



INTERNATIONAL BARTENDERS ASSOCIATION

MINUTES OF THE 74th ANNUAL GENERAL MEETING CARTAGENA, COLOMBIA, ON 24th NOVEMBER 2025



Board Members (Present):

President:	Mr. Bruno Santos
Secretary:	Mr. Xino Wu (Scribe)
Treasurer:	Ms. Katharina Fischer
Vice President (Education)	Mr. John Barreno
Vice-President (Flairtending):	Mr. Miguel Barbora
Vice-President (Classic):	Mr. Serge Guillou

Board Members (Absent):

Vice-President (PR & Communications)	Mr. Kleantino Goga
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Guild Members (Present):

1. Argentina - Asociación Mutual de Barmen y Afines de la República Argentina	(A.M.B.A.)
2. Armenia - Armenian Bartenders Association	(AR.B.A.)
3. Austria - Österreichische Barkeeper Union	(Ö.B.U.)
4. Belgium - Union of Belgium Barmen	(U.B.B.)
5. Belize - Belize Bartenders' Association	(B.B.A.)
6. Bolivia - Asociación Boliviana de Bartenders	(A.B.BAR)
7. Brazil - Associação Brasileira de Bartenders	(A.B.B.)
8. Chile - Asociación central de Bartenders de Chile	(ACEBACH)
9. Colombia - Asociacion Colombiana de Bartenders	(A.C.BAR)
10. Croatia - Croatian Bartender Association	(H.S.A.)
11. Cuba - Asociacion de Cantineros de Cuba	(A.C.C.)
12. Cyprus - Cypriot Barmen Association	(Cy.B.A.)
13. Czech Republic - Czech Bartenders Association	(C.B.A.)
14. Dominican Republic - Union Nacional de Bartenders	(UNABAR)
15. Ecuador - Asociación de Bartenders de la República del Ecuador	(A.B.E.C.)
16. Estonia - Estonian Bartenders Association	(E.B.A.)
17. Finland - Finlands Bartenders och Supporters Klubb	(F.B.S.K.)
18. France - Association des Barmen de France	(A.B.F.)
19. Germany - German Bartenders Guild	(G.B.G)
20. Greece - Hellenic Barmen Association	(H.B.A.)
21. Hong Kong - Hong Kong Bartenders Association	(H.K.B.A.)
22. Hungary - Section of Barmen in Hungary	(S.B.H.)
23. Iceland - Bartenders Club Iceland	(B.C.I.)
24. Ireland - Bartenders Association of Ireland	(B.A.I.)
25. Italy - Associazione Italiana Barmen e Sostenitori	(A.I.B.E.S.)
26. Japan - Nippon Bartenders Association	(N.B.A.)
27. Latvia - Latvian Bartenders Federation	(L.B.F)
28. Luxembourg - Association Luxembourgeoise des Barmen	(A.L.B)
29. Macau - União de Bartenders e Cocktails de Macau	(U.B.C.M.)
30. Macedonia - Association of Bartenders of Macedonia	(A.B.M)
31. Mexico - Association Barmen de Mexico	(B.A.M.)
32. Montenegro - Bartenders Association of Montenegro	(U.B.C.G.)
33. Netherlands - Nederlandse Bartenders Club	(N.B.C.)
34. Norway - Norsk Bartender Forening	(N.B.F.)
35. Panama - Federación Panameña de Bartenders Y Baristas	(F.P.B.B.)
36. Peru - Asociacion Peruana de Barmen	(A.P.B.)
37. Poland - Polish Bartenders Association	(P.B.A.)
38. Portugal - Associação Barmen De Portugal	(A.B.P.)
39. Puerto Rico - Asociacion de Bartenders de Puerto Rico	(P.R.B.A.)
40. Russia - Bartenders Association Russia	(B.A.R.)
41. Serbia - Barmen Association Serbia	(B.A.S.)
42. Slovak Republic - Slovak Republic Bartenders Association	(S.K.B.A.)
43. Slovenia - Društvo Barmanov Slovenije	(D.B.S.)



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- | | |
|---|--------------|
| 44. South Korea - Korea Bartender Guild | (K.B.G.) |
| 45. Spain – Federación de Asociaciones de Barmans Españoles | (F.A.B.E.) |
| 46. Sweden - Sveriges Bartenders Gille | (S.B.G.) |
| 47. Switzerland - Swiss Barkeeper Union | (S.B.U.) |
| 48. United Kingdom - United Kingdom Bartenders Guild | (U.K.B.G.) |
| 49. Uruguay - Asociación Uruguaya de Barmen | (A.U.D.E.B.) |
| 50. USA - United States Bartenders' Guild | (U.S.B.G.) |
| 51. Venezuela - Asociacion de Bartenders de Venezuela | (A.B.V.) |

Guild Members (Absent):

- | | |
|---|--------------|
| 1. Albania - Albanian Guild of Bartenders | (A.G.B.) |
| 2. Australia - Australian Bartenders Guild | (A.B.G.) |
| 3. Bulgaria - Bulgarian Association of Bartenders | (B.A.B.) |
| 4. China - Association of Bartenders China | (A.B.C.) |
| 5. Georgia - Georgian Barman Association | (G.B.A.) |
| 6. Israel - Israel Guild of Bartenders | (I.G.B.S.) |
| 7. Ivory Coast - Association Des Barmen de Cote D'Ivoire | (A.B.C.I.) |
| 8. Mongolia - Mongolian Bartenders Association | (M.B.A.) |
| 9. Nigeria - Bartenders' Guild of Nigeria | (B.G.N.) |
| 10. Senegal - Association Senegalaise des Barmen et Acteurs de L'Hotellerie | (A.S.B.A.H.) |
| 11. Singapore - Association of Bartenders & Sommeliers Singapore | (A.B.S.S.) |
| 12. Taiwan - Bartender Association Taiwan | (B.A.T.) |
| 13. Turkey - Turkey Bartender's Association | (T.B.D.) |
| 14. Ukraine - All Ukranian Bartenders Association | (A.U.B.A.) |

Observers (Present):

1. Aruba - Aruba Bartender Society - ABS - (1st Year)
2. Costa Rica - Asociación Nacional de Bartenders de Costa Rica - ANB-CR - (1st Year)
3. Malaysia - Mixology Alliance of Malaysia - MAM - (1st Year)

Observers (Absent):

1. Ghana - Bartenders Guild Ghana - BGG - (2nd Year)
2. India - India Bartenders Guild – IBG – (3rd Year)
3. Kosovo - Kosovo Bartenders Association - KoBA - (2nd Year)



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The 74th IBA Annual General Meeting started at 10:00 of November 24th, 2025

PREAMBLE

A. Roll Call

The roll call for the IBA 74th Annual General Meeting was conducted by Mr. Xino Wu, IBA Secretary.

- Guild Members: 51 present, 14 absent
- Observer Countries Present: Aruba, Costa Rica, Malaysia
- Observer Countries Absent: Ghana, India, Kosovo

B. Welcome by Mr Bruno Santos

The meeting commenced with a welcome address by Mr. Bruno Santos, IBA President. In his opening remarks, Mr. Santos expressed his honor in inaugurating the IBA Annual General Meeting 2025 in Cartagena. This gathering is a cornerstone of our association, where we reflect on the past year, review our collective achievements, and address the challenges that lie ahead.

Your leadership and dedication have been vital in strengthening our guilds and advancing the mission of the IBA. Today, we will present reports on activities, finances, and initiatives undertaken, ensuring transparency and accountability to our community.

Let us use this meeting not only to evaluate our progress, but also to reaffirm our shared vision: building a stronger, more inclusive, and globally respected bartending profession.

During the speech, it was announced that the Board, in collaboration with the UKBG, is preparing a Diamond Jubilee Celebration to mark the 75th Anniversary of the IBA. The event will be held at the Grand Hotel in Torquay, the founding location of the Association. As part of the celebration, an honorary plaque will be presented to the hotel, and the current Board will symbolically replicate the inaugural meeting.

Thank you for your commitment and presence. Together, we continue to shape the future of our association.

AGENDA

1. IBA Constitution 6.4 Annual General Meeting

Mr. Bruno Santos sincerely apologized for the delay in circulating the AGM agenda, explaining that the postponement was due to multiple ongoing IBA-related tasks which prevented earlier distribution as originally planned. He referred to Constitution Clause 6.4.2, which stipulates that notice of the Annual General Meeting, together with the agenda, must be communicated to Guild Members by the Secretary in writing at least one month prior to the scheduled date. Mr. Santos requested the Council's approval to proceed with the meeting despite the delay.

- The USA (Ms. Ingrid Rodriguez, USBG President) moved that the meeting should proceed as scheduled.
- The Sweden (Mr. CH Ridderstråle, SBG President) seconded the motion.
- No further discussion was raised.
- The motion was carried, and approval was granted to continue with the meeting.

2. Introduction and Welcome New Guild Presidents

Mr. Bruno Santos introduced and extended a warm welcome to the following newly appointed Guild Presidents:

1. Europe – Finland (FBSK): Ms. Laura Suutari
2. Europe – Ireland (BAI): Mr. Michael Ingle
3. Europe – Hungary (MBSZ): Mr. Gergely Staszkiw
4. Pan-American – Dominican Republic (UNABAR): Ms. Ana Sofia Arias
5. Pan-American – Mexico (BAM): Mr. Sharyff G. Contreras



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3. Annual Membership Fee for 2026

Ms. Katharina Fischer, IBA Treasurer, confirmed that the Annual Membership Fee for the year 2026 will remain set at EUR 1,000. She emphasized the importance of responding promptly to communications from the Treasurer and ensuring that invoices are settled without delay. In cases where a second reminder must be issued, a reminder fee of EUR 30 will be applied.

4. To Approve AGM2024 Meeting Minutes

Mr. Bruno Santos noted that the AGM 2024 Meeting Minutes had been circulated as an attachment for review and approval. The USA (Ms. Ingrid Rodriguez, USBG President) moved that the AGM 2024 Meeting Minutes be approved. The Netherlands (Mr. Richard Zijlstra, NBC President) seconded the motion. No further discussion was raised. The motion was carried, and the AGM 2024 Meeting Minutes were formally approved.

5. IBA Board Reports

- a. President: Mr. Bruno Santos - *Appendix – Attachment 1*
- b. Secretary: Mr. Xino Wu - *Appendix – Attachment 2*
- c. Treasurer: Ms. Katharina Fischer - *Appendix – Attachment 3*
- d. Vice President (Education): Mr. John Barreno - *Appendix – Attachment 4*
- e. Vice-President (Flairtending): Mr. Miguel Barbora - *Appendix – Attachment 5*
- f. Vice-President (Classic): Mr. Serge Guillou - *Appendix – Attachment 6*
- g. Vice-President (PR & Communications): Mr. Kleantino Goga - *Appendix – Attachment 7*

6. Financial Committee's Report (Auditors of accounts) for 2022

Internal Financial Audit Report

The Audit Committee presented its Internal Financial Audit Report to the Council and Board of the International Bartenders Association (IBA) on November 23, 2025, covering the fiscal year 2022. The Committee confirmed that it had conducted a regular internal financial and management audit of the Association's books and records. The purpose of this audit was to verify the proper maintenance of accounting records, the legality of expenditures, and the accuracy of the financial statements.

The audit was carried out through the examination of the Cash Book and General Ledger, the Association's bank statements, supporting documentation including invoices, receipts, and payment vouchers, resolutions of the Board of Directors regarding financial approvals, as well as the statement of the external auditors from Singapore.

Based on this thorough review, the Committee reported that all income from membership fees, sponsorships, and events was accurately recorded and corresponded with issued receipts, with bank deposits fully aligned with the entries in the Cash Book. Expenses incurred during 2022 were supported by valid and original fiscal documents, deemed appropriate to the Association's objectives, and duly authorized by the Board of Directors. No budget overruns were identified without proper justification. The closing balance as of December 31, 2022, was found to be accurate and reconciled with both cash on hand and bank deposits.

In conclusion, the Audit Committee declared that the financial management of the International Bartenders Association for the year 2022 was impeccable, transparent, and fully compliant with the Association's Statutes and applicable laws. The books and records maintained reflect the true financial position of the Association.

The Committee recommended that the General Assembly approve the Financial Report and Balance Sheet for the year 2022 and grant discharge (release from liability) to the Board of Directors and the Treasurer for their management during the fiscal year.

The Audit Committee
Mr. Dimitrios Zappas – HBA,
Ms. Greta Grönholm – FBSK
Mr. José Raúl Aponte Mercado – PRBA



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The Audit Committee's Internal Financial Audit Report for the fiscal year 2022 was presented to the Council and Board. Following the report, Greece (Mr. Dimitrios Zappas, HBA President) moved that the findings and recommendations be formally accepted. Norway (Mr. Steinar Jensen, NBF President) seconded the motion. No further discussion was raised, and the motion was carried with approval.

7. Financial Statement for Fiscal Year 2022

- *Appendix – Attachment 8*

8. To appoint internal and external auditor for fiscal year 2025

Headquarters Relocation

Mr. Bruno Santos informed the Council that options are currently being explored to relocate the Association's headquarters from Singapore to a more suitable location. He noted that the yearly bureaucratic processes and compliance requirements have become increasingly overwhelming.

External Auditors

The IBA Board reported that the service fees charged by the external auditors have been increased. Considering this, the Board suggested that it would be prudent to explore alternative auditing services. While alternatives are being explored, the Association will continue working with the current auditors until a suitable replacement is identified.

Internal Auditor Appointment

Mr. Dimitrios Zappas (Greece) was appointed as Internal Auditor. An additional appointment will be made by the USBG at a later stage, which remains to be confirmed.

The motion to approve these appointments was moved by Poland (Mr. Piotr Sajdak, PBA President) and seconded by the USA (Ms. Ingrid Rodriguez, USBG President). No further discussion was raised, and the motion was carried with approval.

9. IBA Competitions

In support of the International Bartenders Association's mission to promote global collaboration and professional excellence, the following countries and associations have submitted bids to host upcoming IBA competitions. These proposed locations reflect regional representation and the continued growth of bartending worldwide.

WCC (World Cocktail Championship)

2026 – Macau – Confirmed (*Appendix – Attachment 9*)

2027 – Cyprus / Croatia (*Appendix – Attachment 10*)

APCC (Asia-Pacific Cocktail Championship)

2026/2027 – To be confirmed

ECC (European Cocktail Championship)

2026 – Cyprus (*Appendix – Attachment 11*)

2027 – Switzerland

PACC (Pan-America Cocktail Championship)

2026 – Aruba (Supported by USBG)

2027 – Uruguay

10. Information IBA Academy

In alignment with the IBA's commitment to progress, growth, and regional representation, the following locations were the designated hosts of the Elite Bartenders Course in 2025, according to their respective regions.

IBA Elite Bartenders' Course 2025 – Europe – Portugal

IBA Elite Bartenders' Course 2025 – Pan-America – Colombia

IBA Elite Bartenders' Course 2025 – Asia-Pacific – Singapore



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Academy Activities 2026

To support the continued growth of member associations and foster a diverse environment for bartenders worldwide, competitions and educational programs should be organized in various locations according to regional representation. This approach ensures inclusivity, provides equal opportunities for participation, and strengthens the global presence of the International Bartenders Association by engaging members across different regions.

11. IBA Members & Observers

a. Members Actions and Requirements

To ensure the continued progress and improvement of the International Bartenders Association (IBA), and to support the sustainable growth of the Association, the following requirements and commitments have been established. These guidelines outline the organizational structure, core activities, and educational responsibilities expected of member guilds. By adhering to these standards, each guild contributes to the strengthening of the IBA's global presence, the promotion of professional excellence, and the advancement of bartending as a recognized and respected profession worldwide.

Structure

- Registered Non-Profit organization (all documents submitted in original language and translated by recognized official "apostille")
- Minimum 50 registered members (updated list sent to Secretary yearly)
- Elections every 3 years.
- Update Board Member information and contacts
- Submit yearly activity plan and previous year report by the end of January.
- Valid and updated website
- Active and updated social media (Facebook / Instagram)

Activities

- Actively organize and conduct 1 yearly National Bartenders Competition (preferably Classic and Flair)
- Participate in the IBA Regional Cocktail Championship (PAN-AM / European / Asia-Pacific Cocktail Championship)
- Participate in the IBA World Cocktail Championship

Education

- Functional educational activities according with IBA Academy Pyramid
- At least 1 Official IBA Trainer (updated)
- Conduct a minimum of 1 IBA Certification per year (min 12 students)
- Send top Student/Member to Elite Bartenders Course.

b. New IBA Member

India – India Bartenders Guild (IBG) has been formally admitted as an official member of the International Bartenders Association following the completion of its three-year observer status. The motion to approve IBG's membership was moved by the USA (Ms. Ingrid Rodriguez, USBG President) and seconded by the Netherlands (Mr. Richard Zijlstra, NBC President). No further discussion was raised, and the motion was carried with approval.

c. IBA Observers

The following associations were introduced or continued as observer members of the International Bartenders Association (IBA):

- Aruba - Aruba Bartender Society - ABS - (1st Year) - (*Appendix – Attachment 12*)
- Costa Rica - Asociación Nacional de Bartenders de Costa Rica - ANB-CR - (1st Year) – (*Appendix – Attachment 13*)
- Ghana - Bartenders Guild Ghana - BGG - (2nd Year)
- Kosovo - Kosovo Bartenders Association - KoBA - (2nd Year)
- Malaysia - Mixology Alliance of Malaysia - MAM - (1st Year) - (*Appendix – Attachment 14*)



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12. Guild Suspension

As part of the IBA's ongoing efforts to restore and strengthen its international reputation, the IBA Board continues to closely monitor all member associations and their activities. The global image of the IBA is directly influenced by the conduct and reputation of each national guild.

The Board noted concerns regarding the Türkiye Barmenler Dernegi, which has repeatedly demonstrated behaviour inconsistent with IBA standards. The association appears to be operated primarily for the benefit of its executive board, leveraging its IBA membership status for personal advantage.

The Board further highlighted that the association's president, Mr. Edip Kemal Eren, has not attended an Annual General Meeting since 2017. Representation has instead been consistently provided by the same small group of three to four individuals who rotate between roles as competitors and delegates. This pattern aligns with multiple complaints received from Turkish bartenders regarding a lack of transparency, the absence of democratic elections, restricted access for new members, and an executive board that appears self-appointed and self-perpetuating. The IBA is also aware of instances in which the association has used the IBA name without authorization in ways that may constitute fraudulent activity.

Following these considerations, USA (Ms. Ingrid Rodriguez, USBG President) moved a motion for approval, which was seconded by the delegate from Poland (Mr. Piotr Sajdak, PBA President). The Council voted unanimously in favor. The IBA membership of the Türkiye Barmenler Dernegi or Turkish Bartenders Association (TBD) is hereby suspended.

13. Any Other Business/Questions and Answers

a. IBA Global Recognition System

This initiative, proposed and led by Mr. Bruno Santos and Mr. Xino Wu, will be developed in close collaboration with the Sub-Committee and the Board. The Council confirmed the appointment of representatives from Poland (Mr. Piotr Sajdak, PBA President), Latvia (Mr. Deniss Smirnovs, LBF President), and the Netherlands (Mr. Richard Zijlstra, NBC President) to take charge of the Sub-Committee for the IBA Global Recognition Program. This Sub-Committee will work collaboratively to design and implement a comprehensive framework through which the best bars in the world will be identified, based on an official IBA Grading System. The details of this program will be further developed by the Sub-Committee in close coordination with the Board.

b. Creation of Sub-Committee – Constitutional Review

The Council appointed representatives from Sweden (Mr. CH Ridderstråle, SBG President), Finland (Ms Laura Suutari, FBSK President), the USA (Ms. Ingrid Rodriguez, USBG President), and Greece (Mr. Dimitrios Zappas, HBA President) to take charge of the Sub-Committee on Constitutional Reviews. This Sub-Committee will work collaboratively to review and propose updates to the Association's Constitution, ensuring that it remains relevant, effective, and aligned with the evolving needs of the IBA.

The motion to approve these appointments was moved by Poland (Mr. Piotr Sajdak, PBA President) and seconded by the United Kingdom (Ms. Claudia Carrozzi, UKBG President). No further discussion was raised, and the motion was carried with approval.

c. IBA - Official Communications

The United States Bartenders' Guild (Ms. Ingrid Rodriguez, USBG President) reminded the Council that all official communications of the International Bartenders Association should be conducted in English. In cases where another language is used, a proper and accurate translation must be provided to ensure clarity and consistency.



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d. IBA Partners

During the AGM, Mr. Eric Bouton (MONIN Representative) expressed his pleasure in announcing that MONIN has signed a five-year agreement with the International Bartenders Association as official partners. This marks the first contract of such duration, reflecting MONIN's appreciation of its collaboration with the Association.

Mr. Bouton further emphasized the importance of each guild preparing and submitting a yearly proposal, noting that such planning will greatly facilitate the process of securing sponsorships. He also highlighted the necessity of keeping local membership records updated, stressing that presenting accurate figures on the number of members within each association is crucial. Such transparency allows sponsors to better understand the scale, reach, and market situation of the Association, thereby strengthening confidence in its organizational capacity and global impact.

e. Activities Budget

Finland (Ms Laura Suutari, FBSK President) suggested that it is not necessary for Association activities to be hosted exclusively in five-star accommodations. What is most important is the suitability of the venue itself, ensuring it can adequately support and carry the events.

Last line:

The 74th IBA Annual General Meeting Concluded at 14:00 of November 24th, 2025



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APPENDIX

Attachment 1
President Report

 BOARD REPORT 2026 BRUNO SANTOS PRESIDENT	4. Board Report 2025 - President EDUCATION / ACADEMY • TRAIN THE TRAINER COURSE 2024 - MACAU • ELITE BARTENDERS COURSE 2025 - PORTUGAL • ELITE BARTENDERS COURSE 2025 - COLOMBIA • ELITE BARTENDERS COURSE 2025 - SINGAPORE Present in all 2025 ELITE Courses and facilitator of the program
4. Board Report 2025 - President REGIONAL COMPETITIONS 2025 • EUROPEAN COCKTAIL CHAMPIONSHIP 2025 - ITALY • PAN-AMERICAN COCKTAIL CHAMPIONSHIP 2025 - CHILE • ASIA PACIFIC COCKTAIL COMPETITION - SINGAPORE Present in all the competitions and judge the competitions	4. Board Report 2025 - President WORLD COCKTAIL CHAMPIONSHIP 2025 • CARTAGENA, COLOMBIA Logistics, Communications, Preparations and Execution
4. Board Report 2025 - President NATIONAL AND INTERNATIONAL COMPETITIONS • Macau - Lotus Prestige Cup • Russia - National Flair Competition - Pisco Master Class • Germany - National Competition • Kosovo - National Competition Organizing and judging	4. Board Report 2025 - President BAR SHOWS • Bar Convent Singapore 2025 • Seoul Bar Show 2025 • Lisbon Bar Show 2025 Present in Bar Shows and increase the participation of IBA
4. Board Report 2025 - President IBA PARTNERS • 43 partnership connections established (both old and new) • Interest shown in future projects • Partnerships extend beyond World Cocktail Championship (WCC) • Strong collaboration in Education initiatives • Actively pursuing partnerships in regional competitions	4. Board Report 2025 - President FINANCIAL REPORTS • Audit Reports finalized for fiscal years 2022, 2023, and 2024 • Treasurer training completed to ensure compliance and financial literacy • Account status updates and bank resolutions executed • Daily account monitoring in place for transparency and control



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Attachment 2 Secretary Report

 BOARD REPORT 2026 XINO WU SECRETARY	4. Board Report 2025 - Secretary I actively participated in these events as part of my ongoing commitment to promoting the International Bartenders Association (IBA) both nationally and internationally: • ELITE x 3 • REGIONAL COMPETITIONS x 3 • WCC x 1 • TTT x 1 • NATIONAL COMPETITIONS x 2 • INTERNATIONAL COMPETITIONS x 1 • BAR SHOWS x 3 • Total of 14 Events in the Calendar Year 2024-2025
4. Board Report 2025 - Secretary • ELITE Bartenders Course - Portugal, Colombia and Singapore • Preparations, Communications, Student and Lecturing   	4. Board Report 2025 - Secretary • Train The Trainer Course - Macau • Preparations, Communications, Student  
4. Board Report 2025 - Secretary • Regional Championships - Italy, Chile and Singapore • Logistics, Communications, Preparations and Execution   	4. Board Report 2025 - Secretary • World Cocktail Championship 2025 - Preparations • Logistics, Communications, Preparations and Execution 
4. Board Report 2025 - Secretary • National Competitions • Kosovo National Competition, Macau National Competition • Judging and organizing   	4. Board Report 2025 - Secretary • International Competitions • Lotus Prestige Cup 2024 (Macau)   



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4. Board Report 2025 - Secretary

• Bar Shows

- Singapore Bar Convent, Portugal Bar Show, South Korea Show



4. Board Report 2025 - Secretary

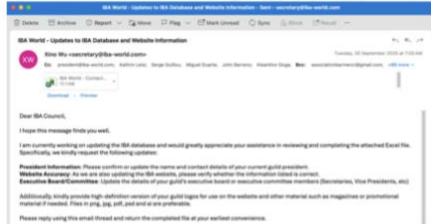
IBA PARTNERS

- China National Association of Liquors and Spirits Circulation
 - Confirm collaboration for WCC2026 in Macau
- 100%Chef
 - Interested in joining as Associate Member
- Ponthier
 - Interested in joining as Associate Member



4. Board Report 2025 - Secretary

- Follow Up = IBA World - Updates to IBA Database and Website Information
- Please reply before = December 15th, 2025



4. Board Report 2025 - Secretary

Key Improvements in the IBA - Past Year Highlights

- **ELITE Courses Resumed:** Successfully relaunched in all three global regions, strengthening professional development.
- **Regional Competitions Held:** Organized across all regions, fostering local talent and community engagement.
- **Enhanced Communication with Guilds:** Strengthened ties and transparency with national guilds and member associations.
- **Increased IBA Presence:** Active participation in diverse bartending events worldwide, raising visibility and unity.

Looking Ahead

- We hope to **maintain this momentum** and strive for **even higher quality** in the coming year, building on these achievements to further elevate the IBA globally.

Thank you for your attention and the support given over the past year



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Attachment 3 Treasurer Report



BOARD REPORT 2026
KATHARINA FISCHER
TREASURER



ANNUAL MEMBERSHIP FEE 2026

EUR 1000.00
REMINDER FEE EUR 30.00

18th of march 2025



Finance in IBA

DBS Bank in Singapore (Account SGD & Account EUR)
Invoicing via Stripe

Auditors Reanda
Internal Auditors of IBA (José Aponte, Greta Grönholm, Dimitrios Zappas)

Financial Sectors / Cost Groups

- National Guilds Annual Membership Fees
- Education & Certificates
- Events & WCC
- Fees of Associate Members
- Others

NEW MEASURES

1. First Reminder /// Second. Reminder . Late Payment Charge EUR 30.
2. No competition in WCC, if annual fee is not paid.
3. No delivery of certificates if former certificate invoices are overdue.
4. Countries with overdues of hotel cost must pay the rooms in WCC of presidents & competitors by themselves.





WE IBA
MORE THAN BARTENDERS.

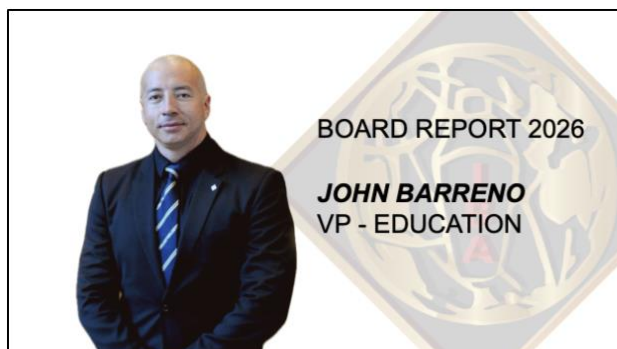


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Attachment 4 Vice-President – Education Report



INTERNATIONAL BARTENDERS ASSOCIATION

Highlights of the Year

1 Key growth achievements

472 new certifications | 1,689 total certified | 20 active countries
26 new trainers | 16 active trainers globally
Top performers: Colombia (148) | Ecuador (124) | Puerto Rico (115)

2 Strategic initiatives

✓ TTT 3.0 & Elite 3.0: Neuroscience integration, 9.2/10 trainer satisfaction
✓ NTC Technology: Zero counterfeit detected, 98% error reduction
✓ Regional Hub 2026: Europe, Asia, Latin America (Spanish Elite - ONLY globally)
✓ Academic Partnerships: 1 platform (hours) 3 universities integrated, government recognition achieved in a few countries.

3 Summary of financial performance

€16,000 recent period revenue | €31,725 historical total
Top earners: Certificate in Bartending (€6,445) | Bar Management (€2,100)
Solid impact: €84,534 annual net profit | 2026 target: €50,000 (+244% growth)

INTERNATIONAL BARTENDERS ASSOCIATION

Who We Are

Mission

Build confident professionals through practical learning, blue-chip guidance, and community.

Core values

Excellence in craft — skill, consistency, and professional growth.

Workforce Strength

Trained instructors, qualified bartenders, and professional staff worldwide.

INTERNATIONAL BARTENDERS ASSOCIATION

2026 Key Milestones

Product Launch	Strategic Partnerships	Regional Expansion	Industry Recognition	Measurable Impact
January	April	July	October	December

NTC Certificate 3.0 (age engaged), students full profile system | AI GLASS333 translates to any language.

3 new universities | 3 governments | Research projects.

European Hub Launch | 15 students + 30 countries

at least 3 of our programs #1 global become authority

4500+ sets | €13,500 revenue | 15 countries | 70 trainers

INTERNATIONAL BARTENDERS ASSOCIATION

Cost Optimization & Investments

A strategic approach to improve efficiency and reallocate resources:

- Reduced operating costs through automation
- Prioritized CAPEX in high-growth areas
- Achieved efficiency gains across teams

Cost Distribution (%)

Operating Costs
Capital Expenditure (CAPEX)
R&D and Innovation
Marketing & Sales
Other

INTERNATIONAL BARTENDERS ASSOCIATION

Our People, Our Strength

We invest in people, growing stronger through inclusion, development, and engagement.

+163% Trainer Network Growth YoY

82+ certified trainers globally
We will be trained/increased across key regions: Europe, Asia-Pacific, 26 new trainers certified through advanced TTT 3.0 program with neuroscience integration. Active in 20+ countries, creating local expertise and reducing dependency on international travel.

Global Inclusion Across 3 Continents

Diversity, equity & inclusion initiatives in 30+ countries.
Breaking barriers through multilingual programs: English, Spanish, expanding to 6+ languages throughout AI technology.
Cross-cultural exchange connecting trainers and students across borders.
S, E, certification integrated, emphasizing ethical service for all.

2,800+ Training Hours Delivered Annually

Comprehensive upskilling across all competency areas
Upskilling 4000+ students certified across 9 programs (Foundation to Elite level). Advanced TTT 3.0 training: 60 hours per trainer with neuroscience, NLP, coaching tools.
Specialized programs: Elite Bartenders (120hrs), Bar Management (60h), Judges (24h). Skills focus: Technical excellence, leadership development, soft skills, digital literacy in leadership, digital, and soft skills.

INTERNATIONAL BARTENDERS ASSOCIATION

Strategic Outlook 2030

Focused, ambitious, and driven by impact, our roadmap for sustainable growth

2030 Goals & KPIs

- Expand from 60+ to 70+ member countries (10 new countries over 5 years, 2 per year average)
- Certify 4,200+ bartenders annually through 210+ national courses (3 per country, 30+ participants each)
- Train 180-250 new international IBA trainers across all member countries
- Generate 70% of IBA revenue through Academy programs by 2030
- Conduct 4 regional Elite Bartenders Courses (Americas, Europe, Asia-Pacific, Africa/Middle East)
- Launch 3-10 specialized certification programs (Molecular Mixology, Bar Management, Sustainability, Spirits Mastery, Cultural Bartending)
- Achieve recognition as #1 global bartending authority by universities and hospitality schools worldwide

2030 Timeline

- Q1 • International Trainer Certification Program Launch & AI Technology Infrastructure Development
- Q2 • Regional Elite Courses Rollout + AI Translation Tools Beta Testing in Emerging Markets
- Q3 • National Course Network Activation (3 countries minimum per country) + New Member Country Onboarding
- Q4 • Specialized Programs Launch & Strategic Partnerships with Universities/Hospitality Schools/Industry Leaders

INTERNATIONAL BARTENDERS ASSOCIATION

Let's Move Forward Together

Guiding Global Excellence.

John Barreno Escobar IBA VP EDUCATION

vp.education@iba-world.com | +593 995 944 037 | www.iba-world.com



INTERNATIONAL BARTENDERS ASSOCIATION

MINUTES OF THE 74th ANNUAL GENERAL MEETING
CARTAGENA, COLOMBIA, ON 24th NOVEMBER 2025



Attachment 5
Vice-President – Flair Report



BOARD REPORT 2026

MIGUEL BÁRBORA
VP - FLAIR

FLAIR JUDGE IN FLAIR CRASH IN ROMANIA (BUCARESTE)
ONE OF THE OLDEST FLAIR COMPETITIONS IN THE WORLD
22 YEARS- NOVEMBER 2024.



FLAIR JUDGE AND PRESENT WITH IBA BOARD IN MACAU
AND SUPPORTING IN FLAIR CATEGORY IN ALL ENTIRE
INVOLVEMENT IN THE COMPETITION BAIJIU
- DECEMBER 2024



ORGANIZER AND SUPPORT NATIONAL FLAIR&CLASSIC
COMPETITION IN PORTUGAL- MARCH 2025



SUPPORT IN ELITE BARTENDERS COURSE IN PORTUGAL
APRIL 2025



FOUNDER AND ORGANIZER LEGENDS WORLD FLAIR 2025
IN PORTUGAL APRIL 2025



FLAIR JUDGE IN GRAND BARTENDER COMPETITION IN
SPAIN
APRIL 2025



FLAIR JUDGE IN ZANTE (GREECE)
INTERNATIONAL FLAIR COMPETITION
- JUNE 2025





INTERNATIONAL BARTENDERS ASSOCIATION

MINUTES OF THE 74th ANNUAL GENERAL MEETING
CARTAGENA, COLOMBIA, ON 24th NOVEMBER 2025



ORGANIZER AND TRAINER THE NEW TECHNICAL COURSE
FLAIR JUDGE IN CHILE, PARTNERSHIP WITH
BARTENDERS ASSOCIATION OF CHILE
-SEPTEMBER 2025



SUPPORTING IN FLAIR CATEGORY IN ALL ENTIRE INVOLVEMENT
IN THE COMPETITION PANAMERICO IN CHILE- SEPTEMBER 2025



REPRESENT IBA IN FBA COMPETITION IN USA (PALM BEACH)
PARTNERSHIP WITH ASSOCIATION BARTENDERS OF USA AND IBA
- OCTOBER 2025



ORGANIZER THE QUALIFICATION LEGENDS WORLD FLAIR 2025
IN PORTUGAL
- OCTOBER 2025



CLASSIC AND FLAIR JUDGE IN INTERNATIONAL COMPETITION
IN CYPRUS ORGANIZER BY ASSOCIATION BARTENDERS OF CYPRUS
- NOVEMBER 2025



FLAIR JUDGE IN NATIONAL COMPETITION OF SPAIN,
AND TECHNICAL JUDGE IN LADY AMARENA (FABBRI)
ORGANIZED BY FABBRE BARTENDERS ASSOCIATION OF SPAIN
- NOVEMBER 2025



ALWAYS AVAILABLE AND READY TO HELP AND
COLLABORATE WITH ASSOCIATIONS AND IBA
I WILL ALWAYS BE AT YOUR DISPOSAL

WITH GRATITUDE AND RESPECT

THANKS

MIGUEL DUARTE BARBORA



INTERNATIONAL BARTENDERS ASSOCIATION

MINUTES OF THE 74th ANNUAL GENERAL MEETING
CARTAGENA, COLOMBIA, ON 24th NOVEMBER 2025



Attachment 6
Vice-President – Classic Report



4. Board Report 2025 - VP Classic

National Championships

- Support as tasting and technical judge
 - Iceland – 2-5 April Reykjavik Cocktail Week – National Championship & Best Cocktail of the Week
 - France – 10 June
 - Belgium – 16 June
 - Germany – 22-24 June
 - France – 9 October MAF – Best Apprentice of France (with Ministry of Education & ABF)

4. Board Report 2025 - VP Classic

IBA Partners

- Goal: Expand partnerships with industry leaders
- Progress so far:
 - Bardinet La Martiniquaise – Yes
 - Routin 1883 – No
 - Vergers Boirons – Ongoing
 - Giffard – No but...
 - Nestlé Waters – No
 - Eckes-Granini – Ongoing

4. Board Report 2025 - VP Classic

2025 European Cocktail Championship

- Location: Krakow, Poland – collaboration with Polish Bartenders
- Rule creation & updates: Knowledge, Technical, Tasting, Speech
- Recipe corrections
- Contingency plan with AIBES

4. Board Report 2025 - VP Classic

2025 World Cocktail Championship

- Rule creation & updates
- New category: Coffee Cocktail
- Judges training program – tasting & technical skills with WCC committee
- Recipe corrections



INTERNATIONAL BARTENDERS ASSOCIATION

MINUTES OF THE 74th ANNUAL GENERAL MEETING
CARTAGENA, COLOMBIA, ON 24th NOVEMBER 2025



Attachment 7 Vice-President – Communications Report



Overview

Over the recent period, my primary focus has been to strengthen the visibility, credibility, and unity of the IBA brand worldwide. I firmly believe that communication is not simply the transmission of information, but the creation of a shared identity and purpose.

Strengthening the IBA Brand

- I led the initiative to align and standardize brand usage across member countries. This includes visual identity, tone of communication, and professional representation.
- Is still in progress the foundations of the IBA Digital Communication Manual, which will support consistent and modern communication practices across our organization.



Digital Presence & Media Strategy

- We began structured content planning and storytelling across digital platforms. Early indicators show notable growth in engagement and visibility.
- Growth in online engagement across official channels:
 - Instagram: 94.857 views in total. 60.3% from Followers, 39.7 % from Non-followers
 - Facebook: 15.993 views in total



Internal Communication Reinforcement

- We agreed in the board to initiate the IBA Communication Network, gathering national PR representatives into one coordinated structure to improve response time and information flow.
- Is still to be established that the quarterly internal newsletter to ensure transparency and equal access to information.
- D. Relationship With Press and Industry Partners
- My work has focused on building stable relationships with global media and partners in the beverage and hospitality sector.



Project	Status	Objective
Website redevelopment	In progress	A user-centered and modern platform representing the IBA
Global social media alignment	In progress	Unified and professional communication worldwide
A template for national communication	Scheduled	Empowering local communication teams
External media relationships	Active negotiation	Strategic exposure and long-term collaboration

Challenges

- I want to highlight honestly, the key barriers impacting communication performance:
- Significant differences between national associations regarding communication capabilities.
 - Delays in information flow, particularly during events that require global visibility.
 - Balancing respect for local autonomy with the need for brand consistency.
- These challenges are not weaknesses—they are opportunities that require structural support and unified commitment.



Priorities Moving Forward

- Launching the new IBA app.
- Implementing standardized PR templates and event communication frameworks.
- Increasing global media exposure and strengthening sponsorship visibility.
- Building an IBA Ambassador Program to represent our values internationally.
- Increasing digital reach by at least 20% across the next period.





INTERNATIONAL BARTENDERS ASSOCIATION

MINUTES OF THE 74th ANNUAL GENERAL MEETING

CARTAGENA, COLOMBIA, ON 24th NOVEMBER 2025



Attachment 8

Financial Statement for Fiscal Year 2022

INTERNATIONAL BARTENDERS ASSOCIATION

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2022

	Note	2022 €	2021 €
ASSETS			
Non-current assets			
Plant and equipment	4	2,547	4,564
Current assets			
Fees receivables	5	35,053	63,473
Other receivables	6	-	1,524
Cash and cash equivalents	7	662,513	596,356
		<u>697,566</u>	<u>661,353</u>
Total assets		<u>700,113</u>	<u>665,917</u>
LIABILITIES			
Current liabilities			
Deferred income		7,000	-
Other payables	8	8,024	5,324
Income tax payable		176	-
		<u>15,200</u>	<u>5,324</u>
Total liabilities		<u>15,200</u>	<u>5,324</u>
Net assets		<u>684,913</u>	<u>660,593</u>
FUNDS			
Designated funds	9	384,468	384,468
Accumulated funds		<u>300,445</u>	<u>276,125</u>
Total funds		<u>684,913</u>	<u>660,593</u>

	Note	2022 €	2021 €
INCOME			
Fees from Guild members		30,000	38,250
Fees from Associate members		51,500	57,000
Bar Management fee		495	720
Certificate Fee income		20,745	8,310
Competition/Sponsorship income		46,500	-
Course Fee		11,650	3,720
Training Fee		500	-
Interest income		210	8
Other income		953	1,375
Total income		<u>162,553</u>	<u>109,383</u>
EXPENDITURE			
Accountancy fees		1,978	1,681
Administrative expenses		-	134
Audit fees			
- Current year		2,791	2,608
- Under provision in prior years		(399)	(467)
Bank charges		3,371	2,943
Bank revaluation		(259)	(609)
Competition/Sponsorship expenses		4,772	-
Computer expense		4,488	-
Depreciation of plant and equipment		2,017	823
Exchange loss - Realised		(22)	91
Interest on bank overdraft		1,117	-
Impairment loss on receivables		31,136	5,106
Insurance		343	-
Miscellaneous		3,654	506
Office expenses		2,863	217
Postage and courier charges		9,125	1,902
Printing and stationery		14,406	3,593
Professional fees		2,098	-
Refreshments		4,335	816
Rent		-	765
Subscription fees		679	-
Transport expenses		2,879	1,117
Travelling and accommodation		46,685	1,486
Website hosting expenses		-	10,328
Total expenditure		<u>138,057</u>	<u>33,040</u>
Surplus before tax		<u>24,496</u>	<u>76,343</u>
Income tax expense	10	(176)	-
Surplus for the financial year, representing total comprehensive income for the financial year		<u>24,320</u>	<u>76,343</u>



INTERNATIONAL BARTENDERS ASSOCIATION

MINUTES OF THE 74th ANNUAL GENERAL MEETING

CARTAGENA, COLOMBIA, ON 24th NOVEMBER 2025



INTERNATIONAL BARTENDERS ASSOCIATION

STATEMENT OF CHANGES IN FUNDS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

	DESIGNATED FUNDS (NOTE 9) €	ACCUMULATED FUND €	TOTAL €
Balance as at 1 January 2021	384,468	199,782	584,250
Total comprehensive income for the year	-	76,343	76,343
Balance at 31 December 2021	384,468	276,125	660,593
Balance at 1 January 2022	384,468	276,125	660,593
Total comprehensive income for the year	-	24,320	24,320
Balance at 31 December 2022	384,468	300,445	684,913

INTERNATIONAL BARTENDERS ASSOCIATION

STATEMENT OF CASH FLOWS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

	Note	2022 €	2021 €
Cash flows from operating activities			
Surplus before tax		24,496	76,343
<u>Adjustments for:</u>			
Interest income		(210)	(8)
Depreciation of plant and equipment	4	2,017	823
Interest expense		1,117	-
Impairment loss on receivables		31,136	5,106
Operating cash flows before working capital changes		58,556	82,264
<u>Changes in working capital:</u>			
Increase in fees receivable		(2,716)	(17,973)
Decrease/(Increase) in other receivables		1,524	(556)
Increase/(Decrease) in deferred income		7,000	(30,500)
Increase in other payables		2,700	228
Cash generated from operating activities		67,064	33,463
Interest received		210	8
Interest paid		(1,117)	-
Net cash generated from operating activities		66,157	33,471
Cash flows from investing activity			
Purchase of plant and equipment	4	-	(4,059)
Net cash used in investing activity		-	(4,059)
Net increase in cash and cash equivalents		66,157	29,412
Cash and cash equivalents at the beginning of financial year		596,356	566,944
Cash and cash equivalents at the end of financial year	7	662,513	596,356



INTERNATIONAL BARTENDERS ASSOCIATION

MINUTES OF THE 74th ANNUAL GENERAL MEETING

CARTAGENA, COLOMBIA, ON 24th NOVEMBER 2025



INTERNATIONAL BARTENDERS ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

4. PLANT AND EQUIPMENT

	Computer Equipment (Hardware)	Furniture and Fittings	Total
	\$\$	\$\$	\$\$
Cost			
As at 1 January 2021	4,349	488	4,837
Additions	4,059	-	4,059
At 31 December 2021 and 1 January 2022	8,408	488	8,896
Additions	-	-	-
At 31 December 2022	8,408	488	8,896
Accumulated Depreciation			
At 1 January 2021	3,021	488	3,509
Depreciation for the year	823	-	823
At 31 December 2021 and 1 January 2022	3,844	488	4,332
Depreciation for the year	2,017	-	2,017
At 31 December 2022	5,861	488	6,349
Carrying Amount			
At 31 December 2022	2,547	-	2,547
At 31 December 2021	4,564	-	4,564

5. FEES RECEIVABLES

	2022 €	2021 €
Guild and associate member fees	104,147	101,431
Less: Allowance for impairment	(69,094)	(37,958)
	35,053	63,473
Movement in allowance account:		
Balance at the beginning of the financial year	(37,958)	(34,838)
Addition during the year	(31,136)	(3,120)
Recoverable	-	-
	(69,094)	(37,958)

INTERNATIONAL BARTENDERS ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

9. DESIGNATED FUNDS

	Education Fund €	Publicity and Competition Fund €	Sawal Charitable Fund €	Total €
As at 1 January 2022 and 31 December 2022	273,304	84,400	26,764	384,468
As at 1 January 2021 and 31 December 2021	273,304	84,400	26,764	384,468

The Education Fund is set up to provide training and development of its members to raise the professional standards of bartending.

The Publicity and Competition Fund is set up to promote the Association at international drink competitions.

The Sawal Charitable Fund was donated by former IBA Executive Committee member.

10. TAXATION

	2022 €	2021 €
Based on the results of the year		
Current tax	176	-
A reconciliation between the tax expenses and the product of accounting surplus multiplied by the applicable tax rate for the years ended 31 December were as follows:-		
	2022 €	2021 €
Surplus before tax	24,496	76,343
Tax expense on surplus before tax at 17%	4,164	12,978
Adjustments:		
Income not subject to tax	(27,459)	(18,595)
Non-deductible expenses	23,471	5,617
	176	-

INTERNATIONAL BARTENDERS ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

6. OTHER RECEIVABLES

	2022 €	2021 €
Other receivables	9,196	10,720
Less: Allowance for impairment	(9,196)	(9,196)
	-	1,524
Movement in allowance account:		
Balance at the beginning of the financial year	(9,196)	(7,210)
Addition during the year	-	(1,986)
	(9,196)	(9,196)

7. CASH AND CASH EQUIVALENTS

	2022 €	2021 €
Cash and bank balances	662,513	566,524
Fixed deposits	-	29,832
	662,513	596,356

Cash and cash equivalents are denominated in the following currencies:

	2022 €	2021 €
Euro	649,105	585,879
Singapore Dollar	13,408	10,477
	662,513	596,356

8. OTHER PAYABLES

	2022 €	2021 €
Accruals	6,157	4,765
Other payables	1,867	559
	8,024	5,324

Accounts

As of 24 Nov 2025

INTERNATIONAL BARTENDERS ASSOC

MULTI-CURRENCY XXXXXX6836, Total across 2 accounts

SGD 531,428.44

SGD - Singapore Dollar

SGD 246,224.13

EUR - Euro

EUR 191,201.07



INTERNATIONAL BARTENDERS ASSOCIATION

MINUTES OF THE 74th ANNUAL GENERAL MEETING CARTAGENA, COLOMBIA, ON 24th NOVEMBER 2025



Attachment 9
WCC2026 – Macau



Executive Summary

PROPOSE TO HOST
UBCM&IBA International Conference 2026

- UBCM Lotus Prestige Cup 2026 (LPC)
- IBA World Cocktail Championship 2026 (WCC)
- IBA Annual General Meeting 2026 (AGM)
- IBA Highest Mixology Masterclasses
- The IBA International Liquors and Spirits Expo

BACKED BY:

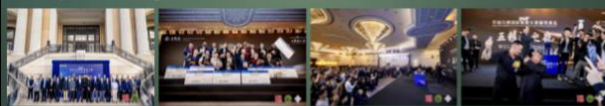
CULTURAL BLENDING

BRINGING

- 400+ Guests
- 1000+ Visitors
- 65+ Countries
- 5 Days
- Global Excellence

What is Lotus Prestige Cup? International Baijiu Cocktail Competition

- 2-day competition which includes:
 - Macau National Cocktail Competition: Classic and Flair
 - Selection of representative to compete in international competitions the following year
 - China National Cocktail Competition: Classic and Flair
 - International Baijiu Cocktail Competition: Classic and Flair
- Cocktails based on Baijiu Products
- 20+ Countries of International Competitors
- Expo, masterclasses, gala dinners, and cultural activations



UBCM&IBA International Conference 2026 MACAU

UPC 2026

- Macau National Championship 2026
- China National Championship 2026
- International Baijiu Cocktail Competition 2026 (23 different countries)
- Flair and Classic Categories
- Macau Winner to represent Macau in WCC2027

WCC 2026

- Classic Category (18 competitors in 3 Categories)
- *Preliminary - Before Dinner, After Dinner, Long Drink, Oriental Fusion, Two Cocktails
- *15 Semi Finalist / 3 Super Final
- Flair Category (Preliminary and Super Final)

IBA EXPO

- IBA International Liquors and Spirits Expo

MASTERCLASSES

- Renown Industry Speakers / Master Classes

WCC26 – Macau – Highlights

- Inaugural "Mixologist's Amazing Race Challenge" in the world.
- Best 3 of each Classic Category = 15 Semifinalist
- 2 Hours Routes Challenge & 1 Hour Market + Cocktail Creation
 - Hidden Gems Hunt (must find or take a picture of a specific item in location)
- Social Media Tags
 - Examples: #ibowcc2026macau #ibowccamazingracemacau2026 #macauheritage #macaudelicious
 - Tag also: hotel, heritage location, plaza, attraction, snack spot, market during the process
- Best 3 Cocktails Advance to IBA WCC Super Final



Strategic Partners

GOVERNMENTAL

HOTEL

ASSOCIATIONS

LOCAL

TENTATIVE SCHEDULE

October 19th, 2026 to October 24th, 2026

DAY 1	DAY 2	DAY 3	DAY 4	DAY 5	DAY 6
Arrivals LPC & WCC Macau Nationals	UPC2026 Classic & Flair	WCC2026 Classic Preliminaries	WCC2026 Classic Semifinal & Flair Preliminaries	WCC2026 AGM2026 Classic Super Final & Flair Super Final	Departures
WELCOME DINNER	UPC2026 Considering to do online preliminaries 15 Classic Competitors 14 Flair Competitors			GALA DINNER	

TENTATIVE PRICES

PACKAGE DESCRIPTION	TENTATIVE PRICES
ROOM NIGHTS	5
BREAKFASTS	5
LUNCHES	4
DINNERS	5
SINGLE ROOM	EUR 1200
DOUBLE ROOM	EUR 1800
PRESIDENT SHARE	EUR 500
COMPETITOR SHARE	EUR 900
EVENT PACKAGE ONLY	EUR 500
ROOM NIGHT (Before and After Event)	EUR 200

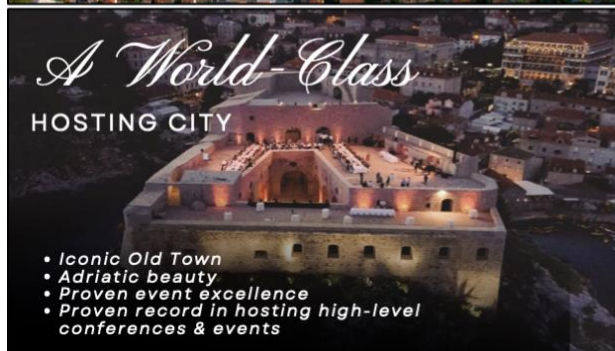


INTERNATIONAL BARTENDERS ASSOCIATION

MINUTES OF THE 74th ANNUAL GENERAL MEETING
CARTAGENA, COLOMBIA, ON 24th NOVEMBER 2025



Attachment 10
WCC2027 – Croatia





INTERNATIONAL BARTENDERS ASSOCIATION

MINUTES OF THE 74th ANNUAL GENERAL MEETING CARTAGENA, COLOMBIA, ON 24th NOVEMBER 2025



Attachment 11
ECC2026 – Cyprus

**EUROPEAN COCKTAIL CHAMPIONSHIP
&
ANNUAL EUROPEAN MEETING
2026**

We are thrilled to announce the **EUROPEAN COCKTAIL CHAMPIONSHIP** organized by Cyprus Bartenders' Association, 2026.

The event will take place at City of Dreams Mediterranean, in Limassol, Cyprus, with the valued support of the International Bartenders Association.

We anticipate in hosting you for the **ANNUAL EUROPEAN MEETING** during the same time, at Europe's first integrated resort.

Join us for an eventful gathering and benefit from our exclusive accommodation packages, exclusively designed for all the esteemed participants of the event.

Join us for a spectacular event filled with cocktail excitement at the island's biggest cocktail happening of the year.

Experience thrilling live fair shows by the world's greatest mixologists from top bars from around the globe.

Join masterclasses and get in on the latest trends and secrets of the cocktail industry.

Enter the two main competitions, the Classic and Fair Cocktail Competition and showcase your skills.

12 – 15 MARCH 2026
CDD
CITY OF DREAMS
MEDITERRANEAN

EVENT SCHEDULE

Exciting happenings are taking place around the resort throughout the duration of the competition. We have organized your daily agenda for networking and having a good time in between meetings, lunches and competition events.

DAY 1	DAY 2
09:00 – 18:00 Arrival & Registration Reception	07:30 – 10:30 Breakfast AURA Restaurant
18:00 – 19:00 Board & Judges Meeting Meeting Room	08:00 – 13:00 European Presidents' Meeting Meeting Room
19:00 – 21:00 Dinner Buffet AURA Restaurant	11:00 – 13:00 Masterclasses Meeting Room
21:00 – 22:00 Welcome Cocktail AURA Restaurant & Bar	13:00 – 15:00 Lunch Buffet AURA Restaurant & Bar
22:00 – 00:00 Briefing – Classic & Fair Competitors Meeting Room	15:00 – 20:00 Classic Cocktail Competition Ballroom
	20:00 – 22:00 Dinner Buffet AURA Restaurant
	22:00 – 00:00 Fair Show Centre Stage

DAY 3	DAY 4
07:30 – 10:30 Breakfast AURA Restaurant	07:30 – 10:30 Breakfast AURA Restaurant
11:00 – 13:00 Masterclasses Meeting Room	Departure
13:00 – 15:00 Lunch Buffet AURA Restaurant & Bar	
15:00 – 20:00 Fair Competition Semi Finals & Final Ballroom	
19:00 – 21:00 Dinner Buffet AURA Restaurant	
21:00 – 00:00 Closing Ceremony & Super Final Centre Stage	

Join the competition and benefit from exclusive stay packages at Europe's first integrated resort, City of Dreams Mediterranean.

We have designed accommodation packages, for all participants:

(March – May) 3-night stay with full board basis

€500 per room, per night (Single or Double/Twin occupancy)

Extra days €500 per room, per day full board basis

MONEY & CURRENCY

The Republic of Cyprus is a high-income, developed member state of the European Union and uses the euro as its official currency. Credit cards are broadly accepted across the island, making payments easy and convenient at most shops, restaurants, and services. Tipping is optional and entirely at the customer's discretion. That said, it is a kind gesture that is always warmly received by taxi drivers, hotel staff, and employees in cafes and restaurants.

LANGUAGES & RELIGION

The official languages of the Republic of Cyprus are Greek and Turkish, with English widely spoken across the island. In addition, French, German, and Russian are commonly used within the tourism sector. Cyprus upholds a strong tradition of religious freedom. The majority of Greek Cypriots are members of the Greek Catholic Church, while the Turkish-Cypriot community is predominantly Muslim. The island is also home to other religious groups, including Armenians, Maronites, and Roman Catholics.

GETTING AROUND CYPRUS

Urban and intercity buses operate within towns and in various districts, running frequently during the daytime. In popular tourist areas, routes are often extended into the evening during summer months to accommodate visitors. Nightlife walking and cycling, travelers can explore the island by car or hire a taxi for greater flexibility and ease.



INTERNATIONAL BARTENDERS ASSOCIATION

MINUTES OF THE 74th ANNUAL GENERAL MEETING
CARTAGENA, COLOMBIA, ON 24th NOVEMBER 2025



Attachment 12
Observer Member – Aruba

Aruba Bartender Society



About Aruba Bartender Society

- 75 active members across major hotels
- Supported by Aruba Tourism Authority
- Years of education under Nepo Ramirez
- Beginning the IBA Educational Pyramid
- Hosting Pan-American Championship 2026

Possible Event Locations

- Hilton Aruba Caribbean Resort & Casino
- Renaissance Wind Creek Aruba Resort
- Aruba Marriott Resort & Stellaris Casino



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INTERNATIONAL BARTENDERS ASSOCIATION

MINUTES OF THE 74th ANNUAL GENERAL MEETING

CARTAGENA, COLOMBIA, ON 24th NOVEMBER 2025



Attachment 13
Observer Member – Costa Rica



Asociación Nacional de Bartenders de Costa Rica (ANB-CR)

Strategic Plan 2025-2028



Context and Vision 2025-2028

ANB-CR represents a new era for the bartending profession in Costa Rica, connecting tradition, innovation and international standards of excellence. Our vision for 2025-2028 is to establish a solid, inclusive and professional organization, aligned with IBA principles, promoting continuous education, technical excellence and the cultural richness of Costa Rican mixology.

Through our four main committees — Education and Training, Events and Competitions, Public Relations and Communications, and International Relations — we seek to elevate our members' skills, create meaningful alliances and strengthen Costa Rica's global presence in the bartending world.



2025: Foundation and Recognition

Legal Registration
Formal registration of ANB-CR as a non-profit entity with the competent authorities.

Digital Platform
Launch of the official website and online membership system to facilitate registration and communication.

Internal Structure
Appointment of committee leaders and development of clear internal operational guidelines.

International Coordination
Establishment of direct links with the IBA Education Vice President to plan the 2026 certification event.

National Database
Development of a comprehensive bartender census and creation of a member database to map national talent.

Leading Committees: Education and Training / International Relations / Public Relations and Communications





2026: National Consolidation and International Launch

- Q1 2026 – Costa Rica Bartenders Congress 2026**
Location: San José | Expected Participants: 300-500
 - Lead by the IBA Vice President of Education
 - High-level international certifications
 - Networking with professionals from across the region
 - Attraction of key sponsors from the sector
- Q2-Q4 2026: Expansion and Programming**
 - Establishment of regional chapters in the country's main tourist areas
 - Launch of the Costa Rica National Bartending Championship (Copa Nacional de Baristas 2026 – ANB)
 - Implementation of continuous educational calendar with monthly workshops
 - Strategic collaboration with hospitality and tourism schools

Leading Committees: Education and Training / Events and Competitions / Public Relations and Communications



2027: Regional Projection and Growth

Central American and Caribbean Summit
Co-organization of the Regional Bartenders Summit, positioning Costa Rica as a leader in promoting Central American and Caribbean talent.

Bilingual Programs
Expansion of bilingual certification programs (Spanish-English) to meet the demand of the international tourism sector.

International Representation
Strengthening Costa Rican participation in International IBA events, raising the country's profile in global competitions.

Strategic Alliances
Building strong partnerships with premium brands and prestigious national and international educational institutions.

Mentorship Programs
Development of specialized mentorship programs for emerging bartenders and women in the sector, fostering diversity and new talent.

Leading Committees: International Relations / Education and Training / Events and Competitions



2028: Institutional Strength and Full IBA Membership

IBA Report and Application
Presentation of the complete 2025-2027 activity report and formal application for full membership to the IBA.

Institutionalization
Consolidation of the National Bartenders Congress as an annual reference event in the region.

Educational Academy
Official launch of the ANB-CR Educational Academy with structured continuous training programs.

Sponsorship Programs
Creation of sponsorship funds and scholarships to support the professional development of outstanding and emerging members, demonstrating access to quality education.

International Exchange
Strengthening of international exchange programs and alliances to facilitate professional mobility and intercultural learning.

Leading Committees: Education and Training / International Relations / Public Relations and Communications



ANB-CR Committee Structure

Education and Training
Development of national training standards, certification programs, specialized workshops, and alliances with educational institutions to ensure the professionalization of the sector.

Events and Competitions
Coordination of national and regional competitions, organization of the Annual Bartenders Congress and creation of platforms for local talents to show internationally.

Public Relations and Communications
Management of internal and external communications, institutional brand development, media relations, and digital strategies to position ANB-CR as a benchmark in the sector.

International Relations
Strengthening ties with the IBA and regional associations, representation of Costa Rica in global events, and facilitation of international professional exchanges.



Our Commitment to Excellence

ANB-CR reaffirms its commitment to promoting excellence, professionalism, and unity within Costa Rica's bartending community.

This strategic plan outlines our shared path — from national foundation to global recognition — as we proudly represent Costa Rica on the international bartending stage.

Together, we build the future of Costa Rican mixology.





INTERNATIONAL BARTENDERS ASSOCIATION

MINUTES OF THE 74th ANNUAL GENERAL MEETING CARTAGENA, COLOMBIA, ON 24th NOVEMBER 2025



Attachment 14
Observer Member – Malaysia

Mixology Alliance of Malaysia - M.A.M



A division formed under the Malaysian Food and Beverage Executives Association (M.F.B.E.A.) PPM-001-14-03121988
Exclusively for Bartending & Mixology Industry
Established in October 2023 - Initially known as Malaysia Mixology Guild (MMG)



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"Mixing Artistry, Serving Diversity"

Bartending History: Hotel Roots & Global Influence



Malaysia's bartending scene began in international hotel bars (Jungle Bird - Aviary Bar 1970), where global hospitality brands introduced Western techniques, standards, and spirit culture. This legacy evolved into today's modern craft movement, with speakeasies, Asia Top 50, and world-class talents. MBA 2015 - Malaysia Bartender Association

Cultural Restrictions Across States



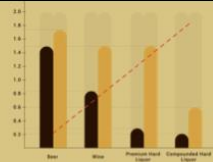
Seven (7) Peninsular Malaysia states (East Peninsular) enforce stricter alcohol regulations driven by religious and political sensitivities. Meanwhile, East Malaysia (Sabah & Sarawak) uniquely embraces rice wine traditions (tuak/lih-ing) with no major restrictions on alcohol consumption. Busiest States & Federal T - Kuala Lumpur, Penang, Selangor & Johor

Shariah Law & Association Sensitivity



Shariah law prohibits Muslims from consuming alcohol, but civil law allows employment in the industry. Associations involving alcohol face sensitivity under ROS, requiring neutral positioning, non-promotion of consumption to Muslims, and a strong professional/educational narrative to avoid religious conflict.

Market Overview



Category	Consumption (Estimated)
Beer	1.8
Wine	1.2
Spirits	1.0
Non-Alcoholic	0.8
Other	0.5

Malaysia carries one of the highest alcohol tax rates globally, contributing to an estimated RM 6-7 billion annual alcohol market (2024). Beer leads consumption, followed by spirits and wine - while cocktail culture is rapidly rising, powered by tourism rebound and premium nightlife activities.

Who Are We - M.A.M

- Inclusive Community**
A division launched under the Malaysian Food and Beverage Executives' Association - M.F.B.E.A. - Moving towards the Independent 2026 - M.A.M
- Industry Focused**
Uniting Malaysian bartenders, educators, bloggers and drink culture enthusiasts, HORECA
- Global Community**
Building a strong community with international associations such as International Bartenders Association (IBA), Asian Hotel and Restaurant Association (AHRA), International Food and Beverage Association (IFBA)

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Our Mission

- Unite Bartending Community**
Elevate the industry bartending & mixology profession
- Education, Bootcamp, Mentoring**
Provide structured learning platforms, masterclass,
- International Standards & Global Networking**
Raise Malaysian bartenders to global levels - Nurturing young talents
- Trade Connection - Principal, Distribution**
Unite industry experts and innovators under one umbrella

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Core Vision

- Uphold MAM's Vision**
Fulfill and uphold the vision and mission of the Mixology Alliance of Malaysia, striving for the betterment and advancement of the bartending and beverage industry as a whole.
- Sector Representation**
Represent and advocate for the bartending, beverage and mixology sector in Malaysia, focusing exclusively on its growth, professionalism, and recognition.
- Industry Inclusion**
Represent professionals from hotels, restaurants, bars, cafes, hospitality institutions, and beverage-focused businesses - both alcoholic and non-alcoholic.
- Standard Enhancement**
Enhance industry standards by offering education, development, and recognition for Malaysia's bartending and mixology talent.

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