



# 香港冰球協會 HongKong Ice Hockey Association

國際冰球聯合會會員 Member of International Ice Hockey Federation

中國香港體育協會暨奧林匹克委員會會員 Member of Sports Federation & Olympic Committee of Hong Kong, China

Sports Federation & Olympic Committee of Hong Kong, China

2/F. Olympic House, 1 Stadium Path,

So Kon Po, Causeway Bay,

Hong Kong

Attn.: Mr. Edgar YANG, PDSM

Hon. Secretary General

BY EMAIL, FAX NO. 28913657 & BY HAND

Dear Sirs,

**Re.: Issues relating to Corporate Governance of the  
Hong Kong Ice Hockey Association Limited**

We refer to your letter dated 4<sup>th</sup> April, 2023, in respect thereof we would like to reply as follow : -

**A. Admission & confession of unsuccessful attempts being made to procure for verification of the National Anthem**

First and foremost, our Association (“**HKIHA**”) MUST admit and confess once again that the attempts being made on the part of Ms. Annie Kwan, being the team leader of the HKIHA for the 2023 IIHF Ice Hockey World Championship, Division II Group B at Bosnia and Herzegovina, Sarajevo (“**the said Event**”), in procuring for verification of the proper and accurate National Anthem of the Peoples’ Republic of China (“**the National Anthem**”) during the occasion of the said Event may not, when being scrutinized retrospectively, be sufficient, no matter how unintentional and how busily engaged Ms. Kwan may be during the said Event, which may nevertheless be improved and must be improved for future’s reference sake.

**B. Account for details of attempts in procuring for verification of the National Anthem with the Event organizer**



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Nevertheless, for the sake of fairness to Ms. Annie Kwan, we must also set out below the unsuccessful attempts, though not perfect and may not even be sufficient, being made on the part of Ms. Annie Kwan in procuring for verification of the National Anthem with the Event organizer from the very moment of the day of her landing (with the Hong Kong Team) up to the moment when the unpleasant event of misplaying of the National Anthem took place, so that your goodselves will not further have the perception that HKIHA and/or Ms. Annie Kwan are trying to be evasive.

More importantly, HKIHA as well as Ms. Annie Kwan would like to share the aforesaid experience on the part of our Ms. Annie Kwan with all other sports association being under your supervision regime, so that such bitter lesson on the part of Ms. Annie Kwan as the team leader for HKIHA participating in the said Event may be taken as “a lesson on the practical difficulties that may be encountered in practice by any member association of the Sports Federation & Olympic Committee of Hong Kong, China in attending international event(s)”, particularly with overseas organizer(s) out of the control of any member association of the Sports Federation & Olympic Committee of Hong Kong, China.

Accordingly, we set out the itinerary of the unsuccessful attempts on the part of Ms. Annie Kwan in procuring for verification of the National Anthem with the Event organizer &/or its personnel from the very moment of the day of her landing (with the Hong Kong Team) up to the moment when the unpleasant event of misplaying of the National Anthem took place as follow :—

Date	Time	Attempts in procuring for verification of the National Anthem
on BIH local time		
26/2/23	Around 16:00	Ms. Annie Kwan first met Mr. Mirzet Hodzic (who is the contact person of the Event organizer) at the rink soon after the Hong Kong Team arrived at BIH, while Ms. Annie Kwan was moving the luggage to the locker room. Then, Ms. Annie Kwan informed Mr. Mirzet Hodzic that she was required to verify





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		the National Anthem of the Hong Kong Team with him, in respect of such request Mr. Mirzet Hodzic replied “OK”. However, Mirzet Hodzic had gone after Ms. Annie Kwan has finished placement of the team jerseys in the locker room.
26/2/23	Around 20:20	<p>After completion of the Directorate Meeting at the hotel, Ms. Annie Kwan met Mr. Mirzet Hodzic when Ms. Kwan asked for handing over to Mr. Mirzet Hodzic the USB stored with the National Anthem which was downloaded from the website as prescribed in the “Guidelines on Handling the Playing of the National Anthem” issued on 22<sup>nd</sup> November, 2022. However, Mr. Mirzet Hodzic replied that he already had a copy of the National Anthem of the Hong Kong Team in his possession &amp; therefore did not receive from Ms. Annie Kwan the USB, notwithstanding the express request on the part of Ms. Kwan (“<b>the 2<sup>nd</sup> occasion</b>”).</p> <p><b>[Note : At this time, Ms. Annie Kwan was also occupied with handling other matters for the Hong Kong Team, including being responsible for organizing transportation for the Team to travel to the rink for the impending practice session. As such, Ms. Annie Kwan had no choice but to attend to the aforesaid matters that were pressing forthwith, due to Mr. Mirzet Hodzic’s refusal to take the USB into his possession.]</b></p>
26/2/23	Around 21:30	After the Hong Kong Team arrived at the rink, Ms. Annie Kwan personally checked the regional flag at the rink and took a photo of the same for record purpose. As Ms. Kwan was then having a free moment, Ms. Annie Kwan thought that, for



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		prudence sake, she had better try to get someone for verifying the National Anthem for playing safe. However, she could not find anyone officer or clerical personnel other than the rink workman.
27/2/23	Around 10:00	When the Hong Kong Team had a morning practice at the rink, Ms. Annie Kwan went thoroughly around the ice rink again in her attempt to try looking for any staff(s) for verifying the National Anthem for prudence sake again. However, all the doors were locked there. And only the emergency staff with the ambulance was there.
27/2/23	Around 18:45	Whilst Ms. Annie Kwan was then once again less busily engaged, she tried again in her attempt. On this occasion, she at last located a staff inside the scoreboard, which was therefore trusted to be a clerical staff at the least. Ms. Annie Kwan noticed that this staff seems have a very limited command of English and therefore indicated to this man that she would like to verify the National Anthem by holding and showing to this man the USB that she carried and asked for Mr. Mirzet Hodzic by speaking out the name of "Mirzet" to this man, but this man refused to do so through the gesture of "waiving his hand" to Ms. Kwan, which gesture was perceived and understood on the part of Ms. Annie Kwan as "NO". As this man simply may not communicate properly with Ms. Annie Kwan, Ms. Kwan then planned to look for Mr. Mirzet Hodzic once again later, particularly when there was then another problem arising with a crowd of kids & parents blocking the way of the Hong Kong Team players to the ice rink, in respect thereof Ms. Annie Kwan was then required to look into the problem personally. She





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		<p>spent much time in telling them to leave the area in question for giving space to the players of the Hong Kong Team to get into to the ice rink for the game.</p> <p>Unfortunately, 2 players of the Hong Kong Team got injured during the 1st game and therefore Ms. Annie Kwan was again engaged personally to locate the tournament doctor to check up the 2 players (being Mr. Ivan Chan &amp; Mr. Ryan Wong). After seeking the doctor, Ms. Annie Kwan needed to write an "Injury Report" to IIHF &amp; missed the chance and time to try locating Mr. Mirzet Hodzic again for verifying the National Anthem for prudence sake on that night.</p>
28/2/23	In the morning prior to the 2 <sup>nd</sup> game	<p>One of the players of the Hong Kong Team (Mr. Lokel Wong) felt seriously sick in the morning and Mr. Annie Kwan had to purchase the breakfast for him personally and check up with the medicine need for him. Indeed, Mr. Lokel Wong was so sick that he may not even join the 2<sup>nd</sup> game in that morning and had to rest on bed. After catering for the need of Mr. Lokel Wong, Ms. Annie Kwan was then busily engaged again as she had to arrive at the rink with the Hong Kong Team at around 14:00. Immediately after arrival, Ms. Annie Kwan lost another chance to try locating Mr. Mirzet Hodzic again for the sake of verifying the National Anthem for prudence sake again, as there was a problem of water leakage in the change/locker room of the Hong Kong Team, in respect thereof Ms. Annie Kwan was once again required to deal with it at once personally. Given the fact that there was no equipment manager heading for the Event with the Hong Kong Team, Ms. Annie</p>



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		Kwan also need to find the skate sharpening service for the Hong Kong Team and so goes with the last chance to try locating Mr. Mirzet Hodzic again for the sake of verifying the National Anthem for prudence sake again.
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[NOTE : As a result of the limited resources that may be deployed by the HKIHA, no medical officer or any other assistant coach may be engaged to head for the Event with the Hong Kong Team for rendering any assistance to Ms. Annie Kwan, not to mention that even the head coach of the Hong Kong Team delayed in his arrival due to the bad weather condition of the place of his departure. Accordingly, Ms. Annie Kwan may not but has to be personally engaged to coup with the health problems of the players as well as following up their equipment requirements, confirming personally with the Result Manager with the line-up & the results every period in our game and attending the Coaches Meeting and the Medical Meeting the first night upon her arrival, apart from attending the Team Leader's Meeting. All such coincidence killed a lot of the time that may be utilized by Ms. Annie Kwan, even after she thought of the necessity to personally verify the accuracy of the National Anthem again for the sake of prudence, after she, whether out of the reaction of Mr. Mirzet Hodzic and/or the neglect and/or oversight and/or misjudgment and/or misapprehension on her part, failed to grasp the opportunity of "the 2<sup>nd</sup> occasion" that she met Mr. Mirzet Hodzic for the sake of verifying the accuracy of the National Anthem. And it is also humbly submitted that shortage of sufficient clerical staff of the Event organizer at the rink is not helpful for facilitating the attempts on the part of Ms. Annie Kwan to be successful in locating Mr. Mirzet Hodzic once again for such purpose.]

### C. Allegation that HKIHA has failed to present the National Anthem in a dignified manner

However, having said that, we must pinpoint that ***HKIHA has NEVER "handled and presented the National Anthem in an undignified manner"***, which is a very serious allegation on your part against the HKIHA, which allegation on your part





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is hereby seriously refuted and protested. The reason being that “insufficient attempts in procuring for verification of the National Anthem” is *entirely not equivalent to* “failure in handling and presenting the National Anthem in a dignified manner”. If HKIHA may not even successfully procure to present the correct version of the National Anthem, notwithstanding the attempts being made on the part of its team leader, Ms. Annie Kwan, then how may it be further asserted that HKIHA has presented the same not in a dignified manner or in whatsoever manner ?

In particular, we must say that we feel obliged to protest and object to your aforesaid serious allegation (*and we do seek for your indulgence of such response on our part for reason as follow*), as the HKIHA has all along abided the spirit of proper respect to the National Anthem as well as the National Flag of our country and therefore any unjustified allegation against the HKIHA to the practical effect that HKIHA has presented the National Anthem not in a dignified manner is considered on our part as particularly offensive and will be protested vigorously on the part of the HKIHA.

**D. Allegation that response from HKIHA to request of the Sports Federation & Olympic Committee of Hong Kong, China for discussion with its leadership is not positive**

Once again, we must say that it is really regrettable that the response from HKIHA to the request of your goodselves for discussion with the leadership of the HKIHA is found on your part as being “not positive”.

First and foremost, there is no refusal to any request on your part for discussion and/or delay in submission of report(s). The most that it may be claimed is that the Chairman of HKIHA has, in response to queries (being raised through whatsapp to him within around 24 hours after the incident), indicated that he shall reply to such queries after the return of Ms. Annie Kwan (as the team leader of the HKIHA for the said Event) and after Ms. Annie Kwan shall have first attended the interview dictated by the investigation by the Hong Kong Police.



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However, may you please do consider that out of the limited resources that HKIHA may afford, no Medical Officer and/or assistant coach may be engaged to head out together with the Hong Kong Team for the said Event. Therefore, Ms. Annie Kwan was under great workload and has to be responsible for all incidents and events during the said Event, including the sudden serious sickness of the member/player of the Hong Kong Team, not to mention the delayed arrival of the head coach for the said Event out of the bad weather condition of the place of his departure and the absence of any equipment manager as well for the Hong Kong Team for the Event. Further, the said Event was still on-going after the misfortunate and unpleasant event of the mis-playing of the National Anthem. Accordingly, in order not to disturb Ms. Annie Kwan, the Chairman of the HKIHA is considerate of the circumstances and difficulties being faced by Ms. Annie Kwan and would like to ask for explanation of details from her only after her return to Hong Kong from the said Event, which explains why there is a suggestion for response to the queries (being raised through whatsapp to the Chairman of HKIHA within around 24 hours after the incident) after the return of Ms. Annie Kwan, particularly when a preliminary report has been handed over to the Sports Federation & Olympic Committee of Hong Kong, China already on 1<sup>st</sup> March, 2023.

## **E. Allegation that no necessary details requested by the Sports Federation & Olympic Committee of Hong Kong, China is provided**

With due respect, HKIHA is at a loss as to what details being requested on the part of the Sports Federation & Olympic Committee of Hong Kong, China are not provided. In particular, HKIHA has provided, upon the request of the Sports Federation & Olympic Committee of Hong Kong, China, the following reports/reply :—

1. Reply by email on 1<sup>st</sup> March, 2023 (even before Ms. Annie Kwan is back to Hong Kong from the said Event);





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2. Report of 4 pages dated 10<sup>th</sup> March, 2023 ;

3. Report of 11 pages dated 20<sup>th</sup> March, 2023.

Accordingly, it is the considered opinion of HKIHA that if any information being provided on the part of HKIHA is really considered as not detailed enough, HKIHA should be specifically asked to provide for such further particulars. Otherwise, how may HKIHA be aware as to what other particulars or necessary details are still being requested without being pinpointed to the same ? Therefore, with due respect to your goodselves, HKIHA must say that it is neither administratively proper nor fair to allege HKIHA as providing “no necessary details” when HKIHA was not even informed as to what such details were being requested, notwithstanding its attempts in providing the Sports Federation & Olympic Committee of Hong Kong, China with all the aforesaid detailed reports.

**F. Conclusion that “such unwillingness and evasiveness reflect the failings of the Association (“HKIHA”) to communicate and cooperate with the Federation, as well as placing insufficient importance to the misplay of the national anthem and to uphold the dignity of the country”**

For reasons aforesaid, whilst HKIHA admit and confess once again that the attempts being made on the part of Ms. Annie Kwan, being the team leader of the HKIHA for the said Event, in procuring for verification of the proper and accurate National Anthem during the occasion of the said Event may not, when being scrutinized retrospectively, be sufficient, no matter how unintentional and how busily engaged Ms. Kwan may be during the said Event, we must pinpoint that :—

- (a) HKIHA has NEVER been “unwilling and evasive” in its response to the request of the Sports Federation & Olympic Committee of Hong Kong, China;*
- (b) HKIHA has never failed to communicate and cooperate with the Sports Federation & Olympic Committee of Hong Kong, China;*



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- (c) *HKIHA has never placed insufficient importance to the misplay of the national anthem; and*
- (d) *HKIHA has never placed insufficient importance to uphold the dignity of the country”*

HKIHA considers that each and every one of all the aforesaid allegations is a very serious allegation on your part against the HKIHA, which allegations on your part are hereby all seriously refuted and protested one by one. As stated above, the reason being that “insufficient attempts in procuring for verification of the National Anthem” is *entirely not equivalent to* “failure in handling and presenting the National Anthem in a dignified manner”. If HKIHA may not even successfully procure to present the correct version of the National Anthem, notwithstanding the attempts being made on the part of its team leader, Ms. Annie Kwan, then how may it be further asserted that HKIHA has presented the same not in a dignified manner or in whatsoever manner ?

In particular, we must say that we feel obliged to protest and object to your aforesaid serious allegations (*and we do seek for your indulgence of such response on our part for reason as follow*), as the HKIHA has all along abided the spirit of proper respect to the National Anthem as well as the National Flag of our country and therefore any unjustified allegation against the HKIHA to the practical effect that HKIHA has presented the National Anthem not in a dignified manner is considered on our part as particularly offensive and will be protested vigorously on the part of the HKIHA. Further, whilst HKIHA has made its best endeavors in replying to the request on the part of the Sports Federation & Olympic Committee of Hong Kong, China by virtue of its preparation and service to the Federation all the aforesaid reports/reply as stated in Item E above, we feel astonished to be accused of our failure to communicate and cooperate with the Sports Federation & Olympic Committee of Hong Kong, China !

### **G. Improvement of corporate governance of the HKIHA**

We agree with no hesitation at all that there do always exist space for





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improvement of the corporate governance of the HKIHA and we do also prepare and tender you with our reply in connection with this issue (with proposed plan of improvement to the corporate governance of the HKIHA), which shall be served upon your goodselves simultaneously with this letter of reply to the Sports Federation & Olympic Committee of Hong Kong, China.

Last but not the least, we must once again seek for your indulgence to such areas of our dispute and/or disagreement with certain allegations comprised in your said letter dated 4<sup>th</sup> April, 2023 against the HKIHA, as we trust that for the sake of fairness, though we admit the failure to procure for verification of the National Anthem with the Event organizer (notwithstanding of all the efforts on the part of Ms. Annie Kwan as the team leader of the HKIHA for the said Event from the very moment of the day of her landing with the Hong Kong Team up to the moment when the unpleasant event of misplaying of the National Anthem took place) may arise out of the neglect and/or oversight and/or misjudgment and/or misapprehension of Ms. Annie Kwan, such failure ought not be so interpreted as the basis in support of all such unjustified allegations against HKIHA which are seriously refuted and protested above, for reasons being mentioned aforesaid in details.

Yours faithfully,

Hong Kong Ice Hockey Association Limited

4<sup>th</sup> May, 2023