



**INTERNATIONAL
TAEKWON-DO
FEDERATION**



Governance Regulations

of International Taekwon-Do Federation

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DEFINITIONS

In interpreting these ITF Governance Regulations (the “Regulations”), all terms defined within the Definitions section of the ITF Statutes in force and all terms whose meaning can be derived within the context of the ITF Statutes shall have the same meaning within these Regulations, unless the context indicates otherwise.

For the purposes of these Regulations, and provided the context so permits:

- (a) the singular shall include the plural and vice-versa;
 - (b) the feminine gender shall include the masculine and vice-versa; and
 - (c) references to natural persons shall include any legal person or corporation.
1. “Adapted Taekwon-Do” means “a a form of Taekwon-Do that has been adapted to accommodate individuals with a range of physical and cognitive disabilities, ensuring accessibility and inclusivity within the sport.
 2. “Athletes means “any Taekwon-Do practitioner who practice, train trainee, competes or aims to compete in competitions either in national or international level” being a member member of or registered with an I.T.F. affiliated organization. Athletes must be in possession of an I.T.F. certificate of grade provided by the ITF member (within its authority) or the ITF.
 3. Class “A” Umpire courses” means “International Umpire Course, participation in which is confirmed by obtaining a class A umpire certificate”.
 4. “Class “B” Umpire courses” means “International Umpire Course, participation in which is confirmed by obtaining a class B umpire certificate”.
 5. “Coach” means “any individual who has registered and received coach’s accreditation by ITF authorised bodies, including the TUI Committee, according the Official ITF Rules of Competition.”
 6. “Coach Developer” means “any individual who is trained to develop, support and challenge coaches to continue improving their knowledge and skills to provide positive and effective sport experiences for all practitioners”.
 7. “Coach Developer Assessor” means “any individual who provides the supporting and necessary structure for ongoing personal development of Coach Developers and who serves the ITF by mentoring or assessing Coach Developers in training”.
 8. “Corner umpires” means the Officials who grade the performance of the Athletes while engaged in a match. Corner Officials are responsible to, and take directions from, the Referee, who in turn is responsible to, and takes direction from, the Jury President of their assigned Ring Council.
 9. “Computer Operator” means “any individual who is responsible during an ITF-sanctioned tournament for operating the computer on the jury table as part of the Ring Council”.

10. "ICAC" means" the International Athletes and Coaches Course developed and organized by the Athletes Committee and the Coaches Committee with the aim at improving the knowledge and skills of Coaches and Athletes relating to the development of athletes and their competitiveness in ITF-sanctioned Tournaments".
11. "Instructor" means "any individual who has been awarded the International Instructor Certificate"
12. "International Council for Coaching Excellence" means "the not-for-profit, global organization with the mission of leading and developing sport coaching globally".
13. "International Instructors Course" means "the conference aimed at teaching the art of Taekwon-Do ITF to instructors across the world with the aim of standardising and improving fundamental technique and knowledge of ITF instructors".
14. "International Umpire Courses" means "the conference aimed at teaching highly qualified officials and umpires at all of ITF championships".
15. "Internet Online Registration" means "official register of the ITF (database) connected to the SportData Technology System for Championships Management".
16. "ITF Instructors Code of Conduct" means "the set of key principles that Instructors have to follow in teaching Taekwon-Do".
17. "ITF International Coaches Course" means "the conference aimed at providing further education and training opportunities in a collegial environment emphasizing the sharing of knowledge and experience amongst coaches and experts in subject areas relevant to ITF Coaches".
18. "ITF Umpire Refresher Courses" means "the conference aimed at confirming the level of teaching highly qualified officials and umpires at all of ITF championships".
19. "Official ITF Rules of Competition for all World Championships and World Cup Events" means: "the set of rules for all ITF World Championships and World Cup Events ".
20. "Jury Member" means "one of two officials assisting the Jury President in the administration of a Ring Council. The Jury Member is responsible for aiding in the management of the Competition Draw; recording data (i.e. fouls, warnings, round number, winners); ensuring that the correct Athletes are present when called; and performing any other necessary business of the Ring Council. Jury Members are responsible to, and take directions from, the Jury President of their assigned Ring Council."
21. "Jury President" means "The Head Official in charge of and responsible for the overall administration of the rules of competition and the fair and professional operation of one (1) Ring Council at a tournament. The Jury President is the designated representative of the Tournament Committee for all matters pertaining to that individual ring and its operation and is responsible for the supervision of all other Officials assigned to that Ring Council".
22. "Qualifying Umpire courses" means "the conference aimed at teaching highly qualified Officials and Umpires and qualifying them to the official ITF championships."

23. “Ring Councils” means “the eight (8) officials assigned to a given ring in order to administer, manage, conduct and score the performance of the competitors. A ring council is comprised of one (1) Jury President, one (1) Jury Member, one (1) Computer Assistant, one (1) Center Referee and four (4) Corner Umpires.
24. “Rules of Competition” means “the official ITF World Junior and Senior Tournament Rules, (current version) as held by the Chair of the ITF Umpire Committee, and published in the ITF Official Web Site”.
25. “Taekwon-Do Kids Development Program (also known as the ‘Kids Program’)” means “any ITF Kids Program accredited as an official program for students aged 3 years to 7 years, which takes them from beginner level to 8th gup / grade”.
26. “Trainer of Coach Developer” means “any individual who is trained by the standards endorsed by the International Council for Coaching Excellence to deliver Coach Developer training and support as well as training of Coach Developer Assessors.
27. “TUIC Committee” means “the committee of members that oversees and administers the actual operation of the tournament. The TUIC is responsible for the scheduling of rings and competitions, management and supervision of officials, investigation and decision of protests, and all other business of the tournament. The TUIC Committee is the highest level of authority at a tournament, with jurisdiction over any and all matters, and, as such, their decisions are final and binding.”
28. “Umpire” means “any Jury President, Jury Member, Center Referee, or Corner Umpire who has successfully taken the official I.T.F. Umpire Training Course and has been accredited by the I.T.F. Umpire Committee, appointed by the official authorities of a competition to enforce the rules of the ITF competitions, ensures fair play, and takes decisions on matters arising from the competition- including grading the performance of any given event within the competition. Umpires in each competition must possess qualification of certain Class of ITF Umpire” adequate to the level of same competition pursuant to the ITF Competition Rules.
29. “Umpire course” means “any and all courses officially sanctioned and presented by an official, standing member of the ITF Umpire Committee.
30. “Umpire Rules” means “the official ITF Umpire Rules as held by the Chairperson of the ITF Umpire Committee and published in the ITF Official Web Site”.

1 OBJECTIVE

- 1.1. Pursuant to Articles 11, 20, 21, 35, 36, 39, 43, 44 and 45 of the ITF Statutes, these ITF Governance Regulations (the “Regulations”) support and supplement the ITF Statutes and other official document of ITF setting out also the principles of good governance applicable to the ITF.

2 SCOPE OF APPLICATION

- 2.1 Within the framework set out in the ITF Statutes, these Regulations specify and govern:
- a) the duties, powers and responsibilities of the ITF bodies and members of ITF bodies, with the exception of the ITF General Assembly;
 - b) the duties, powers and responsibilities of the ITF President, ITF General Secretariat, and the ITF Secretary General; and
 - c) the establishment of authorisations to represent the ITF legally and limits of financial authority.
- 2.2 These Regulations does not replace the ITF Regulations Ver 1/2023 ("ToR") that remain in forces as long as they will not be cancelled. In cases of matters dealt with and governed by these Regulations and the ToR both documents will be considered complementary to each other. In case of any possible contradiction or different treatment of a same matter, the matter will be decided by the Board of directors that will always be free to choose the rule that it will consider more relevant, effective and favorable for the ITF.
- 2.3 These Regulations do not govern the organisation of the ITF judicial bodies which are set out in the ITF Disciplinary Code and the ITF Code of Ethics.

3 GENEREAL CONDUCT OF MEMBERS OF ITF BODIES

- 3.1 During their work and as part of their functions, members of the ITF bodies shall do everything possible that is conducive to fulfilling ITF statutory objectives and refrain from any action that could be detrimental to those objectives.
- 3.2 Members of the ITF bodies must be aware of and comply with all applicable laws and regulations, as well as with ITF regulations, such as the present Regulations, the ITF Statutes, ITF Disciplinary Code and ITF Code of Ethics, and the ITF Ethical Guidelines for Board and Committees members.
- 3.3 Every member undertakes, and accepts responsibility, to faithfully, loyally and independently act in the best interests of the ITF and the promotion and development of Taekwon-Do at global level.
- 3.4 Policy Conflict of Interest - Members of ITF bodies shall always be aware of, and comply with, the rules conflict of interest and must adjust their conduct accordingly
- 3.5 The Board of Directors and other bodies operate on the principle of collegiality. Their members are bound to endorse the decisions taken, both internally (in particular

towards employees, members of other ITF bodies and/or committees) and towards third parties, even if they do not necessarily correspond to their personal opinion at the time the decision was taken.

4 ITF BOARD OF DIRECTORS

a) Duties and powers

- 4.1 The ITF Board of Directors is the supreme executive body of the ITF.
- 4.2 The ITF Board of Directors defines the ITF's mission and vision, strategic direction, policies and values in relation to the organisation and development of Taekwon-Do worldwide.
- 4.3 The ITF Board of Directors' powers and duties are those set out in Article 35 of the ITF Statutes.
- 4.4 The ITF Board of Directors shall deal with all matters relating to the ITF that do not fall within the sphere of responsibility of another body.
- 4.5 As per Article 35.4 of the ITF Statutes, the ITF Board of Directors may, at its discretion, delegate tasks arising from its areas of authority to the President, to the Executive Committee or third parties, including to Standing or ad hoc Committees. Delegation by the ITF Board of Directors must be documented, in particular by its detailed description in the minutes of the relevant meeting or by the adoption of Terms of References should the delegation be made to a committee.
- 4.6 When a overall responsibility or a specific task is delegated to any of the above mentioned bodies, the decision to delegate will include a clear term regarding the nature of the decision taken by the body to which the responsibility or the task were delegated; whether the decision will be the final decision of the ITF on the matter or will only be considered a recommendation to be referred to the ITF Board of Directors to be ratified in order to become a final and binding decision.
- 4.7 As general principles, the Board of Directors ensures that :
 - Committees and other bodies document their main decisions and forward them to the General Secretariat;
 - gender balance in other bodies, as long as it is in the interests of the members of the ITF;
 - that all other bodies, with the exception of employees, are renewed on a regular basis in according to the relevant ITF Statutes or By laws or regulations or Directive applicable to the term of the functioning of same bodies.;
 - the functions of these bodies do not give rise to conflicts of interest;
 - Athletes are represented and can express their views on issues that concern them;
 - measures to protect the data of their members and staff are put in place;
 - information on the origin and use of ITF's finances is documented and published, in collaboration with the Audit, Risk and Compliance Committee and the External Auditors.

b) Meetings and decision-making

- 4.8 Pursuant to Article 36 of the ITF Statutes, the Board of Directors shall meet at least two (2) times per year, but as often as the needs of the ITF requires.
- 4.9 The President shall convene the meetings of the Board of Directors at least six (6) months in advance for meetings in person and forty (40) days in advance for virtual meetings by way of email, stating the date, time and, if applicable, place of the meeting as well as the items of the agenda. The President, after consultation with the Executive Board of the ITF will always be entitled, based relevant and justified needs, to convene the Board of Directors either in person or virtual on shorter notices, however these meeting will deal only with the matter/s that justify the urgency and in such case the time to provide the agenda and the supporting material will be adapted accordingly.
- 4.10 The Secretary General after consultation with the President shall compile the agenda of the Board meetings and include proposals made by the members of the Board of Directors.
- 4.11 Each member of the Board of Directors is entitled to propose items for inclusion in the agenda. The members of the Board of Directors must submit the items they wish to be included in the agenda for the meeting to the General Secretariat at least fourteen (14) days before the meeting. The decision on the inclusion of the items proposed by the members of the Board will be taken by the President and informed to the members prior or together with the communication of the agenda pursuant to Art. 4.8. Yet, the President alone will not be entitled to dismiss the inclusion of the proposed points or any of them. If the President will be of the opinion that a proposed point should not be included in the agenda, the matter will be brought to the Board in its next coming meeting and will be decided by the Board. In case that the Board will decide to deal with the proposed point, it will be dealt with at the next meeting, unless a real urgency requires that the proposed point be deal with at the meeting where the question of the inclusion of the item was decided.
- 4.12 If fifty percent (50%) of the Board of Director members request a meeting, or if the ITF President deems it necessary, the President shall convene it within thirty (30) days.
- 4.13 Based on a decision of the President, meetings may be held in person, by teleconference, by videoconference or by another means of communication. If a meeting cannot be convened within an appropriate period of time, decisions may be passed by other methods (e.g., circular resolution). The agenda and required documents to enable the members to prepare properly for the meeting shall be sent to the members at least fourteen (14) days in advance by way of email. If justified by exceptional circumstances, additional and/or new documents may be distributed at the meeting.
- 4.14 The President, as the Chairperson of the Board of Directors, shall conduct the meetings in accordance with the ITF Statutes and these Regulations. The President shall open and close the debates and give the floor to the members. If the President is unable to attend, the Senior Vice-President shall conduct the meeting as deputy

chairperson. If the Senior Vice-President is prevented from conducting the meeting, the Vice-President shall conduct the meeting. Should neither the President nor the Senior Vice President and in his absence the Vice-President be present at the meeting, those present and entitled to vote shall elect one of their members as acting Chairperson.

- 4.15 Members shall show mutual respect and protect the interests of the ITF in their work. They shall read the agenda carefully as well as any documents sent to them before the meeting. They shall take an active part in the discussions.
- 4.16 If a vote is needed on any matter, a majority of the valid votes cast is required for a decision to be adopted. Each member of the Board of Directors has one vote. As a rule, votes of the Board of Directors shall be conducted openly.
- 4.17 Decisions of the Board of Directors are signed by the President. The Secretary General will be responsible for the recording of the minutes of every meeting. The Secretary General will attend the Board of Directors' meetings *ex officio* and, as the secretary of the meetings, in a consultative role and without voting rights. Should the Secretary General be unavailable, the Secretary General may suggest, subject to the approval of the President, a representative(s) from the General Secretariat to attend on their behalf.
- 4.18 The draft of the minutes of each meeting will be sent to the members of the Board of Directors and to the ITF General Counsel within 7 days following the meeting. The Members of the Board and the ITF General Counsel will be required to send any comments or amendments that they may consider needed to the Secretary General. The proposed amendments – if any - will be sent to the Board Members within 3 days as of the receipt of the request for amendments by the Secretary General, and the Member of the Board will be asked to send any comments on the proposed amendments within 3 days. In case that there will be no comments on the original draft of the minutes or no comments on the proposed amendments within the designated dates to respond, the draft of the minutes (either as originally drafted or with the requested amendments) will be considered approved. In case of any disagreement on any part of the content of the original draft or the requested amendments, the matter will be brought to the ITF President who will take the decision on the matter and his decision will be final and binding.
- 4.19 Board of Directors meetings are confidential and not open to the public. The Board of Directors may, however, invite third parties to attend a meeting if it deems necessary for a particular item on the agenda. Those third parties shall not have voting rights and may only express an opinion with the permission of the Board of Directors. The President may hold a press conference, if the ITF Board of Directors deems it necessary, to present to the media the decisions passed by the Board of Directors. In any event, the ITF may issue a media release.

- 4.20 The expenses of the Board of Directors' members shall be reimbursed in accordance with the applicable ITF policy and the decision of the Board following consultation with the Compensation Committee .

5 EXECUTIVE COMMITTEE

a) Duties and Powers

- 5.1 The Executive Committee shall have the duties, powers and responsibilities of the Board of Directors for all matters requiring immediate settlement between two meetings of the latter as provided by Article 38 of the ITF Statutes. In particular, duties of the Executive Committee are as follows:
- a) to implement the decisions passed by the Board of Directors;
 - b) to deal with all matters requiring immediate settlement between meetings of the Board of Directors;
 - c) to ensure the day-to-day management of the ITF.
- 5.2 Pursuant to Article 38.4 of the ITF Statutes, decisions of the Executive Committee shall have immediate effect. The President shall notify the Board of Directors immediately of the decisions passed by the Executive Committee.

b) Meetings

- 5.3 Pursuant to Article 38.3, the President shall convene the meetings of the Executive Committee.
- 5.4 As a general rule, meetings of the Executive Committee will be conducted by teleconference, by videoconference or by another means of communication. However, upon request of the President, meetings may be held in person. The convocation of the meetings must be informed to the members at least three (3) days in advance of the meeting. This information shall include the proposed date, time and, as applicable, the location of and/or means of conducting the meeting. Where an in-person meeting is to be conducted, any member of the Executive Committee may, in exceptional circumstances and with the approval of the President, attend such meeting by teleconference, videoconference or by another means of communication. Attendance by teleconference, by videoconference or by another means of communication shall constitute presence in this context.
- 5.5 The President shall set the agenda for the meeting of the Executive Committee.
- 5.6 Articles 4.9 to 4.19 above shall apply mutatis mutandis on the conduct of the Executive Committee's meeting and decision-making.

6 PRESIDENT

- 6.1 Pursuant to Article 39 of the ITF Statutes, the President represents the ITF generally.
- 6.2 The President chairs the General Assembly, the Board of Directors, and the Executive Committee. The President shall have one (1) ordinary vote on the Board of Directors and the Executive Committee.
- 6.3 The President shall aim to foster a positive image of the ITF and to ensure that the ITF's mission, strategic direction, policies and values, as defined by the Board of Directors, are protected and implemented.
- 6.4 The President shall seek to maintain and develop excellent relations between and among the Continental Federations, the Regional Associations, Member Associations, political bodies, and international organisations.
- 6.5 In addition to those set out in Article 39 of the ITF Statutes, the President has the following specific duties:
- a) proposing the appointment of the Chairperson of the Standing Committees to the Board of Directors;
 - b) proposing the guidelines for ITF's overall strategy to the Board of Directors;
 - c) approving the organisational and salary structure (including social benefits) of the General Secretariat, including the appointment of executive staff, at the proposal of the Secretary General;
 - d) appraising and supervise the Secretary General's performance;
 - e) preparing the business, rulings and decisions of the Board of Directors and the General Assembly, subject to the Secretary General's duties in accordance with Article 44.4 of the ITF Statutes; and
 - f) producing a report not less than once a year for the Board of Directors and the General Assembly;

- 6.6 The President may delegate certain duties, powers and responsibilities that have been assigned to him to the Secretary General or individual members of the Board of Directors. In such cases, the Secretary General or the individual members of the Board of Directors shall report to the President.
- 6.7 The President, The Secretary General and any other member of the ITF Board of Directors that have signatory rights in accordance with the ITF Policy on signatory Rights shall be recorded in the Commercial Register of the Canton of Vaud as having powers of signature and exercise such powers in accordance with the ITF Signatory Rights Policy.
- 6.8 If the ITF will be required by law to be represented with respect to documents submitted to the commercial register by a person who is resident in Switzerland the ITF Board Board will be entitled to appoint such authorized person and grant him/her access to the register of members (art. 69 of the Swiss Civil Code) as well as a single signatory right (or two with joint rights) according to the requirements of the law.
- 6.9 In addition to the relevant provisions of the ITF Statutes as well as of the present Regulations and any other ITF regulations, the details regarding the relationship between the ITF and the President that are not regulated by the above mentioned documents (if relevant), shall be regulated by a specific contract between the President and the ITF. This contract shall be approved by the Audit, Risk and Compliance Committee and signed on behalf of ITF by the Secretary General and a second person having the power to sign in accordance with the entry in the Commercial Register of the Canton of Vaud and the ITF Signatory Rights Policy. Individual compensation matters related to the president will be also regulated by a specific private agreement following the determination of the amounts by the Compensation Committee pursuant to Art. 46 bis of the ITF Statutes.

7 OTHER MEMBERS OF THE ITF BOARD OF DIRECTORS

- 7.1 The rolls, duties and responsibilities of the other members if the ITF Board of Directors will be as stipulated in the ITF Statutes.
- 7.2 The individual compensation of each other member of the Board of Directors will be determined by the Compensation Committee.

8 SECRETARY GENERAL

- 8.1 Pursuant to Article 44 of the ITF Statutes, the Secretary General is the Chief Executive officer of the ITF and shall work under the direction of, and report to, the Board of Directors.
- 8.2 The duties, powers and responsibilities of the Secretary General are based on the ITF Statutes and regulations applicable to the Secretary General, and on any applicable

legal provisions. The Secretary General has the responsibility and authority to make decisions on all executive and administrative matters that do not, based on the ITF Statutes, these regulations or the regulations of **other bodies, come under the remit** of another body or person. The Secretary General is authorised to issue and implement regulations, directives, policies, procedures, circular letters, manuals and similar documents as part of and within the framework of their duties and powers as set out in the ITF Statutes, the provisions of these Regulations, and the regulations of other bodies.

8.3 In addition to their duties as per Article 44.4 of the ITF Statutes and in accordance with Article 44.5 of the ITF Statutes, the Secretary General shall have the additional powers:

a) propose to the Board of Directors the organisational and salary structure (including social benefits) of the employees of the General Secretariat of the ITF and of any other services provider to General Secretariat, including the hiring or appointment of executive staff and suggest and advice th Board of Directors as to the proposed salary or remuneration of each of them;

8.4 If the Secretary General intends to deviate from the principles and provisions contained in the ITF Statutes and these Regulations while performing their duties, they must obtain approval from the President and the Board of Directors prior to taking any relevant action.

8.5 The Secretary General shall be recorded in the Commercial Register of the Canton of Vaud as having powers of signature, which shall be exercised in accordance with the ITF Signatory Rights Policy. The Secretary General shall be employed by the ITF on the basis of an employment agreement governed by the private law of the country in which the Secretary General will do his work, i.e., at the country where the headquarters to the ITF and its secretariat will be located. The employment contract of the Secretary General shall be signed on behalf of the ITF by the President and a second person having power to sign in accordance with the entry in the Commercial Register of the Canton of Vaud. In case that, at the country in which the headquarters is located, the duties and scope of services provided by the Secretary General can be provided by the Secretary General as an independent contractor, and subject to the receipt of written expert opinion provided by a labour Law legal expert in the same country, the ITF Board may decide to render the services of the Secretary General as an independent contractor, on the basis of an agreement to **be signed to this effect**.

9 STANDING COMMITTEES AND AD-HOC COMMITTEES

9.1 Pursuant to Article 45 of the ITF Statutes, the Standing Committees of the ITF are the following:

a) Audit, Risk and Compliance Committee;

- b) Do and Ethics Committee;
 - c) Grand Master Promotion Committee; and
 - d) National Associations Committee;
 - e) Compensation Committee.
- 9.2 Within accordance with Article 45.9 of the ITF Statutes, the following Standing Committee is established: Merger Committee [Comment for the Ex- Board and the Board – to decide what will be the status of all the other existing committees]
- 9.3 The Board of Directors may also create Special Designated Committees for specific duties to operate as long as the Board will not decide to dissolve the Special Designated Committee and Ad-Hoc Committees for special duties and for a limited period. The decision to establish a Special or an Ad -Hoc Committee will clearly indicate (a) the rolls, duties. Responsibilities and authorities of the designated Ad-Voc Committee (b) the request or expected outcome of the work of the Ad-Hoc Committee (c) the composition and the members of the Committee and the Chair of the Committee always having in mind the possibility – as first option – to have the committee composed based on gender equality or to ensure the highest representation of female members (d) any terms of reference elated to the procedure and the modus operandi of the Committee (e) the term of the activity of the Committee and if relevant the date of expiry of the authority of the Committee and its dissolution (f) the amounts allocated by the Board of Directors for the operation of the Committee.
- 9.4 The matters contained within this section shall (in as much as they are not regulated also by the ITF Statutes or any other binding ITF document being in a higher hierarchy in the scale of norms), unless otherwise stated, apply to all Standing Committees and Ad-Hoc Committees, unless otherwise stated or decided by the Board of Directors.
- 9.5 In their respective fields of function, the Standing Committees shall advise and assist the Board of Directors in fulfilling its duties. They shall have an advisory function, unless these or any other regulations adopted by the Board of Directors, or any decision of the Board of Directors, grants the relevant committee any decision-making powers.
- 9.6 The following rules shall apply to the composition of the Standing Committees:
- a) The Board of Directors shall appoint the Chairperson of each Standing Committee;
 - b) The General Secretariat shall request within an appropriate deadline the Member Associations to submit the names of candidates to become members of the Standing Committee, with a copy of their respective resume and supporting documents. The respective Chairpersons shall then propose the members to the Board of Directors for appointment;

- c) The Board of Director shall ensure appropriate gender and geographical representation on each Standing Committee;
- d) Each Standing Committee shall be composed of at least three (3) members and up to six (6) members, including the Chairperson;
- e) The term of office for the Chairperson and the members is four (4) years from the date of the appointment of the Chairperson;
- f) Considering the roles and responsibilities of the Standing Committees and the Ad Hoc Committees, the appointed Chairperson and all the members of the Committees will also be strictly bound by the ITF Policy on Conflict of Interest ("the Policy") and will strictly comply with the Policy. They will avoid any possible real, apparent or potential conflict of interest in between their activities (either related to the ITF practices or not) and their membership in the Committee. In case of any possibility (real, apparent or potential) of conflict of interest they will immediately resign and step down from the committee.
- g) The Board of Directors may remove any member of a Standing Committee (including the Chair Person) or of an Ad Hoc Committee at any time, in particular, but not limited to:
 - i) on a well-founded request from the Member Association concerned (e.g., When the member can no longer be considered as an official of their Member Association because they no longer hold an active office within the Member Association);
 - ii) where the member is deemed by the Board of Directors to have committed a gross dereliction of duty or an act of improper conduct, in which case the case may also be referred to the ITF Disciplinary Committee;
 - iii) where a member is absent for three (3) consecutive meetings or any five (5) meetings during their term without a properly accepted apology is automatically suspended. The Board of Directors shall then decide whether or not to dismiss the member;
 - iv) If the Board of Directors will become aware or any possible conflict of interest related to any member of a Standing or an Ad-Hoc Committee and if the person being involved in a conflict-of-interest situation or circumstances will not resign (as stipulated in para. (f) above) the Board of Directors will be entitled to dismiss him and release him from his membership in the committee.
 - v) If the Member of the committee is no longer affiliated or active within its own National Federation or if the member of the committee was expelled or suspended by his/her national association. Yet, the Board of Directors will always have the power and the discretion to check the grounds and the due process of a decision to expel o suspend a member before removing the member also from his capacity as a member of a committee.

The removal of a member in accordance to the above mentioned grounds will always be subject to a prior notice given to the person at stake and allowing them the right to be heard if they so request.

- h) If a member resigns or becomes permanently unavailable to perform their functions during their term of office, or if they are relieved of their duties, the Board of Directors shall, at the earliest opportunity, appoint a replacement for the remaining term of office of the Chairperson.

9.7 The Standing Committee may work with other committees to deal with specific matters. If required, they may set up working groups to conduct specific tasks or examine specific issues. Experts may also be appointed to support the working group or the Standing Committee, without voting rights. The results of such working groups must then be reported to the respective committee. The General Secretariat shall provide the administrative support as required by the Standing Committees.

9.8 The Standing Committees shall meet whenever pending matters so require. The Chairperson and the Secretary General shall draw up an annual plan to fix dates for meetings, which shall take into consideration the budget allocated to each Standing Committee. As a general rule, meetings of the Standing Committees will be conducted by teleconference, by videoconference or by another means of communication. However, upon request of the Chairperson, meetings may be held in person as long as the costs of such meeting will be discussed a-priori between the Chairperson and the Secretary General in order to ensure that the costs lies within the budget of the relevant committee and will not be spent on account of the needed budget for other activities on essence. The convocation of the meetings must be informed to the members at least twenty-one (21) days in advance of the meeting not in person and at least 45 days in case of an in-person meeting. This information shall include the proposed date, time and, as applicable, the location of and/or means of conducting the meeting. Where an in-person meeting is to be conducted, any member of the Standing Committee may, in exceptional circumstances and with the approval of the Chairperson, attend such meeting by teleconference, videoconference or by another means of communication. Attendance by teleconference, by videoconference or by another means of communication shall constitute presence in this context.

9.9 The Chairperson shall draw up the agenda for each meeting. Standing Committee members may send written requests to the Chairperson for items to be included in the agenda. The agenda shall, as a general rule, include the following items:

- a) Welcome from the President if attending the meeting or from the Chairperson;
- b) Welcome to new members by the President and the chairperson (if applicable);
- c) Chairperson's remarks;

- d) Roll call;
 - e) Approval of the agenda;
 - f) Approval of the minutes of the last meeting;
 - g) Agenda containing the items to be discussed and enclosures;
 - h) Any other business;
 - i) Next meeting.
- 9.10 The Secretary General shall keep a control over the conduct of the Standing Committees, in particular to make sure that the general strategy is followed. The Secretary General shall be provided with the agenda for each up-coming meeting upon its completion and in any case at least 14 days in advance of the date of the meeting. The Secretary General will be entitled to raise objections or comments on the agenda within 7 days and if no such objections or comments will be sent the Agenda will be considered approved and then sent to the Standing Committee members. The agenda and the required documents shall be sent to the Standing Committee members at least seven (7) day before the meeting. The agenda may be altered if a majority of the committee members present agrees to such a proposal. Documents containing further information on the items to be discussed may be distributed to the committee members at any time.
- 9.11 The Chairperson shall open and close the debates and give the floor to the committee members. If the Chairperson is unable to attend, the Deputy Chairperson shall conduct the meeting. If the latter is also unavailable, the committee shall choose a chairperson for that meeting from the members present.
- 9.12 If a vote is needed on any matter, a majority of the valid votes cast is required for the decision to be adopted. Each member of the Standing committee has one vote. Votes are conducted openly.
- 9.13 Decisions of the Standing Committee are signed by the Chairperson. The minutes of every meeting shall be recorded by the a personal member of the ITF Secretariat, who attends the meetings *ex officio* and as the secretary of the meetings in a consultative role and without voting rights.
- 9.14 Standing Committee meetings are confidential and not open to the public. Members must not disclose and are bound to treat any information received in the course of their ITF activities and/or duties as strictly confidential before, during and after their appointment.
- 9.15 If any member is directly or indirectly involved in a matter, either personally or on account of interests that they represent (e.g., matters involving their Member Association), they shall abstain from voting and taking part in any deliberations. The Chairperson shall request the member to recuse themselves from that matter. Any

such involvement shall be made known to the Chairperson before the start of the meeting. Members must comply with the principles set out in the conflict-of-interest Policy.

- 9.16 Each Chairperson may propose, after consultation with their committee members, to amend the terms of reference of their respective committee set out in these Regulations to the Board of Directors.
- 9.17 Each Standing Committee shall agree on an annual work plan with the Board of Directors by 30 June of each year. The work plan submitted to the Board of Directors for approval shall include a description of the proposed objectives, activities and timeline for the following year running from 1 January to 31 December. The work plan shall also include a description of the medium- (2-3 years) and long- (more than 3 years) term goals of the Standing Committee.
- 9.18 Each Standing Committee shall have access to administrative support from the General Secretariat to perform its duties. Each Standing Committee shall have access to the ITF webmaster to maintain and update information about the Committee and its activities on the ITF website. Each Standing Committee shall have access to a suitable and reliable videoconference system account with an annual subscription paid by the ITF to allow each Standing Committee to hold videoconference meetings with unlimited meeting duration.
- 9.19 Each Standing Committee shall have access to funds from the ITF for its activities, as approved by the Board of Directors. Each Chairperson shall submit a proposed budget to the Board of Directors annually by 30 June. The budget submitted to the Board of Directors for approval shall be for the ITF's following financial year of 1 January to 31 December.
- 9.20 Each Standing Committee shall report to the Board of Directors and shall submit at least one activity report of approximately three (3) pages to the Board of Directors each year, three (3) months prior to the start's date of the annual General Assembly. The ITF Board of Directors will always be entitled to ask to be provided with more reports and with any needed information related to the activities and tasks of the Standing Committees.
- 9.21 Standing Committee members' expenses may be reimbursed in accordance with the ITF budget or any relevant Policy dealing with the budget of the Standing Committees
- 9.22 The individual remuneration or compensation for the Chairperson of a Standing Committee will be determined by the Compensation Committee in accordance with Art. 46 bis of the ITF Statutes.

10 AUDIT, RISK AND COMPLIANCE COMMITTEE

- 10.1 Neither the members of the Board of Directors, nor the Treasurer nor the Secretary General shall be a member of this Committee.
- 10.2 Without derogating from the applicability of Art. 9.6 (f) on the members of the ARCC at all times, before establishing the list of the recommended persons, the Chairperson shall conduct a conflict of interests check with each of the candidates. For this purpose, the Chairperson shall prepare a questionnaire ("Eligibility Questionnaire & Independence Confirmation") to be signed by the candidates once they have filled in their answers. The Eligibility Questionnaire & Independence Confirmation will be drafted by the Chairperson at their own discretion, yet they must ensure that the questions and the information to be provided will consist of the following:
- a) a declaration that there exist no conflicts of interest nor any of their activity may be considered – also in the eyes of a third party – as a conflict of interest between the candidate and the candidate's activities and their position as member of the committee;
 - b) a disclosure of any fact that establishes or may establish a conflict of interest between the candidate and their activities and their membership in the committee;
 - c) a disclosure of any fact that even though the candidate does not consider as a ground for a conflict of interest, in the eyes of a third party such facts may be considered as ground for a possible conflict of interest; and
 - d) all the needed information that will satisfy the Chairperson that the candidate is eligible and capable to serve as a member of the committee taking into consideration also the fact that the members of the committee will be exposed to confidential information regarding the ITF, its members, Athletes, and other third parties including, in some relevant cases, personal and commercial information.
- In Preparing and conducting the eligibility Check, the Chairperson may ask and be assisted by the secretary General or any other ITF Staff member designated for this task by the Secretary General.
- 10.3 The Signed Eligibility Questionnaire & Independence Confirmation will be sent to the Board of Directors. The Board will always be entitled to reject any recommendation of the Chairperson or to remove any member, including the Chairperson, of the Committee that was appointed if the Board of Directors decides, based on reliable information, that the member does meet the eligibility requirements. A decision to remove a member of the committee, including the Chairperson, will be taken only after the member has been heard.
- 10.4 The Committee members shall be knowledgeable and experienced in financial and/or regulatory and legal matters, and shall not be involved in any decision affecting the operations of ITF. The Chairperson shall periodically meet separately with the

Treasurer and other appropriate directors of ITF, and the external auditors. If required for a specific matter, the Committee may co-opt non-voting members with specialist expertise (e.g., finance specialists, forensic accountants, lawyers, risk management experts).

a) Powers and responsibilities of the Committee in general

10.5 The Committee shall:

- a) ensure the completeness and reliability of the financial accounting in accordance with the applicable professional standards related to the preparation and content of financial statements and review the financial statements, including the consolidated financial statements and the external auditors' report;
- b) advise, assist and oversee ITF's financial and compliance matters including, in particular, the functioning of the Treasurer or any other official with the authority to either commit the ITF by their signature (alone or with other/s) and the distribution and flow of funds from the ITF to Member Association and officials, and suggest to the appropriate ITF bodies any action that it deems necessary as a result of such monitoring;
- c) advise the Board of Directors on all matters of strategic and operational risk (political, environmental, social, technological, legal and compliance, media, economic, etc.) in all meetings and other activities of ITF bodies and units at any time.

b) Powers and responsibilities regarding to operational matters

10.6 The Committee shall:

- a) annually review the effectiveness of risk assessment, risk management and the internal control system;
- b) monitor the internal control environment;
- c) review reports and the effectiveness of the internal audit function;
- d) issue guidelines regarding compliance matters;
- e) review the external auditors' reports in order to ensure that appropriate action is taken if shortcomings have been detected in internal controls or procedures;
- f) review, at least annually, tax matters, including the status of income tax reserves and governmental tax audits and developments in this area. For the purposes of this task, and as much as needed when the members of the Committee are not familiar with the relevant tax and legal regime of the country where the ITF is registered, the Committee may, at any time ask for the assistance of a relevant expert that will be hired for this aim by the ITF.

c) Powers and responsibilities of the Committee regarding financial reporting matters

10.7 The Committee shall be coordinated and maintain the needed level of cooperation (as the Committee deems proper) with the external auditors in order to ensure that the audits of the annual financial statements, including the consolidated financial statements, are being carried out properly, and shall:

- a) Advise, review, monitor and inform the Board on the general accuracy of the financial statements and other published financial information;
- b) Advise, review monitor and Inform the Board as to the general compliance with the applicable accounting standards;
- c) review major issues regarding accounting policies and financial statement presentations, including any significant changes or applications of accounting principles;
- d) provide the Board of Directors with an opinion on the approval of the financial statements;
- e) review the reports of the yearly independent audits that the Member Associations are subject to or requested to provide to the Board of Directors under the ITF Statutes and regulations.

d) Powers and responsibilities of the Committee regarding compliance matters

10.8 The Committee shall:

- a) review the status of ITF's compliance with the applicable national law and ITF's rules and regulations relating to compliance;
- b) monitor compliance with ITF policies regarding social responsibility, human rights, environmental protection and gender equality matters;
- c) review ITF employees' compliance with the applicable national laws and all relevant ITF rules and regulations;
- d) review the processes and procedures relating to the Secretary General's monitoring of ITF employees' compliance with all relevant ITF rules and regulations;
- e) review ITF's rules and regulations relating to compliance with regard to their effectiveness;

- f) review and assess the external auditors' qualifications and independence;
- g) take note of all non-audit-related services to be provided by the external auditors and any fees for such services. The chairperson of the Committee may take note of any such services in advance of the committee's regular meetings;
- h) issue guidelines regarding compliance matters;
- i) make recommendations regarding any changes, amendments, and modifications to ITF's rules and regulations relating to compliance;
- j) review any major legislative and regulatory developments that may have a significant impact on ITF;
- k) monitor material changes to ITF's governance or governance-related regulations as well as the introduction of material new regulations and propose material amendments to ITF regulations as well as the introduction of new material regulations;
- l) handle cases of alleged non-compliance. In order to fulfil its duties relating to compliance matters, the Committee will obtain and review information and reports submitted by the Secretary General on a regular basis or on special request.

11 THE COMPENSATION COMMITTEE

- 11.1 The Compensation Committee will consist of three members, a chairperson being an independent person who is not a member nor related to any ITF member or any other ITF body and two other members. At least one of the members will always be a woman.
- 11.2 Before establishing the list of the recommended persons, the Chairperson shall conduct a conflict of interests check with each of the candidates. For this purpose, the Chairperson shall prepare a questionnaire ("Eligibility Questionnaire & Independence Confirmation") to be signed by the candidates once they have filled in their answers. The Eligibility Questionnaire & Independence Confirmation will be drafted by the Chairperson at their own discretion, yet they must ensure that the questions and the information to be provided will consist of the following:
- a) a declaration that there exist no conflicts of interest nor any of their activity may be considered – also in the eyes of a third party – as a conflict of interest between the candidate and the candidate's activities and their position as member of the committee;
 - b) a disclosure of any fact that establishes or may establish a conflict of interest between the candidate and their activities and their membership in the committee;

- c) a disclosure of any fact that even though the candidate does not consider as a ground for a conflict of interest, in the eyes of a third party such facts may be considered as ground for a possible conflict of interest; and
- d) all the needed information that will satisfy the Chairperson that the candidate is eligible and capable to serve as a member of the committee taking into consideration also the fact that the members of the committee will be exposed to confidential information regarding the ITF, its members, Athletes, and other third parties including, in some relevant cases, personal and commercial information.

11.3 The Compensation Committee shall:

- a) be consulted by the Board of Directors in all aspects and regulatory needs before the Board of Directors will approve (as per Art. 35.2 e) the policy of the signatory rights regime of the ITF and the delegation of rights with respect of signatory rights on behalf of the ITF.
- b) determine the individual compensation of the President, of each other Member of the Board of Directors and of each Chair of the Standing Committees.
- c) approve the salary and terms of employment of the Secretary General as proposed by the Board of Directors.

11.4 In Fulfilling its tasks The Compensation Committee shall:

- a) define the compensation rules which shall determine the compensation as well as the principles and components of the compensation for the President, the Vice-Presidents, the Board members and the Chairpersons of the Standing Committees;
- b) monitor compliance with the compensation rules and the compensation of the President, the Vice-Presidents and members of the Board, the Chairpersons of the Standing Committees and the Secretary General;
- c) issue a policy governing the reimbursement of the President, the Board of Directors' and Standing Committee members' expenses related to their roles and activities.

11.5 In order to fulfil its duties relating to compliance matters, the Committee may request any kind of relevant information from all bodies, units, officials and other individuals within ITF and shall be entitled to conduct or authorize reviews into any matters within the scope of its duties. Upon a reasoned request based on justified reasons directly related to the duties of the Committee, Representatives of the Committee may also take part, as observers, in all meetings and other activities of ITF bodies and units at any time. These powers are subject to applicable confidentiality obligations.

11.6 The Committee shall report to the ITF Board of Directors. The Chairperson shall annually present to the General Assembly the annual activity report and, on request

by the Board of Directors, inform the President and the Board of Directors on the committee's work, in writing. The Committee shall submit an annual activity report containing also an executive summary of approximately three (3) pages to the Board of Directors annually, two (2) months before the annual General Assembly of the ITF.

- 11.7 The Committee must always have read only access to accounting records. The audit activity is simplified if the ITF use cloud-based accounting software that the Committee can access remotely and securely at any time.

12 GRAND MASTER PROMOTION COMMITTEE

- 12.1 The Grand Master Promotion Committee shall implement the procedure and review the application of 8th dan members of the ITF for suitability to be promoted to 9th dan Grand Master and recommend any promotion to the Board of Directors. In particular, the Committee is responsible for:

- a) Upon application, assessing 8th dan members of the ITF for suitability to be promoted to 9th dan Grand Master;
- b) Ensuring that all relevant information and documents submitted are complete for consideration;
- c) Interviewing candidates and asking such questions as are appropriate;
- d) Liaising with the ITF administration to ensure that all business is carried out in accordance with the instructions of the ITF Board of Directors, ITF Statutes and regulations;
- e) Reporting to the AR&C Committee that in turn will report to the ITF Board of Director any concerns as arise over disciplinary matters;
- f) Deciding the date of promotion of the candidates.

- 12.2 Before establishing the list of the recommended persons, the Chairperson shall conduct a conflict of interests check with each of the candidates. For this purpose, the Chairperson shall prepare a questionnaire ("Eligibility Questionnaire & Independence Confirmation") to be signed by the candidates once they have filled in their answers. The Eligibility Questionnaire & Independence Confirmation will be drafted by the Chairperson at their own discretion, yet they must ensure that the questions and the information to be provided will consist of the following:

- a) a declaration that there exist no conflicts of interest nor any of their activity may be considered – also in the eyes of a third party – as a conflict of interest between the candidate and the candidate's activities and their position as member of the committee;

- b) a disclosure of any fact that establishes or may establish a conflict of interest between the candidate and their activities and their membership in the committee;
- c) a disclosure of any fact that even though the candidate does not consider as a ground for a conflict of interest, in the eyes of a third party such facts may be considered as ground for a possible conflict of interest; and
- d) all the needed information that will satisfy the Chairperson that the candidate is eligible and capable to serve as a member of the committee taking into consideration also the fact that the members of the committee will be exposed to confidential information regarding the ITF, its members, Athletes, and other third parties including, in some relevant cases, personal and commercial information.

13 DO AND ETHICS COMMITTEE

13.1 The Do and Ethics Committee shall promote moral development and ethical behaviour and ensure the legacy of the Founder regarding the moral culture of Taekwon-Do. In particular, the Committee shall be responsible for:

- a) Promoting moral development and education through the teaching of the “Do” (i.e., moral culture, moral values, and moral reasoning);
- b) Developing courses, seminars, workshops, and teaching tools to help Instructors to learn how to teach the Do to their students and apply the Do in the dojang and daily life;
- c) Achieving consistency and excellence in teaching the Do;
- d) Supporting Instructors, Masters and Grand Masters in learning and teaching the Do;
- e) Promoting ethical conduct, ethical awareness, and ethical thinking among ITF Taekwon-Do Practitioners through seminars and workshops on ethics and related topics;
- f) Developing ethical guidelines and policies for the ITF;
- g) Reviewing, updating, and refining ITF ethical guidelines and policies when necessary;
- h) Providing guidance and information to ITF Taekwon-Do Practitioners about the application and interpretation of the ITF ethics documents;
- i) Advising Board and Committee Members of actual or potential conflicts of interest in their work as board or committee members.

- j) Providing advice and consultation to the Board of Directors and Standing Committees members on ethical issues and related matters.

13.2 Before establishing the list of the recommended persons, the Chairperson shall conduct a conflict of interests check with each of the candidates. For this purpose, the Chairperson shall prepare a questionnaire ("Eligibility Questionnaire & Independence Confirmation") to be signed by the candidates once they have filled in their answers. The Eligibility Questionnaire & Independence Confirmation will be drafted by the Chairperson at their own discretion, yet they must ensure that the questions and the information to be provided will consist of the following:

- a) a declaration that there exist no conflicts of interest nor any of their activity may be considered – also in the eyes of a third party – as a conflict of interest between the candidate and the candidate's activities and their position as member of the committee;
- b) a disclosure of any fact that establishes or may establish a conflict of interest between the candidate and their activities and their membership in the committee;
- c) a disclosure of any fact that even though the candidate does not consider as a ground for a conflict of interest, in the eyes of a third party such facts may be considered as ground for a possible conflict of interest; and
- d) all the needed information that will satisfy the Chairperson that the candidate is eligible and capable to serve as a member of the committee taking into consideration also the fact that the members of the committee will be exposed to confidential information regarding the ITF, its members, Athletes, and other third parties including, in some relevant cases, personal and commercial information.

14 NATIONAL ASSOCIATIONS COMMITTEE

14.1 The National Associations Committee shall be responsible for relations between the ITF and its National Associations, the admission and requalification of National Associations to the ITF, as well as National Associations compliance with the ITF Statutes. In particular, the Committee shall be responsible for:

- a) Discussing topics relating to the National Associations (including advising on the development of the ITF's relations and cooperation with National Associations, and drawing attention to any issues faced by them in order to help find solutions to their problems), and making recommendations to the ITF Board of Directors regarding such matters;
- b) Monitoring the National Associations adherence to their respective statutes and the ITF Statutes;

- c) Monitoring the autonomy of National Associations from any form of interference from internal and external parties;
- d) Assisting in the resolution of any problems between the ITF and National Associations;
- e) Providing advice in connection with circumstances that could justify the suspension or expulsion of a National Association and/or a change in the status of a National Association;
- f) Assessing applications for membership to the ITF in accordance with the relevant ITF regulations and making proposals and recommendations to the ITF Board of Directors in connection with the same;
- g) Keeping abreast of developments at National Associations in order to advise the ITF Board of Directors on any developments.

14.2 Before establishing the list of the recommended persons, the Chairperson shall conduct a conflict of interests check with each of the candidates. For this purpose, the Chairperson shall prepare a questionnaire ("Eligibility Questionnaire & Independence Confirmation") to be signed by the candidates once they have filled in their answers. The Eligibility Questionnaire & Independence Confirmation will be drafted by the Chairperson at their own discretion, yet they must ensure that the questions and the information to be provided will consist of the following:

- a) a declaration that there exist no conflicts of interest nor any of their activity may be considered – also in the eyes of a third party – as a conflict of interest between the candidate and the candidate's activities and their position as member of the committee;
- b) a disclosure of any fact that establishes or may establish a conflict of interest between the candidate and their activities and their membership in the committee;
- c) a disclosure of any fact that even though the candidate does not consider as a ground for a conflict of interest, in the eyes of a third party such facts may be considered as ground for a possible conflict of interest; and
- d) all the needed information that will satisfy the Chairperson that the candidate is eligible and capable to serve as a member of the committee taking into consideration also the fact that the members of the committee will be exposed to confidential information regarding the ITF, its members, Athletes, and other third parties including, in some relevant cases, personal and commercial information.

15 THE MERGER COMMITTEE

15.1 The purpose of this committee is related to the entering into force of the new ITF Statutes as of 1.1.2023 as follows.

Where there is more than one ITF organisation in a country, the Committee will assist those organisations to create or merge into one organisation that will be a member of the ITF. Such assistance may be through guidance, mediation, technical assistance, or any other appropriate method.

This includes situations where an organisation applies to join the ITF, and there is already a member in that country.

15.2 Responsibilities:

The Committee shall be responsible for:

15.2.1 Preparing resources and guidance to help organisations create or merge into one organisation in their country;

15.2.2 During the transition period described in Article 72.3(c) of the ITF statutes, in countries where there is more than one ITF organisation, assisting those organisations to create or merge into one organisation per country by 1 January 2028; 13.1.3 Where an organisation applies to join the ITF, and the ITF already has a member in that country, if the Board of Directors approves the application to join the ITF, assisting the applicant and the existing member to create or merge into one organisation.

15.3 The Chair shall be responsible for:

- a) scheduling meetings;
- b) preparing an agenda for each meeting and sending it to Committee members;
- c) chairing meetings efficiently and effectively;
- d) ensuring that a correct record of meeting minutes is maintained;
- e) preparing an annual budget for the Committee, and operating within that budget; and
- f) providing reports and updates on Committee matters to the Board of Directors, and to Congress on request. The Chair may delegate responsibilities to other Committee Members, but shall remain responsible for their completion.

15.4 Before establishing the list of the recommended persons, the Chairperson shall conduct a conflict of interests check with each of the candidates. For this purpose, the

Chairperson shall prepare a questionnaire ("Eligibility Questionnaire & Independence Confirmation") to be signed by the candidates once they have filled in their answers. The Eligibility Questionnaire & Independence Confirmation will be drafted by the Chairperson at their own discretion, yet they must ensure that the questions and the information to be provided will consist of the following:

- a) a declaration that there exist no conflicts of interest nor any of their activity may be considered – also in the eyes of a third party – as a conflict of interest between the candidate and the candidate's activities and their position as member of the committee;
- b) a disclosure of any fact that establishes or may establish a conflict of interest between the candidate and their activities and their membership in the committee;
- c) a disclosure of any fact that even though the candidate does not consider as a ground for a conflict of interest, in the eyes of a third party such facts may be considered as ground for a possible conflict of interest; and
- d) all the needed information that will satisfy the Chairperson that the candidate is eligible and capable to serve as a member of the committee taking into consideration also the fact that the members of the committee will be exposed to confidential information regarding the ITF, its members, Athletes, and other third parties including, in some relevant cases, personal and commercial information.

16 MEDICAL AND ANTI-DOPING COMMITTEE

16.1 The Medical Committee shall provide medical advice and assistance to the Board of Directors on all medical matters. In particular, the Committee shall be responsible for:

- a) Discussing medical issues relating to the ITF and its activities (including age cheating, anti-doping, gender eligibility);
- b) Drawing up proposals and observation programmes regarding the prevention, management and rehabilitation of injuries and Taekwon-Do specific medical conditions;
- c) Developing and delivering, together with the National Associations, measures and best practices in preventing doping in the practice of Taekwon-Do;
- d) Raising awareness amongst the Practitioners and athletes about the consequences of doping on their health and on their sporting career by developing educational tools and programs;
- e) providing professional medical advice in connection with anti-doping matters;
- f) Advising on any medical matters when consulted by the ITF Board of Directors.

- g) Ensuring, monitoring and applying the ITF Anti-Doping regulations in all the ITF competitions at both national and international levels.
 - h) Maintain the contacts on behalf of the ITF with WADA in all aspects and matters related to the fights against doping and the implementation of the Anti-Doping Rules and Policies as published by WADA
- 16.2 By the end of 2026, each member of the Medical Committee shall be a qualified Medical Doctor duly registered with the competent medical board or authority in the country(ies) in which they practice and shall have a demonstrable expertise in sports medicine. Until 31/12/2025 the members of the Medical Committee can be qualified in other medical sectors or other occupations relevant to the responsibilities and activities of the Committee.
- 16.3 Before establishing the list of the recommended persons, the Chairperson shall conduct a conflict of interests check with each of the candidates. For this purpose, the Chairperson shall prepare a questionnaire ("Eligibility Questionnaire & Independence Confirmation") to be signed by the candidates once they have filled in their answers. The Eligibility Questionnaire & Independence Confirmation will be drafted by the Chairperson at their own discretion, yet they must ensure that the questions and the information to be provided will consist of the following:
- a) a declaration that there exist no conflicts of interest nor any of their activity may be considered – also in the eyes of a third party – as a conflict of interest between the candidate and the candidate's activities and their position as member of the committee;
 - b) a disclosure of any fact that establishes or may establish a conflict of interest between the candidate and their activities and their membership in the committee;
 - c) a disclosure of any fact that even though the candidate does not consider as a ground for a conflict of interest, in the eyes of a third party such facts may be considered as ground for a possible conflict of interest; and
 - d) all the needed information that will satisfy the Chairperson that the candidate is eligible and capable to serve as a member of the committee taking into consideration also the fact that the members of the committee will be exposed to confidential information regarding the ITF, its members, Athletes, and other third parties including, in some relevant cases, personal and commercial information.

17 ATHLETES COMMITTEE

- 17.1 The Athletes Committee shall ensure that the Athletes' viewpoint remains at the heart of the ITF decisions. In particular, the committee shall be responsible for:
- a) Advising on any proposal or amendments to technical rules for each discipline at ITF-sanctioned Tournament;
 - b) Advocating for the Athletes to the ITF Board of Directors and Standing Committees in decisions that may impact the athletes directly;
 - c) Prioritizing Athletes' health and wellbeing above all other considerations in the different regulations;
 - d) Supporting and developing the Athletes' knowledge of the rules, regulations, health and the levels needed and required to participate in international events;
 - e) Providing a platform that enables Athletes to communicate to the Committee any concerns or developments that they ask to be reviewed or examined;
 - f) Cooperating and working closely with the Coaches Committee and the Umpire Committee on competitions, rules and regulations;
 - g) Developing a course, with the Coaches Committee, to provide the best support possible for Athletes, in particular in respect to health, nutrition, strength and conditioning;
 - h) Establishing and delivering standardized accreditation for Athletes before they compete at the ITF-sanctioned Tournaments;
 - i) Coordinating delivery of an International Coaches and Athletes Courses (ICAC);
 - j) Working with the Coaches Committee to include Athletes Committee members in each course it organises;
 - k) Developing tools and resources to help Athletes train safely and at the highest level of performance.
- 17.2 Before establishing the list of the recommended persons, the Chairperson shall conduct a conflict of interests check with each of the candidates. For this purpose, the Chairperson shall prepare a questionnaire ("Eligibility Questionnaire & Independence Confirmation") to be signed by the candidates once they have filled in their answers. The Eligibility Questionnaire & Independence Confirmation will be drafted by the Chairperson at their own discretion, yet they must ensure that the questions and the information to be provided will consist of the following:
- a) a declaration that there exist no conflicts of interest nor any of their activity may be considered – also in the eyes of a third party – as a conflict of interest between the candidate and the candidate's activities and their position as member of the committee;

- b) a disclosure of any fact that establishes or may establish a conflict of interest between the candidate and their activities and their membership in the committee;
- c) a disclosure of any fact that even though the candidate does not consider as a ground for a conflict of interest, in the eyes of a third party such facts may be considered as ground for a possible conflict of interest; and
- d) all the needed information that will satisfy the Chairperson that the candidate is eligible and capable to serve as a member of the committee taking into consideration also the fact that the members of the committee will be exposed to confidential information regarding the ITF, its members, Athletes, and other third parties including, in some relevant cases, personal and commercial information.

18 BUSINESS AND MARKETING COMMITTEE

18.1 The Business and Marketing Committee shall provide advice on matters of business, marketing, strategic management, and operations. In particular, the Committee shall be responsible for:

- a) Developing strategic recommendations for the ITF Board's consideration;
- b) Evaluating the business model of the ITF, recommending and implementing improvements as required;
- c) Identifying key elements of future sustainable growth for the ITF, by improving brand awareness, optimising traditional and digital marketing, and offering new value-added services for schools, instructors, and the wider ITF community;
- d) Analysing ITF membership and revenue data to provide strategic insights;
- e) Reviewing the brand impact;
- f) Creating and managing fundraising tools, activities and actions, and researching avenues for attracting new commercial sources of funding, in order to make the ITF financially sustainable;
- g) Working closely with the Communications and Development Committee to optimise the visual identity in line with the Business and Marketing Committee's digital marketing and online platform strategy;
- h) Managing the ITF eCommerce platforms;
- i) Providing feedback to the ITF on the components of the new visual identity to ensure that all material produced is in line with the ITF strategic objectives;
- j) Providing business and marketing competencies to support the Continental Federations, Regional Associations and National Associations;

- k) Building a network of Taekwon-Do business professionals charged with implementing the objectives of the Committee at the continental, regional and national levels;
- l) Designing and implementing courses and training related to the business of Taekwon-Do and the use of ITF proprietary management tools;
- m) Creating and managing the ITF sponsorship program, policies, and fundraising;
- n) Expanding ITF global awareness under a set of social responsibility programmes and creating a framework to source funding from non-government organisations (NGOs) for the development of social responsibility programmes.

18.2 Before establishing the list of the recommended persons, the Chairperson shall conduct a conflict of interests check with each of the candidates. For this purpose, the Chairperson shall prepare a questionnaire ("Eligibility Questionnaire & Independence Confirmation") to be signed by the candidates once they have filled in their answers. The Eligibility Questionnaire & Independence Confirmation will be drafted by the Chairperson at their own discretion, yet they must ensure that the questions and the information to be provided will consist of the following:

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- b) a disclosure of any fact that establishes or may establish a conflict of interest between the candidate and their activities and their membership in the committee;
- c) a disclosure of any fact that even though the candidate does not consider as a ground for a conflict of interest, in the eyes of a third party such facts may be considered as ground for a possible conflict of interest; and
- d) all the needed information that will satisfy the Chairperson that the candidate is eligible and capable to serve as a member of the committee taking into consideration also the fact that the members of the committee will be exposed to confidential information regarding the ITF, its members, Athletes, and other third parties including, in some relevant cases, personal and commercial information.

19 CHILDREN'S DEVELOPMENT COMMITTEE

19.1 The Children's Development Committee shall provide advice, support, training and resources about involving children in ITF activities. In particular, the Committee shall be responsible for:

- a) Researching, giving opinions and making suggestions and recommendations regarding Taekwon-Do education for the benefit of children and their participation in ITF events;
- b) Consulting and providing support to National Associations regarding children's education, health and safety, and participation in events;
- c) Collaborating with the Technical Committee to ensure that there are no contradictions in the children's educational material.
- d) Preparing training programs for children to cover age groups up to eighteen (18) years old;
- e) Reviewing and improving existing training programs for children;
- f) Reviewing and revising the contents and organization of International Kids Courses;
- g) Defining the qualifications required to conduct official ITF children's programs and offering instructor courses accordingly;
- h) Writing and updating regulations for the safeguarding and the quality of training for children.
- i) Developing resources to facilitate efficient and effective teaching;
- j) Providing articles and content for the ITF website.

19.2 Before establishing the list of the recommended persons, the Chairperson shall conduct a conflict of interests check with each of the candidates. For this purpose, the Chairperson shall prepare a questionnaire ("Eligibility Questionnaire & Independence Confirmation") to be signed by the candidates once they have filled in their answers. The Eligibility Questionnaire & Independence Confirmation will be drafted by the Chairperson at their own discretion, yet they must ensure that the questions and the information to be provided will consist of the following:

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20 COACHES COMMITTEE

20.1 The Coaches Committee shall provide advice and advocate on matters concerning ITF coaches, and coordinate and develop the education and training of coaches to the highest standards of excellence. In particular, the Committee is responsible for:

- a) Deciding operational matters within the annual work plan approved by the Board of Directors;
- b) Awarding the rights to National Associations to host ITF International Coaches Courses;
- c) Deciding on the application for training in the role of Coach Developer, Coach Developer Assessor, Trainer of Coach Developer and their subsequent deployment;
- d) Advising on any proposal or amendments to Technical Rules for each discipline at ITF-sanctioned Tournaments;
- e) Advocating for coaches wherever ITF policy, rules and decisions might affect coaches directly or indirectly;
- f) Ensuring that the ITF Instructors Code of Conduct is applied and complied with by all ITF Instructors.
- g) Continuously develop, educate and improve the coaches' level for the advancement of the martial art and sport;
- h) Providing a medium for coaches' progression to become accredited (with international recognition) for their professional achievements;
- i) Offering all coaches around the world the opportunity to become ITF Certified Coaches, recognising the work they have accomplished;
- j) Coordinating the programme of Coach Education on behalf of the ITF;
- k) Certifying all coaches participating in ITF Championships;
- l) Increase the number of certified coaches and provide opportunities to further develop all coaches;

- m) Coordinating the delivery of International Coaches Conferences;
- n) Representing the ITF in coaching groups, collaborative projects and international organizations pertaining to the education and training of coaches.

20.2 Before establishing the list of the recommended persons, the Chairperson shall conduct a conflict of interests check with each of the candidates. For this purpose, the Chairperson shall prepare a questionnaire ("Eligibility Questionnaire & Independence Confirmation") to be signed by the candidates once they have filled in their answers. The Eligibility Questionnaire & Independence Confirmation will be drafted by the Chairperson at their own discretion, yet they must ensure that the questions and the information to be provided will consist of the following:

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21 COMMUNICATION COMMITTEE

21.1 The Communication Committee shall provide advice and assist the ITF in developing institutional communication, both with external public (which includes National Associations, Clubs, and Practitioners) and internal public, (which includes the Board of Directors, Committees, and the General Secretariat). In particular, the Committee shall be responsible for:

a) Brand Development:

- Developing and promoting a brand image of the ITF as a dynamic and growing organization that actively listens to, helps and supports its members.

b) Communication Channels:

- Recommending the most effective channels to engage with ITF members and executing communication campaigns to effectively reach both members and the broader community.
 - Developing and managing the ITF's communication strategy, encompassing digital communication like website and social media platforms.
 - Coordinating the creation and publication of articles.
- c) Website Development and Maintenance:**
- Updating website content regularly and frequently, in collaboration with ITF members.
- d) Social Media Management:**
- Managing and updating official ITF social media channels with high-quality visual and text content to ensure consistent engagement and communication
- e) Technical Maintenance**
- Collaborating with the ITF webmaster to develop and maintain an effective, appropriate, attractive, interactive, user-friendly and informative website.
 - Maintaining and creating e-mail accounts for all ITF-internal personal including technical assistance.
- f) Event Communication Management:**
- Planning, crafting and executing event-specific promotional communicational banners, posts and articles for website and social media platforms throughout the whole event lifecycle for Championships, Courses, Seminars etc., including pre, during, and post-event phases
- g) Media Relations:**
- Managing relationships with the press and the public, in particular by nurturing collaborations with international media companies and organizations in the media sector.
 - Ensuring coverage by major martial arts magazines and other interested media of official ITF events.
- h) Public Relations and Strategic Planning:**
- Assisting ITF members with strategic planning, public relations, and communication initiatives.
- i) Information Kit Preparation:**
- j) Preparing an ITF information kit and providing support for international events such as GAISF and WADA**

21.2 Before establishing the list of the recommended persons, the Chairperson shall conduct a conflict of interests check with each of the candidates. For this purpose, the Chairperson shall prepare a questionnaire ("Eligibility Questionnaire & Independence Confirmation") to be signed by the candidates once they have filled in their answers. The Eligibility Questionnaire & Independence Confirmation will be drafted by the Chairperson at their own discretion, yet they must ensure that the questions and the information to be provided will consist of the following:

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between the candidate and the candidate's activities and their position as member of the committee;

- b) a disclosure of any fact that establishes or may establish a conflict of interest between the candidate and their activities and their membership in the committee;
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- d) all the needed information that will satisfy the Chairperson that the candidate is eligible and capable to serve as a member of the committee taking into consideration also the fact that the members of the committee will be exposed to confidential information regarding the ITF, its members, Athletes, and other third parties including, in some relevant cases, personal and commercial information.

22 HARMONY COMMITTEE

22.1 The Harmony Committee shall provide appropriate tools and resources to Instructors to improve the quality of life of those aged fifty (50) or older through practicing Taekwon-Do. In particular, the Committee shall be responsible for:

- a) Giving instruction and answering any request related to Harmony matters;
- b) Consulting ITF members about their needs concerning Harmony matters;
- c) Providing articles for the ITF website.
- d) Reviewing and redefining contents of the Harmony Program;
- e) Determining the qualifications necessary and select the Instructors;
- f) Drafting and updating model regulations for safety and quality of training;
- g) Developing and updating training tools (techniques, mental development, moral culture, ethics, etc.)

22.2 Before establishing the list of the recommended persons, the Chairperson shall conduct a conflict of interests check with each of the candidates. For this purpose, the Chairperson shall prepare a questionnaire ("Eligibility Questionnaire & Independence Confirmation") to be signed by the candidates once they have filled in their answers. The Eligibility Questionnaire & Independence Confirmation will be drafted by the Chairperson at their own discretion, yet they must ensure that the questions and the information to be provided will consist of the following:

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between the candidate and the candidate's activities and their position as member of the committee;

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- d) all the needed information that will satisfy the Chairperson that the candidate is eligible and capable to serve as a member of the committee taking into consideration also the fact that the members of the committee will be exposed to confidential information regarding the ITF, its members, Athletes, and other third parties including, in some relevant cases, personal and commercial information.

23 INCLUSION COMMITTEE

23.1 The Inclusion Committee shall provide advice, teaching tools and support concerning the involvement of people with certain disability, being it physical, cognitive, genetic or acquired within the ITF, through the practise of Taekwon-Do, with the necessary adaptations. In particular, the Committee is responsible for:

- a) Developing and maintaining a Taekwon-Do Adapted program, to enable individuals with a range of physical and cognitive disabilities to participate in and practice Taekwon-Do;
- b) Providing opinions, suggestions and recommendations regarding teaching Taekwon-Do for people with different pathologies and deficiencies;
- c) Collaborating with the Technical Committee to ensure that there are no contradictions in the Adapted Taekwon-Do teaching material;
- d) Providing articles and other content for the official website of the ITF;
- e) Reviewing and updating the contents of the Adapted Taekwon-Do program periodically and as required;
- f) Reviewing and updating the contents and organization of International Courses for teaching Adapted Taekwon-Do;
- g) Drafting and updating the models of regulations and teaching tools for safety and quality of teaching to people with different pathologies and deficiencies;
- h) Developing teaching tools for people with different pathologies and deficiencies;
- i) Developing an Adapted Taekwon-Do competition system.

23.2 Before establishing the list of the recommended persons, the Chairperson shall conduct a conflict of interests check with each of the candidates. For this purpose, the Chairperson shall prepare a questionnaire ("Eligibility Questionnaire & Independence Confirmation") to be signed by the candidates once they have filled in their answers. The Eligibility Questionnaire & Independence Confirmation will be drafted by the Chairperson at their own discretion, yet they must ensure that the questions and the information to be provided will consist of the following:

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24 INFORMATION TECHNOLOGY (IT) COMMITTEE

24.1 The IT Committee shall assist the Board of Directors with establishing strategic plans, principles and policies relevant to information technology. In particular, the Committee shall be responsible for:

- a) Promoting and implementing a liaison with the Tournament Committee and the Umpire Committee to work close together in defining and implementing all matters related to Information and Technology in the competition rules and tournament operational procedures and standards. To facilitate this task the Tournament, Umpire, and Information Technology Committees will group together to form an additional ad hoc Group Committee called (TUIC).
- b) Ensuring that all participants of ITF-sanctioned Tournaments are subject to the same systems and criteria in registration, scoring and rules, to give fair results efficiently and effectively.
- c) Defining IT standards for all software and hardware to be used in ITF-sanctioned Tournaments, including electronic equipment, computers, scoring boxes, projectors, sound systems, giant screens, LCD screens, printers, photocopiers, Wi-

- Fi or LAN or WAN or any other networks, internet speed and bandwidth, and any other IT requirements that may be necessary for events organized by the ITF;
- d) Implementing and running the live streaming for the ITF Competitions, in particular the World Championships and the ITF World Cups in collaboration with the ITF Communications Committee.
 - e) Defining electrical and engineering standards, and electrical circuits and requirements for all electronic equipment, and other electrical devices mentioned above in order to guarantee optimal functioning during ITF-sanctioned Tournaments or special ITF events;
 - f) Cooperating with the Tournament Committee to set standards, deadlines, and other requirements, including remote on line registration;
 - g) Organizing and monitoring the online registration system for ITF-sanctioned Tournaments and other ITF events;
 - h) Cooperating with the Tournament Committee to create the competition schedule and electronic draws;
 - i) Creating print files for participant certificates for ITF-sanctioned Tournaments and other ITF events;
 - j) Creating print files for ID accreditation cards for ITF-sanctioned tournaments;
 - k) Cooperating with the Tournament Committee to prepare the weigh-in stations and execute the weigh-in;
 - l) Selecting, training, certifying, supervising, defining job descriptions, and assigning Computer Operators to each post or ring in ITF-sanctioned Tournaments;
 - m) Maintaining the electronic scoring systems and its accessories and computers;
 - n) Supplying the hardware to all competition areas with electronic scoring systems and monitoring them, as well troubleshooting and corrections;
 - o) Installing and monitoring the network used for implementing the software which handles and administers ITF-sanctioned Tournaments;
 - p) Printing certificates for medallists at ITF-sanctioned Tournaments;
 - q) Supporting the awarding ceremony at ITF-sanctioned Tournaments.
 - r) Producing performance and evaluation reports of ITF-sanctioned Tournaments;
 - s) Cooperating with the Tournament Committee and the Umpire Committee to improve tournament and umpire rules;
 - t) Liaising with suppliers of tournament software and scoring hardware to ensure its front end, operational procedures, and supporting hardware are aligned with the ITF-sanctioned Tournaments rules;
 - u) Keeping updated on additional features, updates and new releases and any other critical information released by IT suppliers;
 - v) Cooperating with the Tournament Committee and organizer in drafting the hall layout for competition areas, main table and awarding prize area;

24.2 Before establishing the list of the recommended persons, the Chairperson shall conduct a conflict of interests check with each of the candidates. For this purpose, the Chairperson shall prepare a questionnaire ("Eligibility Questionnaire & Independence

Confirmation") to be signed by the candidates once they have filled in their answers. The Eligibility Questionnaire & Independence Confirmation will be drafted by the Chairperson at their own discretion, yet they must ensure that the questions and the information to be provided will consist of the following:

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25 TECHNICAL AND INSTRUCTION COMMITTEE

25.1 The Technical and Instruction Committee shall protect the Taekwon-Do techniques and preserve the legacy of the Founder. In particular, the Committee shall be responsible for:

- a) Preparing the International Instructors Course programs according to the request of each country;
- b) Ensuring consistency of Taekwon-Do technique and technical knowledge throughout the ITF and its members;
- c) Determining which Masters can give International Technical Seminars;
- d) Collaborating with one Vice-President (appointed by the President) on technical matters;
- e) Providing answers on technical questions from members, Masters and Instructors;
- f) Informing the Vice-President in charge of technical matters of any major technical changes;

- g) Ensuring that at least one member (1) of the committee is present during International Umpire Courses (pattern session) to work closely with the Umpire Committee and participants on technical matters;
- h) Ensuring that at least one (1) member of the committee is present during the Umpires meeting and pattern competition at ITF-sanctioned Tournaments to ensure correct technique is adjudicated correctly.

25.2 Before establishing the list of the recommended persons, the Chairperson shall conduct a conflict of interests check with each of the candidates. For this purpose, the Chairperson shall prepare a questionnaire ("Eligibility Questionnaire & Independence Confirmation") to be signed by the candidates once they have filled in their answers. The Eligibility Questionnaire & Independence Confirmation will be drafted by the Chairperson at their own discretion, yet they must ensure that the questions and the information to be provided will consist of the following:

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26 TOURNAMENT COMMITTEE

26.1 The Tournament Committee shall advise on matters related to the ITF-sanctioned Tournaments. In particular, the Committee shall be responsible for:

- a) Operating the ITF-sanctioned Tournaments inside the competition area, supervising the organization inside the stadium and all the ceremonies during the tournament schedule which will be carried out by the tournament organizer;
- b) Cooperating with IT Committee on all IT matters, including maintaining tournament records (such as results of the tournament) and setting up computers and other technology for tournament organization and scoring;

- c) Cooperating with the IT Committee to create the competition schedule and electronic draws, supervise the official weigh in and supervise any other important issue;
- d) Cooperating with the IT Committee to set standards, deadlines, and other requirements, such as internet online registration;

Ensuring the official rules of competition are applied consistently as safely;

- e) Assisting with and supervising the preparation, in collaboration with the organizer, of the tournament, and reporting results to the Board of Directors periodically;
- f) Developing regulations and guidelines for bidders to host ITF-sanctioned tournaments and setting out a list of requirements for host National Associations submitting bids to organize a competition at national and international level.
- g) Assisting in the process of selecting the host of an ITF-sanctioned Tournament by conducting inspection visit and by making recommendations to the Board of Directors through an evaluation report of each bid submitted for a particular ITF-sanctioned Tournament;
- h) Developing a binding organising association agreement between the ITF and the host National Association that has been awarded the host of an IT-sanctioned Tournament;
- i) Promoting and implementing a liaison with the Tournament Committee and the Umpire Committee to work close together in defining and implementing all matters related to competition rules and tournament operational procedures and standards. To facilitate this task the Tournament, Umpire, and Information Technology Committees will group together to form an additional ad hoc Group Committee called (TUIC).

26.2 Before establishing the list of the recommended persons, the Chairperson shall conduct a conflict of interests check with each of the candidates. For this purpose, the Chairperson shall prepare a questionnaire ("Eligibility Questionnaire & Independence Confirmation") to be signed by the candidates once they have filled in their answers. The Eligibility Questionnaire & Independence Confirmation will be drafted by the Chairperson at their own discretion, yet they must ensure that the questions and the information to be provided will consist of the following:

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27 UMPIRE COMMITTEE

27.1 The Umpire Committee shall promote and facilitate ITF-sanctioned Tournaments of the highest level of technical quality, visual spectacle, and competitor safety, by defining rules and training umpires. In particular, the Committee shall be responsible for:

- a) Developing, presenting, and conducting International Umpire Courses (IUCs);
- b) Training and qualifying class “A” Umpires in IUCs;
- c) Training and qualifying class “B” Umpires in IUCs ;
- d) Approving Umpires for ITF-sanctioned Tournaments;
- e) Assigning Umpires to Ring Councils for ITF-sanctioned Tournaments;
- f) Approving any safety equipment for ITF-sanctioned Tournaments;
- g) Receiving and adjudicating official protests at ITF-sanctioned Tournaments;
- h) Monitoring the performance and conduct of Umpires during ITF-sanctioned Tournaments;
- i) Collecting and handling, subject to any legal requirements on protection of privacy personal data of Umpires;
- j) Reviewing regularly the official ITF Rules of Competition and the ITF Umpire Rules by:
 - i) Ensuring fairness of the rules;
 - ii) Interpreting the rules;
 - iii) Developing and proposing changes to the rules;
 - iv) Overseeing compliance with the rules, protocols and procedures outlined in the rules;

- v) Promoting recognition and understanding of the ITF Rules of Competition and the ITF Umpire Rules;
- vi) Enhancing the ease of understanding of the rules;
- vii) Increasing the availability of the rules;
- viii) Providing the ITF and its members with information and clarification about the rules and the amendments thereof;
- k) Cooperating with the Technical Committee on technical matters, and inviting at least one member of the Technical Committee to each International Umpire Course;
- l) Consulting with the Tournament Committee, IT Committee, Athletes Committee and Technical Committee before proposing any changes to the official tournament rules.
- m) Promoting and implementing a liaison with the Tournament Committee and the Umpire Committee to work close together in defining and implementing all matters related to competition rules and tournament operational procedures and standards. To facilitate this task the Tournament, Umpire, and Information Technology Committees will group together to form an additional ad hoc Group Committee called (TUIC).

27.2 Before establishing the list of the recommended persons, the Chairperson shall conduct a conflict of interests check with each of the candidates. For this purpose, the Chairperson shall prepare a questionnaire ("Eligibility Questionnaire & Independence Confirmation") to be signed by the candidates once they have filled in their answers. The Eligibility Questionnaire & Independence Confirmation will be drafted by the Chairperson at their own discretion, yet they must ensure that the questions and the information to be provided will consist of the following:

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consideration also the fact that the members of the committee will be exposed to confidential information regarding the ITF, its members, Athletes, and other third parties including, in some relevant cases, personal and commercial information.

28 WOMEN TAEKWON-DO COMMITTEE

28.1 The Women Taekwon-Do Committee shall advise and assist on matter related to the involvement and participation of women in Taekwon-Do. In particular, the Committee shall be responsible for:

- a) Discussing matters relating to women's Taekwon-Do development and making recommendations to the Board of Directors regarding such matters;
- b) Assisting in drawing up and implementing girls' and women's Taekwon-Do development strategies and programmes;
- c) Drawing up recommendations regarding possible modifications to the existing competitions and to the regulations governing these competitions;
- d) Promoting Taekwon-Do as a tool for gender equality and empowerment;
- e) Representing the rights and interests of female members and making recommendations to the Standing Committees and the Board of Directors in relation to gender equality and women empowerment within the ITF;
- f) Collaborating with international organisations which promote the involvement in women in sport;
- g) Supporting the development of women's skills in management and leadership roles within the ITF, including but not limited to training, seminars, workshops and mentoring;
- h) Supporting local projects which benefit the involvement of women and girls in Taekwon-Do;
- i) Supporting the participation of women in Taekwon-Do activities and events at both national and international levels, including ITF-sanctioned Tournaments (as athletes, umpires, coaches or officials);
- j) Establishing and maintaining a group of female Grand Masters, Masters and Instructors dedicated in conducting classes and seminars for female members;

- k) Developing a programme for vulnerable women, focusing on self-confidence and resilience;
- l) Developing tools and resources to help ITF instructors teach and promote Taekwon-Do to women.

28.2 Before establishing the list of the recommended persons, the Chairperson shall conduct a conflict of interests check with each of the candidates. For this purpose, the Chairperson shall prepare a questionnaire ("Eligibility Questionnaire & Independence Confirmation") to be signed by the candidates once they have filled in their answers. The Eligibility Questionnaire & Independence Confirmation will be drafted by the Chairperson at their own discretion, yet they must ensure that the questions and the information to be provided will consist of the following:

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29 AD HOC TEAM (DEVELOPMENT TEAM)

ITF may from time to time establish Ad-Hoc Committees for a limited period of time to support the Board of Directors which it deems necessary for the development of Taekwon-Do.

30 POWERS OF SIGNATURE

The Board of Directors appoints the persons authorized to bind the ITF, in accordance with Swiss law and the ITF Signatory Rights Policy.

Although the powers of signature recorded in the Commercial Register of Canton de Vaud may differ from the rules enshrined in the ITF Signatory Rights Policy in application of Swiss law, all persons vested with a power of signature shall strictly respect the ITF Signatory Rights Policy, failing which they would engage their responsibility towards the ITF.

31 AMENDMENTS

The ITF Board of Directors reserves the right to make any amendment to any part of these Regulations for any reason whatsoever. Such amendments shall be duly communicated in a timely manner.

32 FORCE MAJEURE

The ITF Board of Directors is the only body capable of declaring a Force Majeure event pursuant to these Regulations.

33 MATTERS NOT PROVIDED FOR

Matters not provided for in these Regulations shall be decided by the ITF Board of Directors. Such decisions are final and binding and not appealable.

34 LANGUAGE

These Regulations shall be issued in English. If these Regulations are translated and published by ITF also in a different the English version issued by the ITF shall prevail.

35 ENFORCEMENT

These Regulations were ratified by the ITF Board of Directors on 23 March 2025 and come into force immediately.

For the ITF Board of Directors

Grand Master Paul Weiler
President

Grand Master Tadeusz Loboda
Secretary General