

EXECUTIVE COMMITTEE MEETING

Bartholomew Suite, Grange Tower Bridge Hotel, London, England, United Kingdom Thursday
23rd and Friday 24th February 2018

Minutes

1. Welcome and Opening

1.1 President's opening remarks

The President welcomed those in attendance excusing the CEO, who due to family health issues needed to delay his arrival and miss the first day of the meeting.

Mr President informed that Ms Iulia Necula will be taken the minutes for the first time, in her new capacity as Executive Assistant to the CEO.

Mr President congratulated Table tennis England for the huge team effort and successful event. He stated that it's ITTF's responsibility to search new organizers and develop table tennis in all parts of the world and the ITTF was extremely pleased to come back to London after six years have passed since the 2012 Olympic Games.

1.2 Local organizers welcome

Mrs Sandra Deaton, Chair of Table Tennis England, welcomed everyone and thanked the EC members for the invitation as well as ITTF for giving the opportunity to host a World Team Cup in London. She outlined the amazing team effort in terms of organization and gave some special thanks for the tremendous help of the ITTF staff, especially Jonny Cowan.

She considered that choosing London was a great decision and hoped that there will be more opportunities to do it again in the future.

1.3 Roll call

Thomas Weikert	President
Khalil Al-Mohannadi	Deputy President
Petra Sörling	Executive Vice-President
Bruce Burton	Executive Vice-President
Masahiro Maehara	Executive Vice-President
Alaa Meshref	Executive Vice-President
James Morris	Executive Vice-President
Nestor Tenca	Executive Vice-President
Shi Zhihao	Executive Vice-President
Vladimir Samsonov	Athletes Commission Chair

In attendance

Steve Dainton	CEO
Raul Calin	Secretary General
Iulia Necula	Executive Assistant & Athletes Manager
Michael Brown	CFO (for the Financial part only)
Leandro Olvech	Director ITTF Foundation (ITTF Foundation part only)
Kimberly Koh	Head of Sponsorship (Marketing and promotion part only)
Jordi Serra	Operations Manager (Constitution review part only)
Tony Kiesenhofer	Chairman of the Future Events Working Group (FEWG)
Alan Switzer	Deloitte representative (Strategic plan and FEWG part only)
Matthew Green	Deloitte representative (Strategic plan and FEWG part only)

1.4 Adoption of the agenda

The agenda was adopted with a different order due to the absence of the CEO in the first day, postponing the main issues involving him to the following day.

2. Minutes of the previous Executive Committee meeting

2.1. Adoption of the Minutes of the previous meeting

The minutes of the previous meeting were approved and signed by the President.

2.2. Business arising from the Minutes

The Secretary General updated the Executive Committee about the final analysis made on the ongoing harassment case,. The EC agreed unanimously on the decision and recommended to articulate a better system for the future by reviewing the Harassment Policy and defining better protocols and procedures to be followed in similar cases.

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The Executive Committee resolved, on the ongoing harassment case, to impose a warning of one year to the respondent, informing the complainant and the respondent of the decision.

3. CEO Update

3.1 Staff update

The CEO shared with the group the positive feedback of a very successful first ever staff meeting and team building held in Phuket, Thailand from 29th to 31st of January 2018, mentioning that it was a great opportunity for the staff members present from all over the world, to meet and interact.

The EC recommendation is that such staff and interdepartmental meetings should be done annually or biannually.

The CEO reported about the recent updates in the staff structure since the last EC meeting, With the incorporation of Dora Jeler as the new Development & High Performance Operation Manager, Nicolas Petit as the new Continental Development Manager, Ramnzi Ben Hadj Mabrouk as the new ITTF Africa Development Manager and Pablo Perez as the new Para Table Tennis Manager.

The CEO mentioned the urgency about the necessity of hiring a Equipment Manager, especially with Vicky Eleftheriade moving on to Competitions as Head of World Tour. The EC decided that due to the small number of applicants there should be a second call that hopefully will be more successful in bringing more specialised profiles.

3.2 Strategic Plan

Deloitte's representatives gave a very positive feedback regarding the passion and the high level of involvement of the ITTF staff.

They presented to the EC the definitions of the Vision, Mission, Values and the Listing of the Strategic priorities.

The Structure of the Strategic planning should be entirely build by the end of March.

They reported that a survey translated in 5 languages (English, Chinese, Spanish, French, Arabic) was launched on 19th of February with the objective of collecting the input of all the different table tennis stakeholders.

The EC noted the information received and was pleased that the survey had a high response rate.

The President wished to thank Deloitte on behalf of the EC, appreciating the work done.

The general feeling of the group was that it is very important to create a hype around the ITTF Strategic Planning process and maximize the exposure to the external parties.

The EC recommended that a group led by the ITTF CEO involving EC representatives and other stakeholders should present the Strategic Plan to the AGM.

3.3. Future Events Working Group

Deloitte presented to the EC a financial study regarding the new World Championships structure from a professional point of view.

The EC decided to follow the recommendations of the Future Events Working Group and confirmed that the proposition will be presented during the BoD meeting in Halmstad.

The CEO and the chair of the FEWG, Tony Kiesenhofer, will create a communication plan intended to create awareness and inform all the stakeholders. It was also noted that there would be an information session prior to the BoD meeting in Halmstad for all members to come to listen and discuss the plan.

3.4 TMS Activity

No further update or information was provided by the Honorary President Mr Adham Sharara, since the previous meeting. The EC agreed unanimously to continue to request for the full financial disclosure from TMS and if not done voluntarily, to seek legal options to obtain them.

The EC agreed that without such documentation, it is impossible to verify the different explanations provided by the ITTF Honorary President, Mr Sharara, regarding the various issues connected with TMS International. The EC again noted that its preference was to close this case and try to assure normal relations with Mr Sharara as soon as possible for the best interest of the ITTF and table tennis.

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The Executive Committee agreed unanimously to continue to request for the full financial disclosure from TMS and, if not done voluntarily, to seek legal options to obtain it.

3.5 ITTF Africa update

An agreement was made during a meeting held on 15th December in Astana, by the ITTF President, Mr Thomas Weikert, the EVP of finances, Ms Petra Sörling, and the ITTF CEO, Mr Steve Dainton, with Mr Khaled El-Salhy and Ms Hajera Kajee. The agreement was that as soon as the three concerns of the ITTF in regard to acting according to good governance are resolved, then the ITTF would move forward as usual with ITTF Africa business.

These 3 items are:

- To open an official bank account in Africa and no longer use the personal bank account of the ITTF Africa President for transactions
- To admit that payments to some delegates to attend the ITTF AGM was not in accordance to good governance principles
- To ensure that ITTF Africa hosts an EGM to adopt a new constitution which improves the governance of ITTF Africa.

Further discussions expected during the ITTF African Cup in Kenya.

The ITTF EC, with the strong push from Mr Alaa Meshref, agreed that regardless of the above it was very important to find solutions to continue to help the African Table Tennis associations. It was agreed that the ITTF President, CEO, EVP of finances and Mr Meshref

would meet the following day in London to discuss an emergency action plan to ensure the ITTF increases its support and investment in the continent.

3.6 Information & Technology

The Secretary General reported on the current IT situation and advised that, based on the experience, the development is going in the right direction. It was recommended that Mohammed Dawlatly should focus exclusively to IT duties in the short term in order to achieve better results.

It was noted that in the future we need to better test all the systems before an event to ensure any bugs in the system are solved.

The focus on the coming weeks should still be on the results management and services oriented to have an excellent presentation at our World Championships, with other phases of the IT development to be accomplished after Halmstad.

3.7 ITTF Candidature for IOC membership

The EC decided to present the candidature of Thomas Weikert for a position in the ASOIF Executive Council.

It was agreed that it is important to show ITTF's will to contribute and be involved in external international organizations.

The ITTF President praised RYU Seungmin for his amazing work and for supporting table tennis within IOC.

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The Executive Committee agreed unanimously to present the candidature of Thomas Weikert for a position in the ASOIF Executive Council.

4. Athlete's Commission Report

4.1 Proposals to amend

Mr Vladimir Samsonov presented to the EC the proposals from the Athletes Commission in regard to the Athletes Commission Terms of Reference.

As there was no time to check carefully the amendments, it was agreed that the EC would have 2 weeks to read and comment and make the approval of the terms of reference via email once agreed.

4.2 First World Tours of 2018

The AC Chairman gave very good feedback regarding the first World Tour of the year held in Budapest, in matters of organization, venue and practice hall, as well as in the players' services. He also praised the organization of the ITTF Europe Top 16 Cup held in Montreux. Mr Samsonov also noted that the multi-ball system was very well received by the players, and the quality of the balls was notably improved.

The AC requested the Competition Department to review the rule of no separation per Association from the group stage or first preliminary round after receiving several complaints from the affected players and Associations.

The Athletes Commission also encourages ITTF and the local organizers to involve top players in different types of sponsor activation activities and gala events.

5. Operations Program

5.1 Finances

The CFO reported that the progress in the budgeting process has been slowed down by the lack of information regarding the prior year's finances.

He noted that with the commercial rights back in house and no previous accounts for specific types of events and meetings, a lot of extra work was done together with Leah Guo in Singapore office and Silvia Bernhard in Lausanne office to properly classify the management of accounts.

A full detailed budget will be presented in the next EC meeting in Halmstad.

Michael Brown asked the EC to reconsider the way the payment done by ITTF to TMS for the commercial rights is accounted, and to decide if it's better to absorb the entire amount in one year rather than amortize the total amount over 4 years.

The pros and cons regarding the financial repercussion were discussed between the EC members, but the general feeling was that it was preferred to have the total debts accounted for the year 2017.

Mr Brown assured that future discussions will be held with the auditors regarding the best option.

The EVP of finances, Ms Petra Sörling, agreed that the benefits of such a decision outweighed the negatives. Ms Sörling also confirmed that an open financial forum will be held in Halmstad during the WTTC, with the objective of becoming more transparent and offer more details on ITTF finances. Hopefully it will be a way of learning more and understand better the general concerns among the members.

5.2 2018 AGM/BoD documents

5.2.1 Reports and AGM/BoD documents

The Secretary General reported that some reports were received very late, and thus, the time needed for proof reading and translation will be extended.

5.2.2 Propositions and Resolutions

The Secretary General presented the propositions and resolutions received to the EC with the aim to ensure that that they could be formulated as such to the AGM/BoD.

5.2.3. Constitution review progress

Mr Jordi Serra presented to the EC the work done in the last months since he started the constitution review. He noted that after a long development process including the feedback of different stakeholders, as well as National Associations, this reform would align the ITTF constitution with the most modern principles of good governance.

The EC congratulated Mr Serra for the hard work and with some minor adjustments based on the feedback received confirmed the final version of the Constitution review document to be submitted to AGM in Halmstad.

5.2.4 Technical Leaflets

The EC will recommend to the Equipment Committee and to the BoD to defer the proposition on the Administrative/Technical Leaflet T7 to 2019, because in Halmstad very important decisions of a broader impact are to be considered. A meeting will be held with Mr Paul Schiltz with the attendance of Dr Alaa Meshref, Mr Steve Dainton, Mr Raul Calin for further discussions.

5.2.5. Merit Award

The Secretary General reported that no applicant reached the necessary number of points to be presented to the AGM. Furthermore, it was discussed that the calculation system of the Merit Award needs to be reviewed, as well as to reconsider the awards that the ITTF currently have.

5.2.6. Miscellaneous

In regard to the situation in the Island of Tonga which was affected by the cyclone, it was suggested that in such cases, it is better to first let the international institutions deal

with the urgent needs of population, and once their primary needs will be satisfied, then the ITTF, through its Foundation, will be able to support based on the specific table tennis needs and activity of the country, which should be studied to provide appropriate support.

5.3 Anti-Doping update

The President recognized the importance of having an anti-doping expert in direct connection with WADA and IOC.

5.4 Integrity/Transparency update

In Astana the ITTF signed a one-year agreement contract with Sportradar, to monitor betting activities and potential match fixing. They are monitoring the Team World Cup, especially due to the involvement of a betting company as one of the event's sponsors, and also because England is a country with a sport betting culture. ITTF is committed to monitor the betting activities.

5.5 Eligibility update

The Executive Committee agreed that the eligibility rules in the ITTF competitions and Olympic Games should be aligned, to make our sport eligibility easier to understand for all the stakeholders.

The Secretary General proposed that a reasonable compromise between the current World Championships and the current Olympic Eligibility regulations would be to propose a waiting period for the players over 21 years of age of 9 years after the date of registration. Mr Calin suggested that the IOC was more comfortable with this scenario of 9 years than the current ban for life.

Players already eligible would keep their eligibility regardless of whether the proposition is adopted.

5.6 Membership recognition issues (KUW)

The President updated the group that after several investigations and direct contact with the IOC, there is no change regarding the case of Kuwait Table Tennis Association, which remains suspended.

5.7 Invitations for future EC meetings (CZE)

The EC members agreed in postponing the planned Skype meeting from September, considering the invitation of the Czech Table Tennis Association to hold an EC meeting on 25th August in Prague.

Before the final acceptance, Asia representatives have to confirm if their participation could be affected by the Asian Games.

5.8 ITTF China Museum Opening

Mr Shi Zhihao noted that the ITTF museum work is estimated to be finalized by the middle of March and an official Opening Ceremony is to be held on 31st of March.

5.9 Co-opted members / special advisors in committees

The EC confirmed the appointment of Mr Jens Gullberg (DEN) as Special Advisor of the Equipment committee, Mr Michael Zwipp (GER) as a Special Advisor of the Umpires and referees Committee and Mr Nico Verspeelt (BEL) as a Special Advisor of the Para Table Tennis Committee.

It was also agreed that the EC will review the way the Committee members are appointed, clarifying the criteria and the improving nomination process.

6. Competition Program

6.1 World Championships update

6.1.1 2020 Bids

Prior to this meeting, inspections and onsite visits of the three bidding cities were concluded by the CEO and the Head of World Championships, Mr Didier Leroy.

From a technical point of view, all three cities, San Jose (USA), Busan (KOR) and Ekaterinburg (RUS) are ready to host a World Table Tennis Championships.

Due to the current situation with RUSADA, WADA does recommended not to allocate major events to Russia. The President and the CEO already had discussions with representatives of the Russian Federation.

6.1.2 Halmstad Invitations

The EVP of finances, Mrs Petra Sörling, updated on the progress being made on the preparations for the 2018 World Team Table Tennis Championships.

The Draw will be held on 27th February, during the next inspection. On the same day, ITTF staff will also attend the ETTU qualification match between Sweden and Denmark which will be used as a sport presentation test event.

The Opening Ceremony as well as the official welcome dinner, will be held on 29th April. Mr Thomas Weikert explained that he invited the ITTF Honorary Presidents to attend the 2018 WTTC in Halmstad.

6.1.3 Budapest

The CEO had started the negotiation of the Financial Agreement.

The Hungarian Association has appointed a new Secretary General recently, and the work is ongoing. The ITTF will do its best to work closely with him to ensure he has all the necessary information.

6.2 World Tour Update

The CEO reported that 2019 registered the highest number of World Tour bids ever, and he was very happy that the new organizers are willing to host events. A total of 16 bids (8 for Platinum and 8 for Regular WT) were submitted for 12 spots.

The CEO, The Head of WT, Ms Vicky Eleftheriade, and the EVP Mr Bruce Burton, are the new members of the World Tour working group that will decide the event allocation.

The group informed that the process is close to the final acceptance.

It was noted that while it's great to have more bids, it's of course a pity to leave 4 excellent candidates out, and that the ITTF would work hard with these organizers to try and convince them to host a challenge event.

6.3 World Cups Update

The CEO reported that the negotiations of the final contracts are in a very advance stage with both France and China.

He also mentioned that he was very satisfied with the organization and the playing venue in London.

6.4 Junior Program Update

The two bids for the Junior World Table Tennis Championships 2020, from Argentina and Portugal will be presented and voted during the BoD meeting in Halmstad.

6.5 Multi-Sport Games Update

The Secretary General reported that the next World Military Games will include a table tennis event for the first time.

6.6 New World Ranking

6.6.1 World Team Ranking

Ms Iulia Necula presented to the EC the principles of the New ITTF World Team Ranking system, following the recommendations of the World Ranking working group. The EC approved the new world team ranking system and agreed that it will become effective from January 1, 2019.

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The Executive Committee resolve to approve the New World Ranking system with implementation date 1st January 2019.

7. Marketing and Promotion

7.1 Continental Commercialisation update

- The CEO reported that Oceania and North America are quite advanced in the development of the KPI's for the implementation of their commercialization agreement.
- In the case of Europe, the commercialization agreement is agreed in principle but pending on the signing which will take place in the next weeks.
- For Africa the ITTF is waiting for the clarification of the situation on the continent.
- For Latin America, the discussion is quite advanced, and an initial agreement will be signed in Halmstad.
- For Asia, the discussions will start very soon.

7.2. ITTF Marketing subsidiary – China Office

Under the current legislation regarding international sport federations, the Chinese Government encourages and supports the idea of an official ITTF office. The EC agreed to restart the operation activity in Shanghai, as China is one of the main table tennis markets. The CEO will formally inform the EC member from China whom will assist in the process.

7.3 New Sponsors

Ms Kimberly Koh, Head of Sponsorship, reported on new sponsors as well as renewed partnerships. She noted that there are much more discussions than ever before, mainly due to hiring new staff.

Go Daddy, at a significantly increased rate, and TATA renewals were confirmed, and Uncle Pop and Liebherr renewals for multi-year deals were also in progress.

British Airways was signed as a new Sponsor for the Team World Cup in London which might lead to long term partnerships.

She also informed that a new deal was signed with Eurosport which opens many new opportunities, especially as there has been no significant broadcast in Europe for many years.

The President congratulated the Singapore team for the impressive work and admitted it was a good decision from the EC contracting more staff in this area which had improved significantly since the ITTF took the rights back in house.

7.4 Seamaster World Tour Agreement

Ms Koh stated that the renewal of the World Tour agreement for 2018 becomes more a Strategic Partnership, where Seamaster also focuses on bringing more sponsors on board. The closer cooperation with T2 will also help the ITTF testing new innovative technologies.

8. Development, Education & Training Program

8.1 ITTF Foundation

The President started highlighting the legal particularities of such a project, and the importance of the accuracy of the documents in both languages English and German. Lawyers specialized in Sport and Foundation area were involved.

Mr Olvech presented to the Executive Committee members the proposed composition of the organizational structure of the ITTF Foundation, mentioning that the members of the Governing Board and Board of Trustees are to be elected by their position within the ITTF and not as individuals.

He specified that as a legal requirement, the ITTF and the ITTF Foundation should be considered two different entities.

Mr Leandro Olvech gave his special thanks to the President for the support and legal assistance.

The official launch is to be made on 6th of April 2018 at the Zaatari Refugee Camp at the Jordan border with Syria. The event will count with the presence of the President, Thomas Weikert, as well as the ITTF Foundation ambassador, RYU Seung Ming.

An ITTF Foundation cocktail will be held on 2nd May 2018 in Halmstad, where the ITTF officials and stakeholders will be invited.

The EC confirmed the statutes and the business model and the resolution of the establishment of the non-profit organization called ITTF Foundation.

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The Executive Committee resolved to propose to the AGM the creation of the ITTF Foundation.

9. Any other business

9.1 EC members representations

The President appointed Claudia Vatheuer to be responsible for compiling the EC members' representations in 2018.

10. Next EC meeting

It will be held on Saturday 28th of April 2018 in Halmstad during the World Championships.

11. Adjournment

Without further subjects the meeting was adjourned at 16h30.

Thomas Weikert
President

Date

Raul Calin
Secretary General

Date