continental Council meeting held on 21<sup>st</sup> May 2025 in Doha, Qatar; subject to Continental Council approval.

#### **20251208-EB-02**

The Executive Board approved the Minutes of the Executive Board meeting held online on 18<sup>th</sup> August 2025.

**20251208-EB-03**

The Executive Board approved the Minutes of the Executive Board meeting held online on 20<sup>th</sup> September 2025.

**20251208-EB-04**

The Executive Board approved the Minutes of the Executive Board meeting held online on 16<sup>th</sup> November 2025.

**2.2 For the record: Executive Board decisions taken by correspondence**

Following the meeting of the ITTF Nominations Committee held on 30 October 2025, the Chair of the Committee, Mr. Abdulla AL-MULLA, circulated a written report to the Executive Board summarising the Committee's deliberations and outcomes concerning the eligibility of Executive Board candidates in the 2025 electoral cycle.

Shortly thereafter, a majority of Nominations Committee members informed the Executive Board that the report circulated by Mr. AL-MULLA did not accurately reflect the events of the meeting, the state of deliberations, or any outcomes reached. Committee members attested that the Committee did not complete its deliberations and did not reach any valid decision regarding the eligibility of the candidates under consideration.

The meeting of 30 October 2025 had been convened to reassess the eligibility of two candidates for the Executive Board, in light of the emergence of new evidence and information, including reports shared by the Integrity Unit. The Integrity Unit also noted that Mr. AL-MULLA was affected by a potential or perceived conflict of interest, if not an actual conflict, in relation to the matter, together with a recommendation that he refrain from participating in the decision-making process concerning the relevant candidacy.

Committee members subsequently informed the Executive Board that, during the meeting, Mr. AL-MULLA informed the Committee that he would not recuse himself. He further declined to permit the Committee to vote on the issue of recusal or to continue deliberations on the relevant candidacies. The meeting was ultimately brought to an end by Mr. AL-MULLA without the Committee completing its statutory deliberations or reaching any valid decision on the eligibility of the candidates concerned.

In light of these representations, the ITTF CEO informed the Executive Board of the situation. Acting thereafter, the Executive Board decided to mandate the Nominations Committee to reconvene with urgency, for the limited and specific purpose of ensuring that the Committee could properly deliberate and reach decisions on the matters pending before it, in accordance with the ITTF Statutes. Pursuant to this mandate, the Nominations Committee reconvened on Wednesday, 12 November 2025.

#### **20251106-EB-01**

The Executive Board decided to mandate the Nominations Committee to reconvene to ensure that the Committee could properly deliberate and reach decisions on the matters pending before it, in accordance with the ITTF Statutes.

### **3. President's Remarks and Allocation of Portfolios**

In her strategic overview, the President highlighted the diversity and complementary strengths of the newly constituted Board. She noted that ITTF's visibility within the Olympic Movement had increased markedly, supported by a younger leadership profile and successful delivery of major events. With the federation approaching its centenary, she emphasised that this was a moment not only for celebration but for institutional renewal, requiring disciplined governance work, unity of purpose, and commitment to transparency.

The President stressed that all Executive Board members share collective responsibility for every matter before the Board, regardless of their individual portfolios.

Following consultations with each Executive Vice-President, prior to the EB Meeting, the President presented the allocation of Executive Vice-President portfolios for the 2025–2029 term. The assignments were endorsed without objection and will guide the Board's workflow.

#### **20251208-EB-05**

The Executive Board approved the allocation of Executive Vice-President portfolios for the 2025–2029 term as proposed by the President.

**Virginia SUNG** – Finance, Olympic & Paralympic Games (together with President), Para Table Tennis.

**Anthony MOORE** – Continental Council, Innovation, Clean Sport, and Integrity.

**Paul CALLE** – Development, Education.

**H.R.H. Princess Zeina RASHID** – Health & Well-being, Athletes, Entourage.

**Wahid OSHODI** – Governance, World Ranking, WTT.

**Beatrice ROMANESCU** – Marketing/Public Relations/Protocol, Equipment, ITTF Centenary.

**Veli Ozan ÇAKIR** – Sport Sciences, School Programme, Masters.

The President thanked Mr. Khalil AL-MOHANNADI for his role as the EVP representative in the WTT Board during the last term, and the Board approved the appointment of Mr.

Wahid OSHODI as the ITTF Executive Vice-President on the WTT Board for the new term, recognising the centrality of governance oversight in WTT's next developmental phase.

**20251208-EB-06**

**The Executive Board appointed Mr. Wahid OSHODI as the ITTF Executive Vice-President representative on the WTT Board.**

The President placed formally on record her appreciation for the outgoing Secretary General, Mr. Raúl CALIN, and for the contributions of Mr. Steve DANTON as ITTF Group CEO as he transitions fully into his role as WTT CEO from 1 January 2026.

Members of the Board noted the exceptional circumstances under which the President had been required to operate during the six-month period following the disruption of the AGM in Doha and expressed their appreciation for the extensive work she had carried out throughout this unusually challenging period. They commended her leadership, professionalism, and sustained commitment to the federation during a time of considerable complexity and conveyed their collective gratitude while reaffirming their support as the new four-year term begins.

#### **4. CEO Report and Strategic Planning Framework**

The CEO briefed the Board on organisational activities since the Doha meeting. He reported that, despite the complex circumstances that had surrounded the continuation of the AGM, the federation had fulfilled all obligations while safeguarding procedural integrity. He highlighted a robust competitive calendar that included three WTT Smashes across different continents, multiple WTT Champions and Youth events, an expanded Para Table Tennis circuit, the ITTF World Youth Championships in Cluj-Napoca, and the ITTF Foundation's Table Tennis for Health Festival in Helsingborg, Sweden. Preparations for the 2026 World Team Championships in London were progressing well, and the CEO emphasised that the centenary year offered unprecedented opportunities for visibility and legacy-building.

Two institutional priorities were underscored: the recruitment of a new ITTF Secretary General and the redesign of the financial structure linking ITTF and WTT.

In discussing strategic planning, management proposed operationalising the already-approved ITTF Group Strategic Plan by translating it into three aligned but distinct entity-specific strategies: one each for ITTF, WTT, and the ITTF Foundation. Each would contain measurable indicators and reporting mechanisms, while remaining anchored in the overarching Group framework. The Board endorsed this approach, recognising that entity-level clarity is essential to budget allocation, accountability, and performance monitoring.

#### **20251208-EB-07**

The Executive Board endorsed management's proposal to operationalise the ITTF Group Strategic Plan by breaking it into three aligned strategic plans (ITTF, WTT, and ITTF Foundation), each with KPIs and reporting mechanisms.

### **5. Finance and Remuneration Matters**

#### **5.1 Remuneration and Indemnification**

The Board then turned to remuneration matters, beginning with a review of existing allowances for Executive Board members and the President. It was noted that the allowances introduced several years earlier were intended to replace the administrative burden of per diem reimbursement.

It was also noted that, in January 2022, upon a suggestion by then EVP, Mr. AL-MOHANNADI, the Executive Board had agreed that the full-time position of ITTF President should be compensated with an honorarium, which remains the same.

In this context, it was brought to the EB's attention the fact that, under the current arrangements, the President had personally incurred certain legal costs in the CAS proceedings in which she had been named in her official capacity.

The Board agreed unanimously that the ITTF must not expose its elected officials to personal liability for institutional legal matters. It therefore decided to establish an internal Remuneration Committee with urgency. Mr. Wahid OSHODI and the ITTF Governance Manager, were tasked with preparing Terms of Reference for EB consideration.

#### **20251208-EB-08**

The Executive Board approved the President's honorarium and the establishment of an internal Remuneration Committee with urgency, tasking Mr. Wahid OSHODI and the ITTF Governance Manager with preparing Terms of Reference and recommendations for EB consideration.

The Board further instructed management to secure appropriate indemnity coverage for all EB members without delay and to ensure that the President is reimbursed for legal fees incurred in the relevant CAS proceedings.

#### **20251208-EB-09**

The Executive Board instructed management to secure Board indemnity insurance and formalise indemnification mechanisms for all EB members.

#### **20251208-EB-10**

The Executive Board approved that the President shall not be personally liable for CAS-related costs incurred in cases in which she is named in her capacity as ITTF President, and authorised reimbursement of such fees.

### **5.2 Updated ITTF Policies**

The Board examined the proposed updates to four ITTF policies: Conflict of Interest, Allowances and Benefits, Travel, and Contract Policies. The policies underwent a targeted and structurally significant revision, with amendments aimed at modernizing processes, strengthening organizational integrity and internal controls, enhancing procedural clarity, and reinforcing sound governance practices. After seeking clarification on specific areas, the Board approved all updated policies.

#### **20251208-EB-11**

The Executive Board approved the updated Conflict of Interest Policy; Allowances and Benefits Policy; Travel Policy; and Contract Policy.

### **5.3 Banking Arrangements**

Management recommended the closure of Credit Suisse/UBS accounts that were no longer in use but continued to accrue maintenance fees. The Board agreed that maintaining redundant accounts was fiscally unjustified and approved their closure in accordance with Swiss banking procedures.

#### **20251208-EB-12**

The Executive Board approved the closure of inactive Credit Suisse/UBS bank accounts that are no longer required operationally.

### **5.4 Group Financial Position and WTT Structural Review**

The finance team provided an update on the 2025 fiscal year. ITTF was expected to conclude the year with a deficit largely attributable to the extraordinary expenses associated with the disruption and continuation of the AGM, related legal expenses connected to the ongoing litigation process, increased integrity-related expenditure, and unfavourable currency exchanges. WTT, meanwhile, was projected to incur a significantly larger deficit than in 2024 due to a combination of heightened operational



costs, a significant investment in the first ever WTT Smash in the US market, and revenue underperformance.

Looking ahead to the 2026–2028 planning period, ITTF was forecast to return to a near break-even position after its centenary year, which will involve unusually high programmatic and digital transformation costs. WTT was projected to move back towards profitability from 2026 onward as operational efficiencies take effect. The Foundation was expected to operate at break-even across the cycle, and consolidated Group forecasted results for 2027 and 2028 appeared healthy.

The Board discussed at length the structural cash-flow challenges resulting from insufficient reserves and the historic delay in completing WTT's investment programme. It reaffirmed the necessity of executing a second investment round for WTT on fair terms based on the recent valuation. Members stressed the importance of ensuring that the financial architecture between ITTF and WTT, including the Master Licence Agreement, accurately reflects the realities of both entities, particularly the need to safeguard ITTF's capacity to reinvest in Member Associations. To support liquidity and strategic flexibility, the Board also instructed management to prepare the Lausanne property for eventual sale, noting that it was a non-core asset and that its current valuation was favourable. The Board emphasised, however, that the sale should occur only under optimal market conditions and not as a distressed transaction.

#### **20251208-EB-13**

The Executive Board mandated Management to actively explore and assess potential business and financing solutions to address the Federation's current financial challenges, including by engaging, as a matter of priority, in discussions with existing and prospective investors.

## **6. Information & Technology, Education, HR, Communications and Protocol**

Management's written reports on IT, education, HR, communications and protocol were taken as read, with discussion focused primarily on communications, and HR.

The ITTF Communications Director presented an overview of global media performance, noting strong digital engagement across ITTF platforms. Board members requested deeper incorporation of data from Chinese digital ecosystems to more accurately reflect ITTF's global footprint. The ITTF Communications Director clarified that ITTF's Weibo and WeChat accounts are currently not controlled nor managed by ITTF staff. Management agreed to strengthen integration and reporting across WeChat, Weibo, and other platforms.

The ITTF HR Director provided a detailed workforce update. The combined staff of ITTF (33 personnel), WTT (80), and the Foundation (9) represented a young, diverse, and rapidly evolving workforce, but one with a high proportion of recent hires requiring sustained onboarding and retention measures.



HR reported on the continuing recruitment process for the Secretary General, which had been run independently by Elevate. After a multi-stage assessment, a single shortlisted candidate had emerged as the recommended candidate: a Swedish-based CEO/Secretary General with extensive governance and Olympic Movement experience. The Board discussed potential perceptions of nationality overlap but agreed that competence and leadership experience were decisive. It authorised management to proceed with issuing an offer to the candidate, subject to final due diligence and checks.

## **7. Athletes and Entourage**

The Athletes' Commission Co-Chair, Mr. Sharath Kamal ACHANTA, presented a comprehensive update on athlete consultations conducted throughout the year. These discussions covered a wide range of operational and performance-related issues, including Olympic qualification pathways, the structure of the 2026 WTT Handbook, the density of the WTT calendar, medical support services, and the process by which prize money is disbursed. Athletes had responded positively to improvements in event delivery, though they expressed ongoing concern about travel load, scheduling clusters, and delays in obtaining tax documentation.

Athletes' Commission Co-Chair, Ms. LIU Shiwen supplemented this report with a technical update on service rules and the use of Table Tennis Review (TTR) technology. She discussed challenges related to camera angles, especially the need to ensure fairness between left- and right-handed players. She noted that further trials and consultations would be necessary before integrating TTR more fully into service adjudication.

The Entourage Working Group's activities were noted, and the Board welcomed the closer coordination between the Athletes' Commission, Events Department, and Entourage structures under the leadership of H.R.H. Princess Zeina RASHID.

## **8. Events, Rankings and LA28 Qualification**

The ITTF Event Director briefed the Board on preparations for the London 2026 World Team Table Tennis Championships Finals, highlighting the demanding dual-venue setup and significant promotional milestones, including the January draw event. Planning for future World Title Events was advancing, with an emphasis on predictable scheduling across continental and youth events.

The Board then considered a proposal to introduce a World Masters Team Table Tennis Championship beginning in 2027. After considering the strong demand from the masters community and discussing the operational implications, the Board approved the creation of the new event and agreed that, given the timing constraints, the allocation will take place in 2026 during the next AGM in London, to allow organisers sufficient time.

**20251208-EB-14**

The Executive Board approved the creation of the World Masters Team Table Tennis Championship starting in 2027, and agreed to allocate the inaugural edition during the next AGM in London 2026

The ITTF CEO raised concerns regarding the current World Championships bidding process, noting that it had increasingly become entangled with political dynamics and electoral considerations in a manner that risked undermining the credibility of the federation. He expressed the view that this issue should be addressed within the ongoing constitutional reform to ensure that event allocation processes remain transparent, objective, and insulated from political influence. The President acknowledged these concerns, characterising the matter as a sensitive but necessary topic for institutional reform. She noted parallels with similar challenges previously faced within the IOC and highlighted that the IOC had undertaken consultations and reforms to ensure that event-hosting decisions were grounded in merit and organisational interest rather than political or other inappropriate pressures. She reiterated her conviction that ITTF events must always be awarded based on what is best for the federation and the sport.

On Olympic qualification, the Board recognised that the IOC required submission of the LA28 system by 31<sup>st</sup> December 2025. To meet this deadline while respecting relevant processes, the Board agreed to forward the proposed qualification system to the Continental Council for vote by correspondence following an optional information session.

**20251208-EB-15**

The Executive Board approved that the LA28 Olympic Games Qualification System be submitted to the Continental Council for decision by correspondence (to conclude by 20 December 2025), following an optional explanatory session.

Similarly, the Board approved the recommendation of Mr. Carlos LEON and Mr. Mohamed ELDAWLATLY as Olympic IF Delegates, subject to Council ratification.

**20251208-EB-16**

The Executive Board approved recommending Mr. Carlos LEON (POR) and Mr. Mohamed ELDAWLATLY (EGY) as ITTF IF Delegates for the LA28 Olympic Games, for Continental Council ratification.

Turning to the Paralympic qualification system, the Board agreed that the current draft required further input from the Athletes' Commission. After this consultation and a review period for EB members, the system would proceed to the Continental Council unless objections were raised.

#### **20251208-EB-17**

The Executive Board approved the procedure for finalising the LA28 Paralympic Games Qualification System, which includes further consultation with the Athletes' Commission; circulation to the EB for comments; and, if no objections are raised, submission to the Continental Council for decision.

The Executive Board considered a comprehensive package of proposals submitted by the World Ranking Working Group. In light of the technical complexity of the proposed amendments, the Board agreed to allow a designated review period for Executive Board members. As no objections were raised within the agreed timeframe, the proposed amendments were deemed approved and formally adopted.

#### **20251208-EB-18**

The Executive Board agreed with the proposal of the World Ranking Working Group concerning the Men's and Women's Singles World Ranking Points Distribution. These amendments shall enter into force on 1 January 2026.

#### **20251208-EB-19**

The Executive Board agreed with the proposal of the World Ranking Working Group concerning the Men's and Women's Doubles World Ranking Points Distribution. These amendments shall enter into force on 1 January 2026.

#### **20251208-EB-20**

The Executive Board agreed with the proposal of the World Ranking Working Group to maintain the exceptional expiration rule for Continental events. Accordingly, a maximum expiration period of eighteen (18) months shall continue to apply in cases where the relevant Continent does not have at least two Continental events counting toward the World Rankings.

**20251208-EB-21**

The Executive Board agreed with the proposal of the World Ranking Working Group concerning amendments to the general rules applicable to all rankings. These amendments shall enter into force on 1 January 2026.

**20251208-EB-22**

The Executive Board agreed with the proposal of the World Ranking Working Group concerning the World Ranking Youth Olympic Games (YOG) Points Allocation. These amendments shall enter into force on 1 January 2026.

**20251208-EB-23**

The Executive Board agreed with the proposal of the World Ranking Working Group concerning the World Ranking Para Tier Points. These amendments shall enter into force on 1 January 2026.

Finally, as part of the centenary celebrations, the Board approved the requirement that all teams competing at WTTTC Finals London 2026 display the official ITTF100 logo on their match shirts. Detailed placement and sizing guidelines would be issued.

**20251208-EB-24**

The Executive Board approved that all teams participating in the WTTTC Finals London 2026 must display the ITTF100 logo on their official match shirts, with implementation guidelines to be issued.

**9. Development, High Performance and Sport Innovation**

The Development Department report was received with interest. The Board noted the positive impact of WTT Youth events in elevating professional standards among younger athletes and highlighted promising development outcomes in Africa and Oceania, supported by blended training camps and capacity-building initiatives. The Board encouraged the Mr. Paul CALLE, as the EVP in charge of the Development portfolio, and the ITTF Development Director to explore quality-over-quantity approaches to programming and examine how new coach education and certification pathways might reduce disparities between Member Associations.

## 10. ITTF Foundation

The Foundation's report was welcomed, particularly the success of the Table Tennis for Health Festival 2025, which combined a health congress and Parkinson's/Alzheimer's championships. With the Foundation shifting its thematic focus towards health and well-being from 2026, the Board emphasised the importance of coherent alignment across ITTF, WTT, and Foundation messaging. H.R.H. Princess Zeina RASHID agreed to act as liaison to strengthen strategic coherence.

## 11. Governance

The Board then entered a comprehensive governance discussion, reflecting the scale and complexity of ongoing institutional reforms. The ITTF Governance Manager provided a structured briefing across multiple domains.

### 11.1 ITTF Centenary Constitutional Reform

The Board first received an update on the constitution review process. The ITTF Governance Manager presented a comprehensive update on the ITTF Centenary Constitutional Reform, outlining the process design, methodology, and progress achieved to date. He reported that the consultation phase, encompassing discussions with Member Associations, Continental Federations, and a wide range of technical and institutional stakeholders, had been successfully concluded, yielding substantial participation and valuable input across all regions. He detailed the next stages of work, including consolidation of feedback, drafting of the new constitutional text, and the structured consultation rounds that will follow early in 2026. He invited the Executive Board to continue supporting the initiative actively and to serve as ambassadors for the process, ensuring that all Member Associations feel encouraged and empowered to participate fully in this foundational reform.

The President thanked the Governance Manager for the quality and professionalism of the work undertaken. She recalled that discussions around a new constitution predated the AGM in Doha but noted that the events surrounding that 2025 AGM had clearly underlined both the necessity of reform and the importance of not losing momentum. The President expressed satisfaction with the progress achieved, highlighting the breadth of engagement from Member Associations and acknowledging the value of learning from comparative experience in other governance systems. She remarked that the process had so far been conducted in a manner that promoted transparency, trust, and inclusiveness, qualities that are essential for a constitution intended to guide the federation into its next century.

Executive Vice-President in charge of Governance, Mr. Wahid OSHODI added his strong endorsement, commending the Governance Manager's extensive outreach and the responsiveness shown to stakeholders throughout the consultation period. He noted that the repeated engagement with diverse constituencies had been key to securing

understanding and buy-in, and he encouraged continued efforts to ensure that all voices were heard as the drafting phase advanced. He remarked that progress to date had been encouraging and expressed confidence that the reform was on a solid trajectory.

Members of the Board signalled their agreement, expressing visible support as the discussion concluded.

## **11.2 Member Associations**

The President addressed the situation concerning Russian and Belarusian athletes. She noted recent developments within the Olympic Movement regarding pathways for athlete reintegration. The President welcomed the constructive approach advanced by President Coventry at the IOC, observing that momentum appeared to be building across international sport toward reopening competitive opportunities for these athletes. She suggested that ITTF should continue aligning its stance with that of the IOC and IPC and remain prepared to reopen participation as soon as conditions permit, following the same principles-based process previously adopted by the federation. Members of the Board signalled agreement, indicating broad support for maintaining close alignment with the wider Olympic framework as this matter evolves.

The Board also reviewed three active preliminary governance investigations concerning Fiji, Malta, and Moldova. In each case, the ITTF Governance Manager informed the Board that the ITTF is assessing documentation related to governance concerns and irregularities on matters concerning election processes, leadership legitimacy, or domestic oversight actions. The Board stressed the importance of procedural fairness and the need to protect athletes' participation while inquiries are ongoing. Once preliminary investigations are concluded, the ITTF Governance Manager, in consultation with the EVP for Governance, will return to the Board with formal recommendations.

## **11.3 Authorised Signatories Update**

Administrative signatory updates were approved to maintain compliance with Chamber of Commerce registry requirements, adding the EVP (Finance), Ms. Virginia SUNG, the incoming Secretary General, and the ITTF Director of Operations, Mr. Chris TAM as authorised signatories.

### **20251208-EB-25**

The Executive Board approved adding the EVP (Finance), Ms. Virginia SUNG; the incoming Secretary General; and the ITTF Director of Operations Mr. Chris TAM as ITTF authorized signatories for Chamber of Commerce registration purposes.

#### 11.4 Interim Committee Chairs, Nominations Committee Chair, and Commissioners

The Board then considered interim committee chairs appointments for the next cycle, pending final appointment by the Council. It approved a series of interim chairs to ensure continuity in technical, regulatory, and programme delivery functions. The Chair of the Nominations Committee was also appointed, upon resignation of the former Chairperson on 15 November 2025. Two new Commissioners were also appointed in Youth and Technical portfolios. With respect to the Gender and Diversity Commissioner, the Board discussed the implications of the 2025 AGM's decision to replace the Gender and Diversity Commissioner role with a Gender, Equity, Diversity & Inclusion Permanent Committee. To ensure continuity, the Board endorsed the creation of a working group under the President's Advisory Commission to prepare the future GEDI Committee.

##### 20251208-EB-26

The Executive Board approved interim appointments for permanent committee's chairs (until Council appointment of Chairs), including:

**Equipment Committee** – Rita BSAIBES (LBN)

**Masters Committee** – Ina JOSEPSZONE (LAT)

**Para Table Tennis Committee** – Sima LIMOOCHI (IRI)

**Rules Committee** – Igor HELLER (NED)

**Sports Science & Medical Committee** – Taisa BELLI (BRA)

**Sustainability Committee** – Mawuko AFADZINU (GHA)

**Umpires & Referees Committee** – Werner THURY (AUT)

The Executive Board also approved, in accordance with Article 1.61.1.2 of the ITTF Statutes, the appointment of the Chair of the Nominations Committee:

**Nominations Committee** – Sandra DEATON (ENG)

##### 20251208-EB-27

The Executive Board approved the appointment of:

**Youth Commissioner** – Heike AHLERT (GER)

**Technical Commissioner** – Graeme IRELAND (AUS)

The Board also agreed to establish a working group under the President's Advisory Commission to prepare the mandate and structure for the Gender, Equity, Diversity and Inclusion Committee, following the elimination of the Gender & Diversity Commissioner position by the 2025 AGM.



### 11.5 Terms of Reference of Committees

The Board approved revised Terms of Reference for several committees, which had been updated to reflect clearer reporting lines, streamlined appointment processes, and alignment with the ITTF's governance standards and structure.

#### 20251208-EB-28

The Executive Board approved the updated Terms of Reference for the following committees:

- Audit & Finance Committee
- Equipment Committee
- Masters Committee
- Nominations Committee
- Para Table Tennis Committee
- Rules Committee
- Sports Science and Medical Committee
- Sustainability Committee
- Umpires & Referees Committee

### 11.6 Sustainability

The Board next considered the ITTF Planet Game Plan 2030, the federation's long-term sustainability game plan. Members commented favourably on the work of the Sustainability team and observed that adopting the plan before the centenary year would strengthen ITTF's positioning and credibility. Recognising the importance of regular review in light of evolving sustainability practices, the Board approved the plan.

#### 20251208-EB-29

The Executive Board approved the ITTF Planet Game Plan 2030.

### 11.7 Integrity/Safe Sport update

Then, the Board noted a written report from the Integrity Unit, which provided updates on the status of its work.

### 11.8 Eligibility

The ITTF Governance Manager provided an update on ongoing eligibility issues, including a recent correspondence received regarding the eligibility of Mr. Felix WETZEL, a matter that had already been decided by the ITTF Eligibility Commission and ratified by the Executive Board in December 2024.

### 11.9 CAS Update

The ITTF Governance Manager provided an update on the pending CAS appeal filed by QTTA and Mr. AL-MOHANNADI (the Appellants) against the ITTF and the President. He reported that the progression of the case had been significantly delayed due to a series of extension requests submitted by the Appellants, resulting in the Appeal Brief being filed only on 1 December 2025, three months after the ITTF Tribunal had issued its decision dismissing the Appellants' claims and confirming the validity of the presidential election. He noted that the Appeal Brief is now under review by external legal counsel, who will prepare and submit the Response Brief.

The President sought clarification on the implications of the appeal for the status of her presidency during this period. The ITTF Governance Manager explained that, under the ITTF Statutes, an appeal to a decision of the ITTF Tribunal does not have suspensive effect. Article 8.37.4 of the Statutes provides that "unless ordered otherwise by CAS, the appealed decision remains in full force and effect pending the determination of the appeal." He noted that no such order has been requested by the Appellants in this case, and therefore the result of the presidential election remains fully valid and in force pending the determination of the appeal.

### 11.10 Directives for Match Officials

Finally, the Board examined the updated Directives for Match Officials, which clarified remuneration structures and addressed inconsistencies across event types. The Board approved the new directives, emphasising the importance of equitable treatment between Olympic and Paralympic officials.

#### 20251208-EB-30

The Executive Board approved the updated Directives for Match Officials for 2026.

## 12. IOC Member Report and Other Business

The President, in her role as IOC member, briefed the Board on her recent engagements within the Olympic ecosystem. She first briefed the Board on the IOC's "Pause and Reflect" initiative concerning future Games composition and the pressures associated with overall sport quotas. She underlined the importance of ITTF maintaining active

representation within ASOIF and the benefits of engagement in SportAccord activities, particularly with preparations underway for Baku 2026.

The President further reported on developments within the International Masters Games Association (IMGA), where she serves as Treasurer. She noted that IMGA, recognised by the IOC as the umbrella organisation for masters sport, is expanding its reach through both Summer and Winter Masters Games, with eligibility beginning at age 30, ten years younger than ITTF's current masters threshold. This divergence, she observed, may warrant consideration in future discussions on ITTF masters policy. The Board was informed that ITTF intends to play a more active role in upcoming IMGA events, notably by deploying a Technical Delegate or Competition Manager to the Masters Games in Abu Dhabi in February 2026 to ensure that table tennis is presented to the highest technical standard.

Turning to anti-doping matters, the President reported on the recent WADA meetings, highlighting the adoption of the new WADA Code as a significant development for international sport. She noted in particular the strong intervention made by athlete representatives regarding WADA's financial constraints, underscoring that reductions in anti-doping funding would jeopardise fair play and the integrity of competition. The President observed that these remarks had been very well received by the broader WADA membership and reinforced the importance of sustained investment in clean sport.

The President further noted the encouraging news regarding table tennis' reinstatement in the Commonwealth Games and commended Mr. Wahid OSHODI and Mr. Sharath Kamal ACHANTA for their effective work on this front.

Additionally, the President noted, with appreciation, the recent selection of Ms. Olufunke OSHONAIKE to the IOC Athletes' Commission and offered her congratulations to Ms. OSHONAIKE for this important recognition.

Lastly, the President took a moment express appreciation and remark that the positive reception of the work being done within the Olympic community reflected a collective effort, undertaken jointly with outgoing Secretary General Mr. Raúl CALIN.

### **13. ITTF Centenary Programme (2026)**

The Communications Director presented the centenary programme, confirming a unified brand identity through the ITTF100 logo, global activation across events, and a flagship Gala Dinner in London in May 2026. The Board emphasised that the centenary must be framed as a year-long celebration engaging Member Associations and athletes worldwide and not solely anchored around the World Championships.

### **14. Next Meetings and Closing of the Session**

The President noted that a draft calendar of meetings for 2026 would be circulated shortly, targeting four in-person Board meetings coordinated with major event cycles.

The next in-person meeting is tentatively scheduled to take place during the Singapore Smash on 27 February 2026, with additional virtual meetings convened as needed.

In closing, the ITTF Deputy President, Mr. LIU Guoliang, thanked members for the constructive and forward-looking spirit of the discussions. The President echoed these remarks and adjourned the meeting.

Not having any further business, the meeting was adjourned at 16h40 CST.

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Petra SÖRLING  
ITTF President

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Date

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Steve DAINTON  
ITTF CEO

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Date