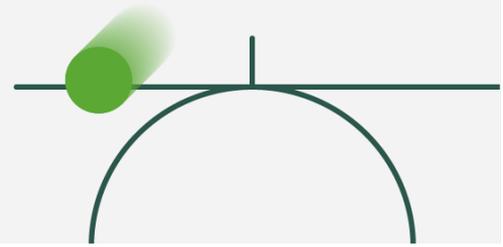




TERMS OF REFERENCE ATHLETES' COMMISSION



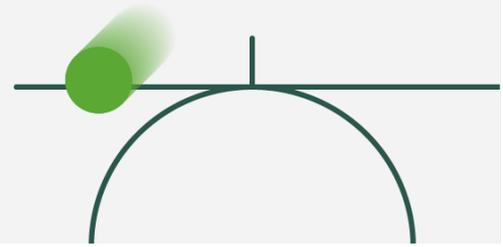
TERMS OF REFERENCE – ITTF ATHLETES' COMMISSION

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Article 1 – Legal Basis and Authority

1.1 The Athletes' Commission ("the Commission") is established as a Commission of the International Table Tennis Federation ("ITTF") in accordance with Article 1.72 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, Commissions and Working Groups, 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.

Article 2 – Purpose

2.1 The primary mission of the Athletes' Commission is to represent the views and opinions of the athletes and ensure their voice is heard within the ITTF.

2.2 The Commission shall inform athletes about ITTF's activities, rules and regulations.

2.3 The Commission shall work with and support the ITTF in its mission to develop and promote the sport of table tennis.

Article 3 – Composition

3.1. The Commission shall be composed of:

- a) ten (10) elected athlete members;
- b) any existing members of the IOC Athletes' Commission from the sport of table tennis, serving ex officio; and
- c) up to two (2) athlete members appointed by the Executive Board, where necessary to ensure diversity and balanced representation, in accordance with the ITTF Statutes.

3.2 Appointed members under Article 3.1(c) may only be appointed after the election of the Chairs and Deputy Chairs.

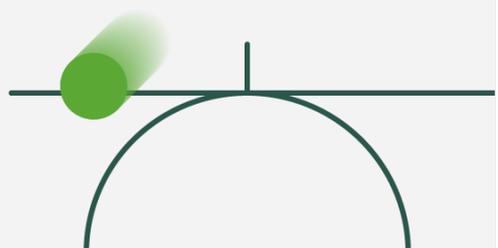
3.3 Commission members must:

- a) be at least eighteen (18) years of age;
- b) never have received a sanction under the World Anti-Doping Code; and
- c) have participated in at least one ITTF World Championships or World Para Championships within the eight (8) years preceding their nomination.



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3.4 A majority of Commission members should, at the time of nomination, be actively participating at international level or have done so within the preceding four (4) years.

3.5 Of the ten (10) elected members:

a) eight (8) shall be elected from among able-bodied athletes by able-bodied athletes, ensuring:

(i) at least one athlete from each Continental Federation, provided valid nominations are received; and

(ii) four (4) are female; and four (4) are male, in order to ensure balanced gender representation;

b) two (2) shall be elected from among Para Table Tennis athletes by Para Table Tennis athletes, ensuring that one is a wheelchair athlete and another is a standing athlete.

3.6 No Member Association may be represented by more than one (1) Commission member, unless one of the representatives is a Para Table Tennis athlete.

3.7 Members of the Commission shall appoint two Chairs for the Commission, one male, and one female, from different continents, who will automatically become members of the ITTF Executive Board.

3.8 An ITTF staff member shall serve as Secretary of the Commission with speaking rights but without voting rights.

3.9 The term of office of Commission members is four years, or less, in the case of filling a casual vacancy. Chairs and members may be re-elected if they continue to meet the eligibility conditions.

Article 4 – Co-Chairs

4.1 The elected members of the Commission shall appoint two (2) Chairs, one female and one male, from different continents, who shall serve for the duration of the Commission's term.

4.2 The Co-Chairs shall automatically serve as members of the ITTF Executive Board, with the rights and obligations established in the ITTF Statutes.

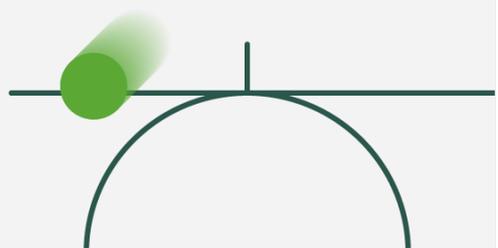
4.3 The Co-Chairs shall be appointed sequentially by an absolute majority of the elected members of the Commission (i.e. 6 affirmative votes).

4.4 Voting shall be conducted by secret ballot. If no candidate achieves the absolute majority referred to in Article 4.3, the candidate receiving the lowest number of votes shall be eliminated and a new ballot shall be held among the remaining candidates. This process shall be repeated until a candidate achieves the required absolute majority. Where two or more candidates are tied



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for the lowest number of votes, a separate ballot shall be held to determine which candidate is eliminated. If the tie persists, the candidate to be eliminated shall be determined by lot.

4.5 Once the first Co-Chair is appointed, candidates from the same gender or continent as the first Co-Chair shall be excluded from eligibility for the second position.

4.6 The ITTF Secretary General, the ITTF Executive Vice-President for Governance, and the ITTF Governance Manager shall serve as scrutineers.

4.6 The Co-Chairs shall:

- provide strategic leadership to the Commission and ensure compliance with these Terms of Reference and the ITTF Statutes;
- convene, determine the agenda of, and preside over Commission 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, when relevant, reports to the ITTF Council and Executive Board;
- ensure constructive and inclusive deliberation among all Commission Members, facilitating engagement with external stakeholders, as needed;
- monitor participation levels of members and, in consultation with the ITTF Staff Member, initiate procedures in cases of inactivity;
- jointly with the Commission Secretary, communicate with ITTF departments as necessary to fulfil the Commission's mandate.

Article 5 - Deputy Chair

5.1 The Commission may propose the appointment of two Deputy Chairs from among its members. The appointment shall take effect following the procedure established in Articles 4.3 to 4.5.

5.2 The Deputy Chairs shall assist the Co-Chairs in carrying out their duties and shall act in place of the Co-Chairs during absences, temporary unavailability, or incapacity. Where both Co-Chairs become vacant, the Deputy Chairs shall exercise the functions of the Co-Chair until Commission appoints new Co-Chairs.

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

5.4 The Deputy Chairs shall not automatically acquire the privileges of the Co-Chairs.

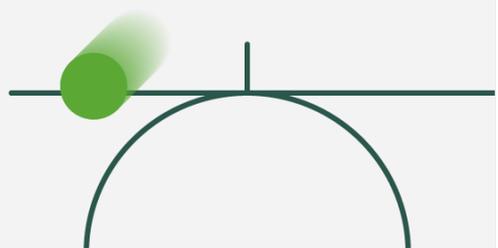
Article 6 - ITTF Staff Member (Secretary)

6.1 The Secretary of the Commission shall be a staff member of the ITTF appointed by the Executive Board. The Secretary shall not be a voting member of the Commission.



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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 Co-Chairs, and record key decisions;
- coordinate correspondence between Commission members and submit proposals to the Co-Chairs for circulation when decision by correspondence is initiated;
- support the Co-Chairs 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 and relevant ITTF policies and regulations;
- ensure adherence to ethical, confidentiality and data protection standards in the administration of the Commission's business.

6.3 The Secretary shall provide administrative continuity during changes in Commission membership and may be present in any Commission meetings, including sub-commissions and technical review sessions.

Article 7 – Rights of Commission Members at the AGM

7.1 Commission members, other than the Co-Chairs, 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 – Objectives

8.1. In order to fulfil its Purpose, the Athletes' Commission shall:

8.1.1 consider issues related to athletes and provide advice to the ITTF, including through multi-year planning;

8.1.2 engage actively with initiatives and projects that protect and support clean athletes on and off the field of play;

8.1.3 represent the rights and interests of athletes and make related recommendations;

8.1.4 consult with athletes in the evaluation of the rules and regulations and subsequently provide feedback to the ITTF; and

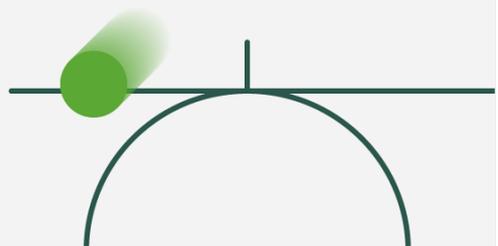
8.1.5 maintain working relationships with the IOC Athletes' Commission, the IPC Athletes' Commission, and the WADA Athletes' Council.

Article 9 – Athletes' Commission Duties



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9.1 The Commission shall establish means to gather athletes' opinion on issues of major importance in Table Tennis through as wide a network of enquiry as possible.

9.2 The Commission shall keep the Annual General Meeting, the Council and the Executive Board regularly informed of athletes' opinion on issues of major importance in Table Tennis.

9.3 The Commission shall report to the Executive Board on organizational issues that may arise in connection with athletes' participation at the different events and competitions organised under the ITTF Group umbrella;

9.4 The Commission shall provide opinions on specific issues of athletes' interest that may be entrusted to it by the ITTF;

9.5 The Commission shall promote clean sport, sport integrity, and fair play.

Article 10 – Meetings

10.1 The Commission shall meet at least four times per calendar year, and as needed. One such meeting shall take place, where practicable, during the period surrounding the Annual General Meeting.

10.2 Meetings may be held in person, virtually or in hybrid format. The Co-Chairs shall convene meetings and circulate the agenda with reasonable notice, and shall preside over proceedings.

10.3 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.

10.4 Each member of the Commission, elected or appointed, is entitled to one vote. Voting by proxy is not allowed. All decisions of the Commission, other than the appointment of Co-Chairs and Deputy Chairs, shall be taken by a simple majority of the votes cast; abstentions, blank and spoiled votes shall not be taken in consideration for the calculation of the majority. Voting shall be by secret ballot.

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

Article 11 – Decision-Making by Correspondence

11.1 Where a written proposal is circulated by or on behalf of the Co-Chairs, 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.

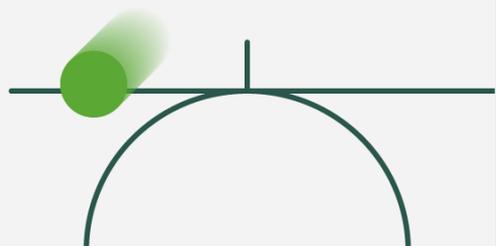
Article 12 – Reporting

12.1 The Co-Chairs shall submit regular reports to the Executive Board, AGM, or Council, as applicable and required by the ITTF Statutes.



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Article 13 – Sub-Commissions

13.1 The Commission may establish sub-commissions composed of its members to address specific areas of work. Any report or recommendation originating from such sub-commissions shall require endorsement by the full Commission prior to publication or submission to the EB, AGM or the Council.

Article 14 – Inactivity and Removal

14.1 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, or otherwise do not adequately fulfil their duties.

14.2 In cases of inactivity or failure to comply with these TOR, the Co-Chairs shall notify the member in writing and offer an opportunity to rectify the situation. Should inactivity persist, the Co-Chairs, in consultation with the Committee Secretary, may recommend removal to the Executive Board for consideration.

Article 15 – Conflicts of Interest

15.1 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 Commission but shall, upon request by a majority of members, withdraw from discussion or abstain from voting on affected issues.

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

Article 16 – Limitation of Authority and Prohibition of Unauthorized Claims

16.1 No member of the Commission, including the Co-Chairs, the Deputy Chairs, 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.

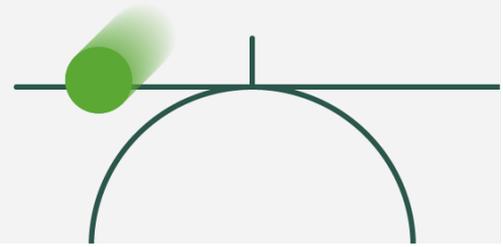
16.2 Any authority not explicitly granted herein shall be deemed to be retained by the competent governance body of the ITTF as defined in the Statutes.

16.3 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 Executive Board, as applicable.

16.4 Where a member acts in excess of their authority or purports to extend their remit beyond what is expressly provided for, the Co-Chairs shall take appropriate action, including issuing a written warning. In the case of the Co-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.



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

Article 17 - Amendment and Entry into Force

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

17.2 They shall enter into force immediately upon adoption, or as otherwise indicated by the Executive Board.