



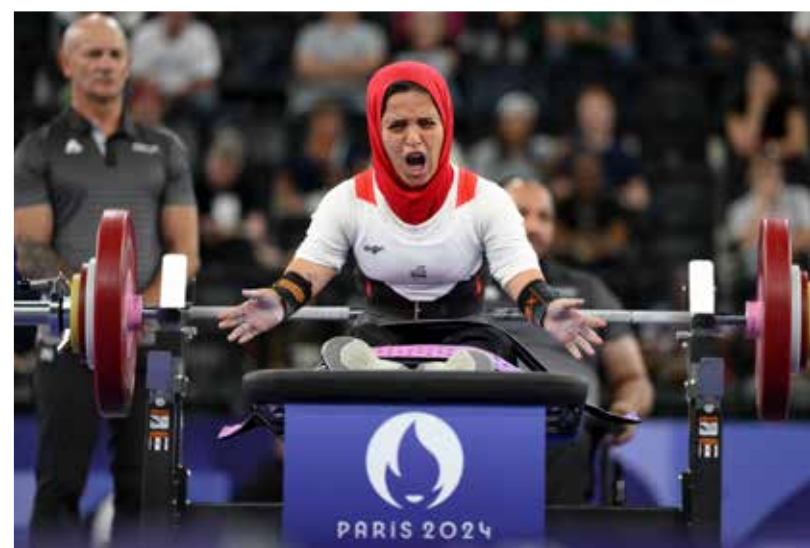
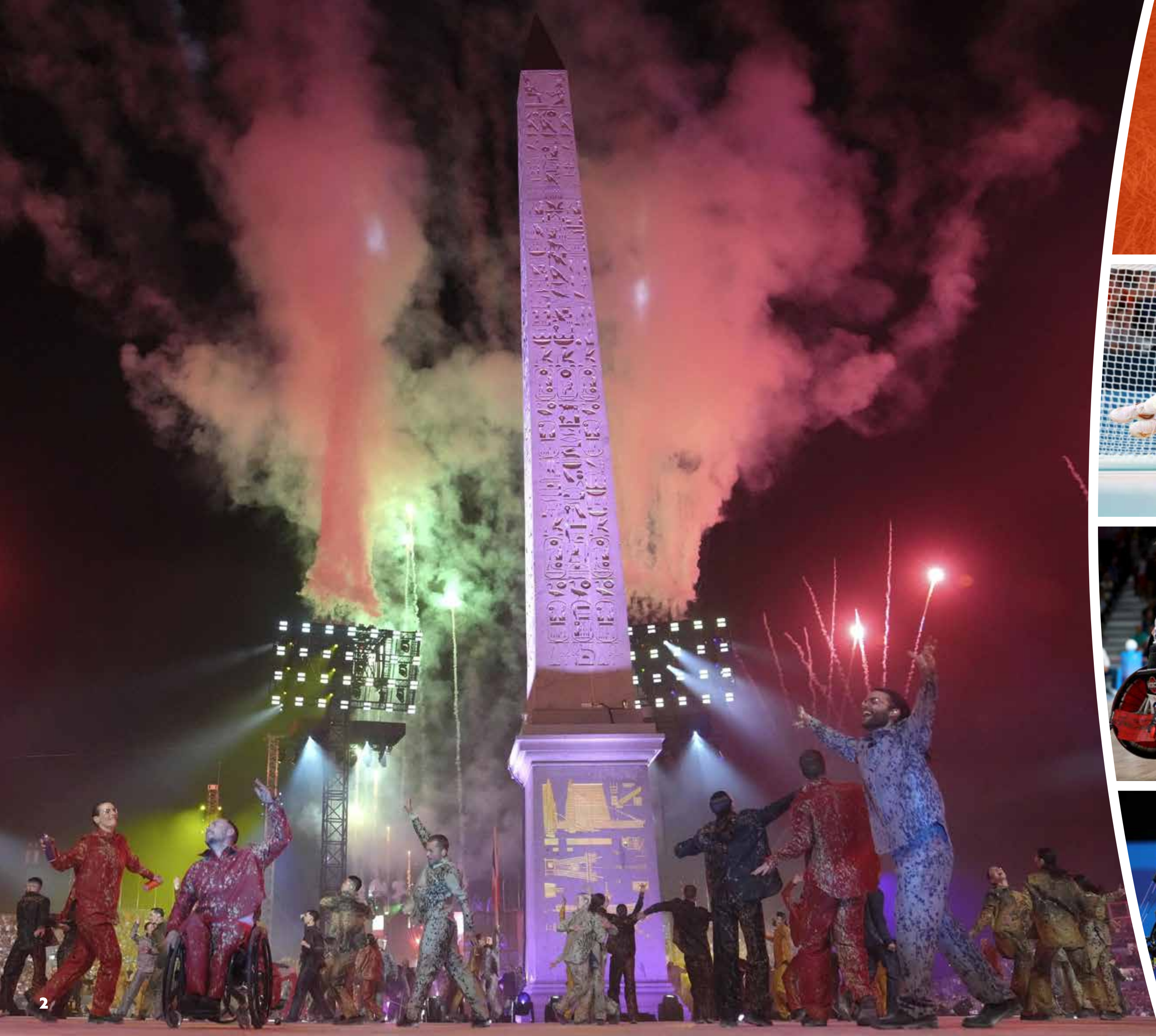
# ANNUAL REPORT 2024

CHANGE STARTS  
WITH SPORT

INTERNATIONAL PARALYMPIC COMMITTEE









# PRESIDENT'S WELCOME

What an extraordinary and highly memorable year 2024 was for the IPC and the Paralympic Movement.

The Paris 2024 Paralympic Games took the Paralympic Movement to a new level; the 2025 Classification Code was approved, and the IPC moved into spectacular headquarters. Finishing the year on a high, we secured a historic grant agreement that will see the IPC significantly increase its investment into development initiatives that will benefit our members.

## **BENCHMARK PARALYMPIC GAMES**

The Paris 2024 Paralympics were the most spectacular Games and set a benchmark for all future Organising Committees. The quality of sport and venues was world class, while the enthusiasm and atmosphere of crowds was unforgettable.

Thanks to the work of our members, a record number of athletes and National Paralympic Committees (NPCs) competed, including the NPCs of Eritrea, Kiribati and Kosovo for the first time.

One of my favourite moments was the Para taekwondo bronze medal won by Zakia Khudadadi in the breathtaking surroundings of Grand Palais. Zakia fled Afghanistan ahead of Tokyo 2020 and was part of the biggest ever Paralympic Refugee Team (RPT) in Paris. Her medal win, a momentous first for the RPT, was an incredibly emotional moment that left me, and millions of others, greatly inspired.

With all 22 sports broadcast live for the first time, a record 225 Media Rights Holders covered the Games,

giving more people than ever before the opportunity to enjoy the outstanding sporting action.

Viewers consumed a record 763.3 million live hours of coverage, the Opening and Closing Ceremonies attracted their biggest ever live audiences and Paralympic related internet searches broke the one billion barrier. With 1.6 billion video views across platforms, 81 percent more than 2021 the year of Tokyo 2020, the IPC also enjoyed an unprecedented year in terms of digital engagement.

President Macron investing EUR 1.5 billion in projects that will drive inclusion for persons with disabilities, Mayor Hidalgo spending EUR 125 million improving accessibility in Paris, and the Ile-de-France region announcing plans to make the Paris Metro accessible are monumental actions. No other sporting event on earth can trigger such immense changes that benefit wider society.

In Paris six new Athletes' Council members were elected, including Maltese Para swimmer Vladyslava Kravchenko who was then chosen by her peers to succeed Dutch wheelchair basketball player Jitske Visser as Chairperson of the Council. Jitske did a sensational job in the role, and I am confident Vlada will continue to progress the mandate of athletes in a meaningful way.

## **IMPROVING CLASSIFICATION**

Classification is the cornerstone of the Paralympic Movement, and as Paralympic sport and sports science evolves, so must classification.

At the 2019 IPC General Assembly I stated improving classification would be my top priority.

Five years later, I was delighted that a revised Classification Code was approved at May's Extraordinary IPC General Assembly.

This 2025 IPC Classification Code will deliver the highest standards of classification ever seen and strengthen the Paralympic Movement.

I am extremely grateful to Scott Field, the Code Drafting Team, and the IPC management team for diligently addressing every aspect of classification during a three-year review process which provided several opportunities for the entire Paralympic Movement to engage and contribute to the new Code.

## **STRENGTHENING IPC MEMBERS**

One of many highlights from Paris 2024 was the diversity of talent competing. Of the record 169 delegations in the French capital, 91 benefited from IPC membership programme support prior to the Paralympic Games.

I am absolutely delighted that the IPC's scope of support through membership programmes will increase significantly from 2025 onwards. Thanks to a landmark grant agreement with the Toyota Mobility Foundation, Sport for Mobility will enable the IPC to strengthen its investment into development activities worldwide, changing lives and communities, and advancing disability inclusion on a global level.

Over the next four years, the IPC and Toyota Mobility Foundation aim to make for a more inclusive world by increasing the quantity and quality of those participating in sport worldwide, covering athletes, coaches, classifiers, officials and those athletes transitioning to careers away from the field of play.

## **NEW CAMPUS**

It was fitting that as the IPC celebrated 25 years in Bonn, Germany, we moved into stunning new headquarters. Thanks to the tremendous support of the State Government of North Rhine-Westphalia (NRW), the Federal Ministry of the Interior and Community, as well as the City of Bonn, the IPC now boasts one of the most accessible offices in Germany.

It is a wonderful base for us to advance the Paralympic Movement and has had an immediate impact on Team IPC. It will enable us to get even closer to key stakeholders and the local community by hosting major events of the Movement.

The end of the year marked the halfway point of the 2023-2026 IPC Strategic Plan. Much has been delivered over the last two years which has greatly advanced the IPC and wider Paralympic Movement. The successes of 2024 place us in a very strong position for the years ahead which fills me with great excitement for the future of the Paralympic Movement.



**Andrew Parsons**  
IPC President







# CEO'S INTRODUCTION

It has been said that new places are always symbols of past sacrifices. I often think of this quote when I remember all who have come before us in the Paralympic Movement and in the IPC – their vision, commitment, struggles and successes, and their legacy. We are here because of them. We embrace the great responsibility and immense privilege to bring to life their revolutionary vision, in service to our members and our members' athletes.

New places is an apt description for 2024. Whether it was the IPC's Regional Sport Trainings, the magical and transformative place we all discovered during the Paris 2024 Paralympic Games, the new grant opportunity offered by the Toyota Mobility Foundation, or the IPC's move to new headquarters, 2024 brought us all to new places that exhibit the power and promise of the Paralympic Movement.

## SUPPORTING MEMBERS

The fuel driving Team IPC's engine is our passion for collaborating with members to maximise what each brings to the Paralympic Movement. In 2024, we continued our support for members holding three Regional Sports Training events in Jamaica, Japan, and Morocco, benefitting over 150 participants from 37 countries. Along with members, we expect the impact of these trainings to be far-reaching, with new athletes identified, and athletes and officials trained and educated. In addition, we awarded nearly two million euros to members in grants for projects that have and will advance their great efforts.

With regards to athletes, 2024 saw the launch of a revised Classification Code. Having witnessed firsthand the inspired and industrious efforts of the Code Drafting Team, the members who provided feedback, and the IPC's own classification team, I can say

with confidence that the resulting Code marks a significant advancement in this critically important area. It also represents the power and promise of incredibly smart people coming together to tackle a challenging project they each care deeply about.

## DIFFERENCE MAKERS

Speaking of passion and commitment, several partners supported the IPC in ways that helped make our ambitions possible. Ahead of and during the Paris 2024 Paralympic Games, the IPC and our members enjoyed invaluable support from Airbnb, Allianz, Ottobock, P&G, Toyota Motor Corporation, and Visa. Whereas the Paralympic Games represent what often is a once-in-a-lifetime opportunity, these partners ensured athletes were meaningfully supported in ways that helped generate a lifetime of memories.

The Paralympic Games allow athletes an unparalleled opportunity to showcase their athletic talents on a global stage. As we all know, the Paralympic Games also provide the opportunity for those same athletes to change hearts and minds of billions of viewers. The likes of TikTok and YouTube helped us reach more people than ever before and these new viewing opportunities undoubtedly helped advance the IPC's work to make for a more inclusive world through Para sport.

Finally, the Paris 2024 Paralympic Games provided the opportunity to partner with UNESCO to host a conference of ministers from more than two dozen countries and 700 attendees from around the world. The keynote presentations and panel discussions resulted in key policy recommendations being formulated and published for action by Member States.

## BUILDING THE FUTURE

Far from the lights of the Paralympic Games, 2024 also will be remembered for the relationship created between the IPC and the Toyota Mobility Foundation. This relationship, grounded in shared values, will enable the IPC and our members to meaningfully advance efforts in our most mission-critical areas. Without question, the grant provided by the Foundation will ensure lasting change for the IPC and the Movement.

Game-changing support also implicates our incredible volunteers across the globe. Since our inception, the Paralympic Movement has succeeded largely because of the significant contributions of volunteers. The successes of 2024 also bear the impact of dedicated volunteers acting across the Movement, whether contributing to IPC projects (e.g. legal, media, brand), to IPC members, committees and tribunals, or to classification.

Finally, we return back to the IPC headquarters to recognise years of robust planning and efforts made by the State of North Rhine-Westphalia, with support from the German Federal Ministry of the Interior and the City of Bonn. In April 2024, they delivered the IPC Campus, a headquarters about which those who came before us would be immensely proud.

It has been said that construction is a matter of optimism; it is a matter of facing the future with confidence. Working together inside these walls and working together with our Members, partners and volunteers, we will face the future with confidence, and continue to pursue excellence in our daily efforts to realise the vision of our founding members and the power of the Paralympic Movement.

**Dr Mike Peters PLY**  
IPC Chief Executive Officer



# THE INTERNATIONAL PARALYMPIC COMMITTEE

## WHO WE ARE

Founded in September 1989, the International Paralympic Committee (IPC) is the global governing body of the Paralympic Movement and is based in Bonn, Germany.

## VISION

To make for an inclusive world through Para sport.

## MISSION

To lead the Paralympic Movement, oversee the delivery of the Paralympic Games, and support members to enable Para athletes to achieve sporting excellence.

## CHANGE STARTS WITH SPORT

The work of the Paralympic Movement has a transformational impact on society. Para sport acts as a catalyst to changing attitudes and legislation, creating greater rights and opportunities for the world's 1.3 billion persons with disabilities.

Italy's Martina Caironi (centre) celebrates winning 100m T63 Paralympic gold, alongside Indonesia's silver medalist Evi Tiarani (left) and Great Britain's bronze medalist Ndidikama Okoh.



# HOW THE IPC IS STRUCTURED



## THE IPC GOVERNING BOARD

Elected every four years by the IPC General Assembly, the Governing Board is responsible for governance of the organisation. Governing Board members have non-executive roles and are responsible for determining the strategic direction and policies of the IPC, listening to the views of IPC members and stakeholders.

The Board is currently composed of 12 elected members. The President is Brazil's Andrew Parsons, while the Vice President is New Zealand's Duane Kale. The Chairperson and First Vice Chairperson of the IPC Athletes' Council - Malta's Vladyslava Kravchenko and Canada's Josh Dueck respectively - also serve on the Board which meets in-person at least three times a year. Nine of the current Board members are former athletes.

The next IPC Governing Board elections will be held in September 2025.



## THE IPC MANAGEMENT TEAM

Led by its Chief Executive Officer (CEO), two-time Paralympian Dr Mike Peters PLY, the Bonn-based Management Team is responsible for managing the IPC's day-to-day activities which aim to fulfil the organisation's strategic objectives.

In his role as CEO, Peters acts as the liaison between the governance and management responsibilities of the organisation.



## THE IPC ATHLETES' COUNCIL

The IPC Athletes' Council is the collective voice of Paralympic and Para athletes within the Paralympic Movement. The Athletes' Council serves as an advisory body to the IPC Governing Board, carrying out tasks specifically delegated by the Board.

Six members are elected at the Paralympic Games and three members at the Paralympic Winter Games. In addition, the IPC Athletes' Council can appoint up to five additional members on two-year terms to ensure there is balance between gender, regions, sports and disability groups.

The elected Chairperson is Vladyslava Kravchenko, a Maltese Para swimmer, while the First and Second Vice Chairpersons are Canada's Josh Dueck and Korea's Yoomin Won respectively.



# IPC MEMBERS

Formed in September 1989, the IPC boasts 208 member organisations. Membership of the IPC may be granted in the following categories:

## 183 NATIONAL PARALYMPIC COMMITTEES

A national organisation recognised by the IPC as the sole representative of the Paralympic Movement in the NPC's country or territory.

## 3 INTERNATIONAL ORGANISATIONS OF SPORT FOR THE DISABLED

An international organisation recognised by the IPC as the sole worldwide representative of a specific disability group.

## 17 INTERNATIONAL FEDERATIONS

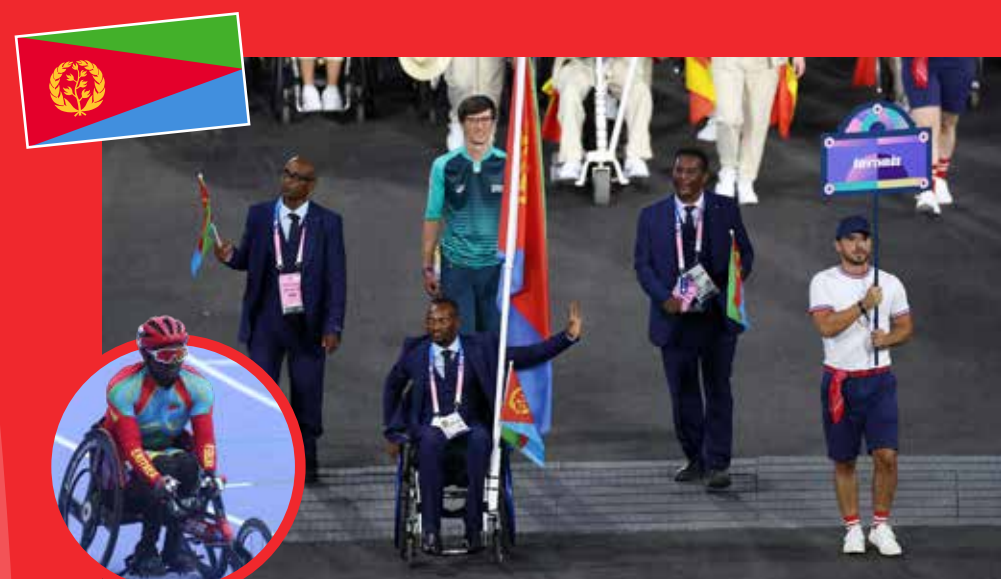
An international sport federation recognised by the IPC as the sole worldwide representative of a specific Para sport on the Paralympic Games sport programme.

## 5 REGIONAL ORGANISATIONS

A regional organisation recognised by the IPC as the sole regional representative of IPC Members located within a specific region.

## PARALYMPIC DEBUTS

At the Paris 2024 Paralympic Games, three NPCs – Eritrea, Kiribati, and Kosovo – made their Paralympic debut.



“The debut at the Paralympic Games has created synergy for our NPC to envisage deeply the vision of IPC. Moreover, it helped us to understand more to further develop, promote Para sport in Eritrea by sharing experiences from other countries that participated in the Paralympic Games.”

**HAILU ASFAHA**  
President NPC Eritrea

Less than 12 months after being granted full IPC membership, NPC Kosovo competed at the Paris 2024 Paralympic Games with one male athlete. “An indescribable feeling” and “a dream come true” is how Grevist Bytyci described competing for Kosovo in the men's 1,500m T46.



With a population of just 116,000, and after a two-day journey to reach the French capital, vision impaired athlete Ongiou Timeon made history as Kiribati's first-ever Paralympian, competing in the men's shot put F11. NPC Kiribati was granted full IPC membership in October 2019.



# STRATEGIC GOALS 2023-2026

Published in March 2023, the IPC Strategic Plan 2023-2026 focuses on four strategic goals which the IPC management team will deliver against over the next four years. This report showcases several activities and projects from 2024 that contributed towards each of the four strategic goals.

1.



**SERVE OUR MEMBERS  
AND ATHLETES  
TO ADVANCE THE  
PARALYMPIC MOVEMENT**

We engage with members to maximise what each brings to the Paralympic Movement.

2.



**SHOWCASE ATHLETE  
EXCELLENCE THROUGH  
THE DELIVERY OF  
TRANSFORMATIVE  
PARALYMPIC GAMES**

We deliver the Paralympic Games as the pinnacle global sporting event for Para athletes, showcasing the very best of Para sport and continuing the growth of the Paralympic Movement.

3.



**DRIVE IMPACT  
THROUGH  
PARA SPORT**

Change Starts With Sport. We leverage Para sport to make for an inclusive world for persons with disabilities.

4.



**CONTINUE TO BUILD  
A PROFESSIONAL  
ORGANISATION THAT  
RIGOROUSLY PURSUES  
EXCELLENCE IN SERVICE  
OF THE PARALYMPIC  
MOVEMENT**

We continuously evaluate and improve what we do and how we do it to support our delivery of the Strategic Plan and to be a world leading sports organisation.



1.

**SERVE OUR  
MEMBERS AND  
ATHLETES TO  
ADVANCE THE  
PARALYMPIC  
MOVEMENT**





# SUPPORTING MEMBERS TO COMPETE ON THE BIGGEST STAGE OF ALL

Several years of hard work and investment into programmes that benefit IPC members and athletes resulted in the Paris 2024 Paralympic Games attracting more NPCs and female athletes than ever before.

More than 150 athletes from 91 NPCs, plus coaches and technical officials benefited from IPC support to compete at the Paris 2024 Paralympic Games.

The IPC's support was delivered through development programmes directly to athletes and IPC members. All programmes focused on supporting Para athletes on the athlete pathway, equipping leaders to serve Para athletes and developing the next generation of changemakers, while also improving access and participation of persons with disability in sport.

Athletes benefited from several programmes including grants to participate in training camps, attend international competitions and be classified.

Initiatives such as sport technical trainings and training camps benefited coaches and technical officials. A record 168 NPCs, including three new NPCs, as well as the Refugee Paralympic Team, took part at Paris 2024, surpassing the previous record of 164 set at London 2012 and equalled at Tokyo 2020. In total, 84 NPCs won medals, including two NPCs - Mauritius and Nepal who benefited from IPC membership programme support - who medalled for the first time.

Alongside the IPC's development activities, support was also provided to NPCs through the Uniform Support

Programme, a joint solidarity initiative between the International Olympic Committee (IOC), World Federation of the Sporting Goods Industry (WFSGI), and sport brands who are WFSGI members. The Uniform Support Programme enabled athletes from 32 NPCs to compete at the Games by equipping them free of charge with competition uniforms from the following global sporting goods brands: Asics, Adidas, Arena, Nike, Puma, Speedo, and Under Armour.



## NPCs TO HAVE BENEFITED FROM IPC SUPPORT OR UNIFORMS AHEAD OF PARIS 2024

### AMERICAS

Argentina	Dominican Republic	Paraguay
Aruba	El Salvador	Peru
Barbados	Grenada	Saint Vincent and the Grenadines
Bermuda	Haiti	Trinidad and Tobago
Brazil	Honduras	Uruguay
Chile	Mexico	US Virgin Islands
Colombia	Nicaragua	
Cuba	Panama	

### AFRICA

Algeria	Cape Verde	Democratic Republic of Congo	Ghana	Madagascar	Nigeria	Togo
Angola	Eritrea	Egypt	Guinea	Malawi	Rwanda	Tunisia
Benin	Central African Republic	Ethiopia	Guinea-Bissau	Mali	Sao Tome and Principe	Uganda
Burkina Faso	Comoros	Morocco	Kenya	Mauritius	Senegal	Zambia
Burundi	Congo	Gabon	Lesotho	Mozambique	Somalia	Zimbabwe
Cameroon	Côte d'Ivoire	The Gambia	Liberia	Namibia	Tanzania	

### EUROPE

Armenia	Hungary
Azerbaijan	Latvia
Bosnia and Herzegovina	Malta
Bulgaria	Moldova
Cyprus	Montenegro
Georgia	Romania

### ASIA

Bangladesh	Kyrgyzstan	Philippines
Bhutan	Laos	Sri Lanka
Chinese Taipei	Lebanon	Syria
India	Maldives	Turkmenistan
Iraq	Nepal	United Arab Emirates
Jordan	Pakistan	Vietnam
Kazakhstan	Palestine	Yemen

### OCEANIA

Fiji
Solomon Islands
Tonga
Vanuatu





# INCREASING INVESTMENT INTO DEVELOPMENT

Sport for Mobility aims to advance the organisational strength and capabilities of all IPC member organisations to better serve Para athletes.

Courtesy of a landmark four-year agreement with the Toyota Mobility Foundation announced in October 2024, the IPC from 2025 onwards will significantly increase its investment into development initiatives that benefit its members.

Toyota Mobility Foundation, whose mission is to create a truly mobile society that will help people around the world live better lives, will provide grant funding to the IPC to deliver a wide range of transformational development initiatives under the umbrella of Sport for Mobility.



## BENEFITING ALL IPC MEMBERS, THE PRIMARY AIM OF SPORT FOR MOBILITY IS TO ADVANCE THE WORK AND CAPABILITIES OF IPC MEMBERS IN THREE PRIORITY AREAS:

**ATHLETES**

Supporting athletes is at the core of the IPC’s programming. This area will develop the fundamental building blocks for long-term success including talent identification, competition opportunities, and access to mentors, coaches and classifiers.

A photograph of two male para-tennis players on a green court. The player on the left is wearing a red and blue outfit, while the player on the right is wearing a blue outfit with 'R. MASLINA INDONESIA' on the back. They are both in dynamic poses, ready for a shot. In the background, there are banners for 'OMEGA' and 'INA'.


**LEADERSHIP**

The success of athletes relies on the dedication and leadership of changemakers within the Movement. The IPC’s programmes support the development of disability inclusion champions equipped to drive positive social change worldwide through sport.

A photograph showing a group of people in wheelchairs. In the foreground, two athletes are wearing white and yellow tracksuits with 'CHEN J.W.' and the number '11' on the back. A man in a black jacket is gesturing and talking to them. Other people in wheelchairs are visible in the background.

**PARTICIPATION**

Initiatives in this area focus on working with IPC members to create and improve opportunities for persons with disabilities (including children and youth) to engage in sport, many of them for the first time.

A photograph of a group of people, including children and adults, gathered around a table. Some are sitting in wheelchairs. They appear to be engaged in a workshop or meeting, with a whiteboard visible in the background.

“Over the next four years, the IPC and Toyota Mobility Foundation aim to make for a more inclusive world by increasing the quantity and quality of those participating in sport worldwide, covering athletes, coaches, classifiers, officials and those athletes transitioning to careers away from the field of play.”

Kristina Molloy, IPC Chief Membership and Impact Officer





# MAJOR ADVANCEMENTS IN CLASSIFICATION

In 2024, a significant milestone has been achieved on the back of a multi-year investment to improve classification.

After more than three years of work which saw over 80 percent of the IPC's membership, as well as the athlete community, having opportunities to engage and contribute, IPC members approved the new 2025 IPC Classification Code in May 2024.

The 2025 IPC Classification Code aims to ensure continuous standardisation and harmonisation within the Paralympic Movement. Building on previous editions, the new version provides the highest standards for classification systems, policies, and procedures. This is done in parallel with balancing out the standardisation aspect with flexibility to allow Para sports to cater for their specific needs and capacities, thereby enabling growth and development.

Among some of the changes are revised stages of the classification process, including:

- the verification of an underlying health condition
- eligible impairment assessment
- minimum impairment criteria assessment
- sport class assessment
- updated and strengthened provisions across all aspects of the classification process

In addition, a new International Standard has been produced which focuses on regulating the policies about detecting, investigating, and proceeding with cases of Intentional Misrepresentation.

The 2025 IPC Classification Code will become effective in January 2025 for all IPC Members, except for International Federations governing sports on the Paralympic Winter Games Sport Programme – the Code is envisaged to become effective for them in July 2026.

## CENTRALISING VISION IMPAIRED CLASSIFICATION

The IPC will start to offer International Federations a centralised vision impairment classification service from 2025 onwards following several years of discussions.

Bringing benefits to International Federations, classifiers and, most importantly, athletes, the aim of offering a new central approach is to pool resources to allow greater investment in the development and integrity of vision impairment classification. The result will be standardisation of assessments and a more athlete-centred approach.

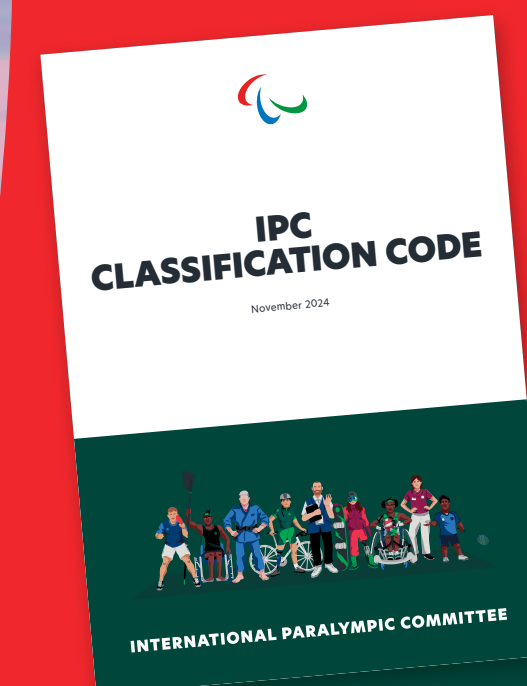
## CLASSIFICATION MEETING

In October, over 140 experts attended the IPC's Annual Classification Meeting at the IPC's new headquarters to discuss the implementation of the 2025 IPC Classification Code and to exchange best practices.



“This version of the Code delivers the highest standards of classification ever seen and will strengthen the Paralympic Movement.”

**Tea Cistic**, IPC Director of Classification





# 2.

## SHOWCASE ATHLETE EXCELLENCE THROUGH THE DELIVERY OF TRANSFORMATIVE PARALYMPIC GAMES





# PARIS 2024: RECORD BREAKING PARALYMPIC GAMES

The Paris 2024 Paralympic Games were a spectacular success with multiple records broken during 11 days of competition.

## GAMES IN NUMBERS



**4,400**

THE HIGHEST  
NUMBER OF ATHLETES  
TO COMPETE AT A  
PARALYMPIC GAMES



**169**

A RECORD NUMBER  
OF DELEGATIONS MADE  
UP OF 168 NPCS AND  
THE REFUGEE  
PARALYMPIC TEAM



**3**

NPCS MADE THEIR  
PARALYMPIC DEBUT -  
ERITREA, KIRIBATI  
AND KOSOVO



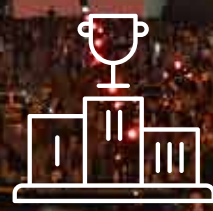
**773.6**

MILLION HOURS OF DEDICATED  
LIVE COVERAGE WAS CONSUMED  
BY VIEWERS, 83 PER CENT  
MORE THAN TOKYO 2020



**22**

SPORTS



**549**

MEDAL EVENTS



**2.575**

MILLION SPECTATORS  
ATTENDED

## RECORD NUMBER OF FEMALES AND EVENTS

- **1,978** female athletes
- **35** NPCS boasted a record number of female athletes
- **27** NPCS had more female athletes than male
- **235** medals events for women

## MEMBER PROGRAMMES

- **155** athletes from 91 NPCs, plus coaches and officials, benefited from IPC support to compete at the Games.

## MEDALS AND RECORDS

- **85** delegations won at least one medal
- **3** delegations won their first Paralympic medals- Nepal, Mauritius and the Refugee Paralympic Team
- **220** medals for China who topped the medals table for seventh successive summer Games
- **175** world records
- **218** Paralympic records

## GLOBAL AWARENESS

- **12,941** hours of broadcast coverage
- **225** Media Rights Holders, web streamers, digital, social and audio platforms covered the Games
- **1** billion Internet searches for Paralympic
- **0.5** billion video views across @Paralympics platform
- **1,599** Press attended the Games

“With more competing countries, women and global coverage than ever before, Paris 2024 has set a benchmark for all future Paralympic Games.”

Andrew Parsons, IPC President





# LAYING THE FOUNDATIONS FOR FUTURE PARALYMPIC GAMES SUCCESS

The Paralympic Games take years to plan and organise. In addition to delivering Paris 2024, Team IPC spent the year preparing for all future Games through to 2034.

## MILANO CORTINA 2026

With preparations gathering apace, the IPC worked closely with the Organising Committee to advance operational planning, including a particular focus on delivering the Opening and Closing Ceremonies given the wide geographic footprint of the Games, consulting with the IPC Athletes' Council on how to maintain the athlete experience around both events.

The IPC approved the pricing of Paralympic tickets and Look of the Games, held several accessibility inspections of venues, and worked with International Federations regarding final approvals of fields of play.

## LA28

The IPC Governing Board approved the LA28's proposal to include Para climbing into the 2028 Paralympic Sport Programme, while the management team initiated consultations with all 23 International Federations regarding the Medal Events Programme. A final decision is expected in 2025.

The IPC supported the Organising Committee with its venue master-plan, cross-organisational planning activities, and Paris 2024 Paralympic Games Closing Ceremony handover.

Strategic discussions were also held with LA28's new CEO Reynold Hoover and his senior leadership team on how to effectively maximise the opportunities unique to the Paralympic Games.

## FRENCH ALPS 2030

The French Alps 2030 Paralympic Winter Games were confirmed at July's 142nd IOC Session. Months later, the IPC Governing Board approved six sports for inclusion in the 2030 sport programme following an extensive review process of applications from International Federations.

## BRISBANE 2032

Following the attendance of Brisbane 2032, city and government officials at the Paris 2024 Paralympic Games, the IPC held a debrief in Brisbane to identify strategic lessons learned from the Games and agree priorities for the next phase of the Organising Committee's planning.

## SALT LAKE CITY-UTAH 2034

Following election in July, the IPC met with officials from the Bid Committee, Governor Spencer Cox and Mayor Erin Mendenhall during the Paris 2024 Paralympic Games. The meeting provided an opportunity for all parties to share their vision for the Games in 10 years' time.



“The lifecycle of an Organising Committee used to be around seven years, but we are now working hand-in-hand with future hosts 10 years or more in advance to deliver exceptional Paralympic Games.”

Colleen Wrenn, Chief Paralympic Games Officer





# SHARING KNOWLEDGE AND EXPERIENCE WITH FUTURE HOSTS

Delivering the Paralympic Games is one of the most complex projects on earth and takes years to organise.

As part of efforts to share knowledge and build on key learnings from Games-to-Games, the IPC implemented the Future OCOG Activities & Learning (FOAL) at Paris 2024, a new onsite programme benefitting hundreds of representatives of future Organising Committees before, during and after the Paralympic Games.

FOAL is an IPC-led continuous learning programme of engagement with Organising Committees for the Olympic and Paralympic Games (OCOG) throughout their lifecycle. It is designed to help fill in the gaps for the successful strategic planning and delivery of the Paralympic Games, ensuring Paralympic knowledge is embedded throughout their organisation.

Weeks prior to Paris 2024, the IPC hosted several online and in-person workshops with future OCOGs. These aimed to provide context about certain Functional Areas and preview what they could expect to witness at the Paralympic Games.



In Paris, days before the Paralympic Games Opening Ceremony, the IPC held the first of 54 knowledge and information sharing sessions. During 17 intense days, 220 individuals took part in sessions which varied from behind-the-scenes site visits at competition and non-competition venues, to hybrid classroom-based knowledge workshops.

All sessions ensured attendees could interact in-person or remotely with representatives of the host OCOG, IPC and other stakeholders. The IPC also provided secondment opportunities for several team members from future Organising Committees.

Once the Paralympic Games had finished, FOAL Finales – debriefs of the main lessons learned from Paris 2024 – were held in Milan, Los Angeles and Brisbane. During these sessions Organising Committees assessed their Games experience and the impact on their own planning for the Paralympic Games.

Taking part in the FOAL programme for Paris 2024 were representatives of Milano Cortina 2026, LA28, French Alps 2030, Brisbane 2032 and Salt Lake City 2034, as well as Switzerland 2038, an interested party in hosting the Olympic Winter Games and Paralympic Winter Games.



“Paris 2024’s success reinforced the importance of a strategic approach to Games planning, and FOAL will help each future OCOG maximise the opportunities that arise from hosting their own edition of the Paralympic Games.”

**Colleen Wrenn**, Chief Paralympic Games Officer





# 3.

## DRIVE IMPACT THROUGH PARA SPORT





# IPC AND UNESCO CALL FOR A MORE INCLUSIVE SOCIETY

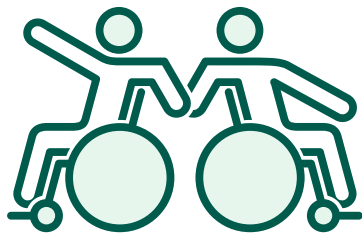
On the eve of the Paris 2024 Paralympic Games, the two organisations brought together international decision-makers to draw-up a roadmap to advance the rights and opportunities of the world’s 1.3 billion persons with disabilities.

During ‘The International Disability Inclusion Conference: Harnessing the transformational impact of Para sport’, ministers from 28 countries, Paralympic athletes, Para sport and education specialists, and global experts, advocated for worldwide progress towards disability inclusion through a series of impact talks and panel discussions that showcased expertise and best practice.

The 700 attendees then examined how governments can make innovative policy changes to further inclusive and accessible sport opportunities and explored ways to increase investment in Para sport.

The conference ended with Paralympian Carla Qualtrough, the then Canadian Minister of Sport and Physical Activity, presenting the UNESCO-IPC Call to Action which made several key policy recommendations, including:

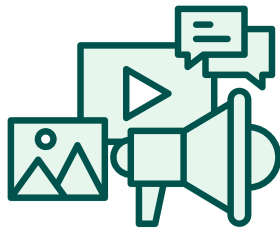
- 1. IMPROVE ACCESS:** Ensure access and opportunities for persons with disabilities to participate in Para sport and physical activity from grassroots to high performance.



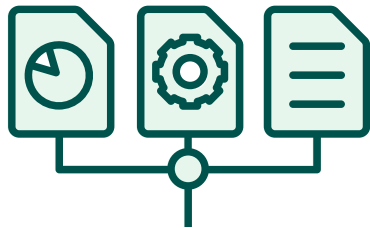
- 2. INFRASTRUCTURE:** Provide access to safe, inclusive, affordable, accessible, and sustainable sport and recreation infrastructure for all. Promote and ensure access to affordable assistive technology, and accessible information services and media content to support the participation of persons with disabilities in sport.



- 3. INCLUSIVE EDUCATION:** Increase budgetary allocations to ensure equal access to education, including physical education, and strengthen training of teachers and coaches to support inclusion and fight discrimination.



- 4. MEDIA INCLUSION:** Encourage policy and decision-makers as well as editors, reporters, content producers, technical staff and managers in media institutions to integrate the principles of diversity, equality and inclusion in management practices into their employment and working practices.



- 5. DATA COLLECTION:** Support and invest in expanding existing data collection mechanisms for sport, physical education and physical activity to include disability-specific data.



“We must capitalise on the momentum of the Paris 2024 Games, to drive change: UNESCO calls on its Member States to build more robust policies, train teachers, and step up investments to boost the inclusion of people with disabilities.”

**Audrey Azoulay**, UNESCO Director General





# REFUGEE PARALYMPIC TEAM MAKE HISTORY AT PARIS 2024

Eight athletes and one guide runner competed in six sports at the Paris 2024 Paralympic Games as part of the largest and most successful Refugee Paralympic Team to date.

Representing more than 120 million forcibly displaced people worldwide, the Refugee Paralympic Team arrived in Paris following a week-long training camp in Reims as the best prepared in history.

Led by Chef de Mission Nyasha Mharakurwa, a London 2012 Paralympian, the team excelled and made history by winning its first ever medals.

The emotional celebrations of Zakia Khudadadi in the stunning surroundings of Grand Palais made global headlines when she claimed the team's first medal with bronze in women's Para taekwondo K44-47kg.

Days later, Opening Ceremony flagbearer Guillaume Junior Atangana, running alongside his guide Donard Ndim Nyamjua, produced a personal best to win bronze in the men's 400m T11. During the Games he also set a personal best in the 100m T11.

The Paris 2024 Refugee Paralympic Team was supported by United Nations High Commission for Refugees (UNHCR), Worldwide Paralympic Partner Airbnb, Asics, the French Ministry for Sport and Olympic and Paralympic Games, the Paris 2024 Organising Committee and Centre for Resources, Expertise and Sport Performance of Reims.

## HISTORY MAKERS



“They are a symbol of perseverance and hope, and spectators have united in support for the athletes. It's a reminder that people everywhere crave the same things in life: safety and a chance to fulfil their dreams.”

**Ruvendrini Menikdiwela**, UNHCR's Assistant High Commissioner for Protection



“I want to give this medal to the whole world. I hope that one day there will be freedom in my country, for all the world, for all the girls, for all the women, for all the refugees in the world. And that all of us work towards that, for liberty and equality.”

**Zakia Khudadadi**, Para taekwondo

“I am very happy to have this medal. It shows that the Paralympic movement is galvanising for refugees and it is an honour for me: I wrote my name in history.”

**Guillaume Junior Atangana**, Para athletics





# TIKTOK VIEWERS RAISE USD 500,000 FOR PARA SPORT DEVELOPMENT

As part of efforts to innovate financial resource streams to benefit members, the IPC partnered with TikTok around the Paris 2024 Paralympic Games delivering tremendous results.

Viewers of TikTok LIVE videos on @Paralympics during the Paris 2024 Paralympic Games helped raise USD 500,000 in donations to support the IPC's global Para sport development programmes.

Since launching its TikTok channel in February 2020, it has rapidly grown into the IPC's number one engagement platform. By the time of Paris 2024, the channel boasted 4.5 million followers and 175.4 million engagements making it one of world sport's most popular channels.

Due to its popularity and to engage global audiences, TikTok was eager to work with the IPC on a range of content. This included short videos, as well as @Paralympics LIVE content which featured interviews with Paralympians in and around Paris 2024 Paralympic venues, such as the Paralympic Village and Opening and Closing Ceremonies.

During the TikTok LIVES, viewers were able to send exclusive Phryge Gifts, with each gift leading to TikTok donating towards the IPC's global Para sport development programmes.

Nearly 1.5 million people viewed the @Paralympics LIVE content and a total of USD 500,000 was raised which will now increase opportunities for persons with disabilities to experience the transformational power of sport and physical activity.

## IPC TIKTOK RESULTS



**125  
MILLION  
VIEWS**



**6  
MILLION  
ENGAGEMENTS**



**120  
MILLION PEOPLE  
REACHED**



**36.75%  
GROWTH**  
in TikTok followers  
during 2024.



**4.7  
MILLION  
FOLLOWERS**  
on TikTok



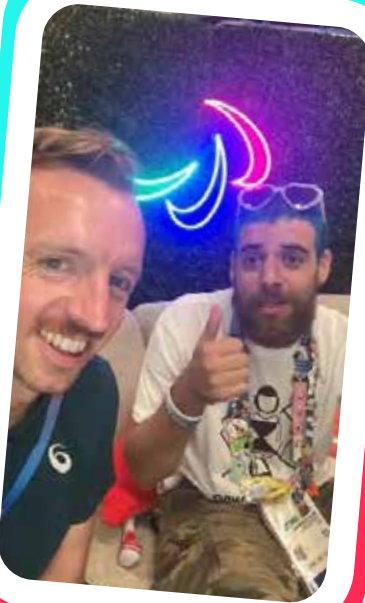
## TOP 3 TIKTOK LIVES



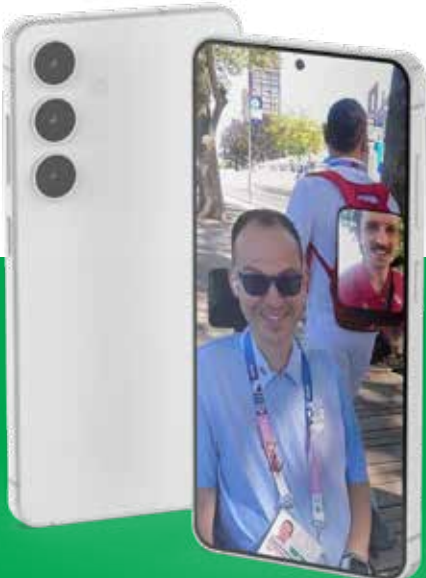
Closing Ceremony  
in the Paralympic Village  
**489.2K  
VIEWS**



Opening Ceremony day  
at the Champs Elysee  
**396K  
VIEWS**



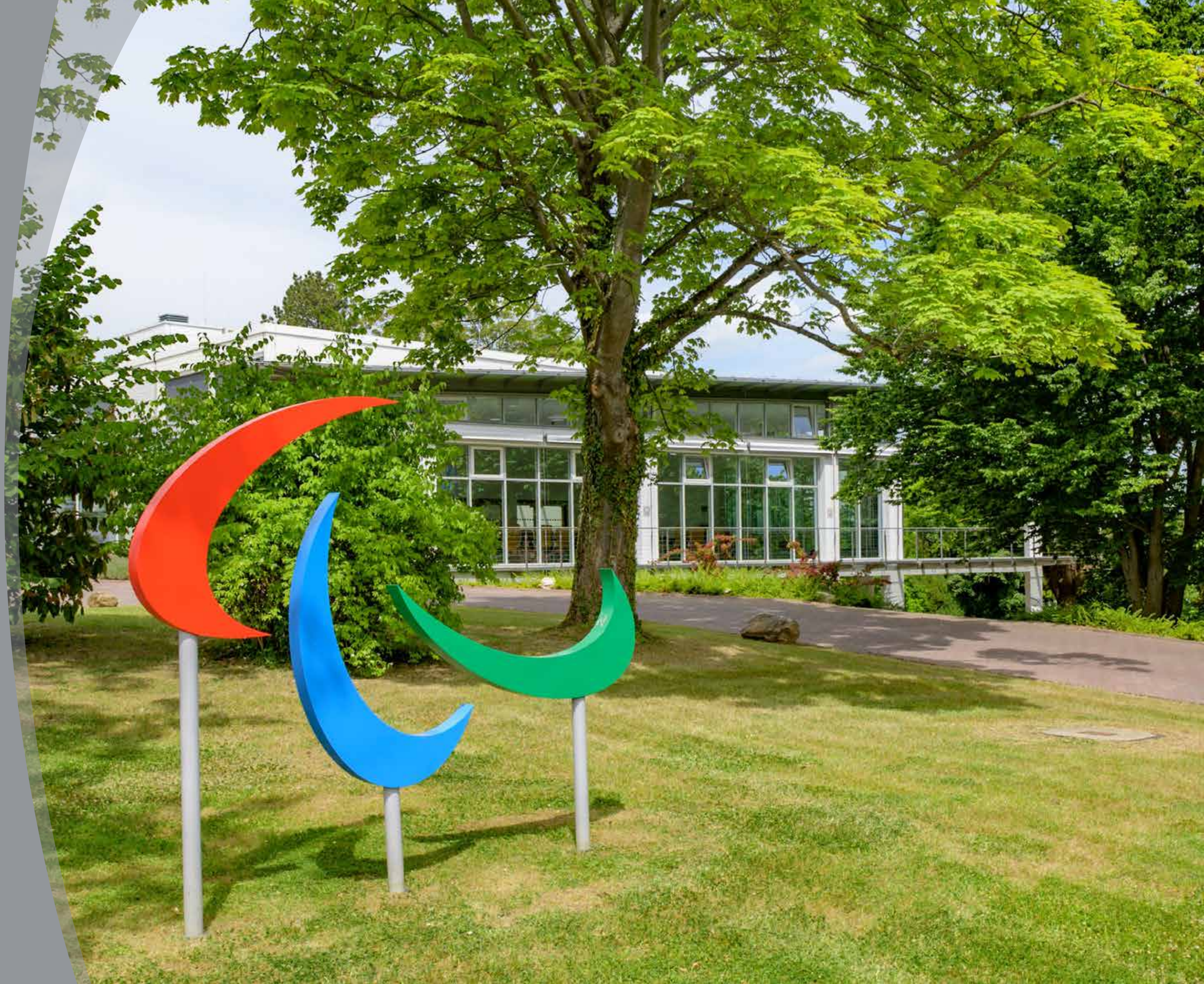
LIVE with Aruba's  
Para taekwondo athlete  
Elliott Loonstra  
**91.8K  
VIEWS**





# 4.

**CONTINUE TO BUILD  
A PROFESSIONAL  
ORGANISATION  
THAT RIGOROUSLY  
PURSUES  
EXCELLENCE IN  
SERVICE OF  
THE PARALYMPIC  
MOVEMENT**





# A NEW ERA FOR TEAM IPC

The IPC began a new chapter in its short but illustrious history on Monday 22 April 2024 when it moved into its new headquarters.



Following five years of extensive renovations to make it one of the most accessible office spaces in Germany, Team IPC moved into its new home at the former State Representation building. Located next to the river Rhine and adjacent to the former parliamentary district and the UN Campus, the IPC's new headquarters is approximately 500m from its former home in Bonn.

Resulting from significant efforts by the State Government of North Rhine-Westphalia (NRW), the new Campus boasts an array of accessible and inclusive features. This includes 157 fully accessible workstations, six

elevators, accessible bathrooms, and mini kitchens throughout the building on every floor, automatic doors for ease of access, and tactile paving – including throughout the garden – for those with a vision impairment.

Having outgrown its previous home some years ago, leading to IPC departments working across several buildings in Bonn, April's move marked the first time in over a decade that the whole of Team IPC was able to work under the same roof. As a result, the move had an instant impact on team morale, productivity and inter-team co-operation.

With the new Campus boasting a fully accessible 170-seat auditorium, the move has also enabled the IPC to bring several events in-house. In October, nearly 150 classification experts from across the Paralympic Movement attended the Annual Classification Meeting.

The IPC's move to new headquarters was made possible thanks to the combined efforts of the State Government of NRW, City of Bonn, and Federal Ministry of the Interior and Community.



“Our new fully accessible headquarters marks the start of a new era for Team IPC and has had an immediate impact that is benefiting how we do business each day.”

**Dr Mike Peters** **PLY**, IPC CEO





# IPC EMBRACING STRENGTH IN DIVERSITY

As part of efforts to advance as a diverse and inclusive high-performance organisation, the IPC continues to provide opportunities for women to progress their careers and athletes to pursue opportunities on and off the field of play.

## DEVELOPING WOMEN LEADERS

Since 2020, the number of women to hold positions at manager, head, director, and Chief level at the IPC has increased by 19 percent. By the end of 2024, 50 percent at the C-suite level and 66 percent at director level were women.

To develop and nurture this talent, the IPC enrolls two team members each year in the Women's Sport Leadership Academy (WSLA). Established in 2014, WSLA provides unique development opportunities for women leaders from around the world to step up, take the lead and make an impact.

In September, Davina Makhan, IPC Membership Engagement Senior Manager, and Michelle Laflamme, World Para Ice Hockey Senior Manager, became the ninth and tenth Team IPC members since 2018 to graduate from WSLA.

## TEAM IPC MEMBERS LINE-UP IN PARIS

While much of Team IPC was in Paris to deliver the Paralympic Games, three Team IPC members were there to compete as athletes at the highest level in front of packed crowds and billions of TV viewers.

In Para swimming, Daniela Gimenez, a World Para Swimming Event Co-ordinator, and Alejandra Aybar, an IPC Membership Programmes Co-ordinator, lined up for Argentina and Dominican Republic respectively, while IPC Impact Manager Christian Olsen competed for Denmark in Para athletics.



“Paris 2024 was extra special because it was my last Games as a Para swimmer and my first as an IPC team member. I had the greatest time being allowed to be a part of both worlds. I'm a lucky girl.”

**Daniela Gimenez**, World Para Swimming Event Co-ordinator

“Taking part in the Women in Sport Leadership Academy 2024 was an incredibly enriching and transformative experience that exceeded my expectations. The sessions were thoughtfully designed, combining practical leadership skills with inspiring discussions on overcoming barriers women often face in sports leadership.”

**Davina Makhan**, IPC Membership Engagement Senior Manager

“The sense of simultaneously living out many dreams – swimming at the Paralympics, working at the IPC, and pursuing my life's passion, 'sport development' – is indescribable.”

**Alejandra Aybar**, IPC Membership Programmes Co-ordinator

“Attending WSLA has truly been the best professional development programme I've participated in. The academy provided a safe, supportive and empowering environment where I gained essential leadership skills that I believe will benefit me both personally and professionally for years to come.”

**Michelle Laflamme**, World Para Ice Hockey Senior Manager

“The Paris Games were my second time having the honour to compete, but my first also being an IPC staff member. The dual perspective only enhanced the experience and the sense of importance.”

**Christian Olsen**, IPC Impact Manager



# ENSURING A MORE INCLUSIVE WORKPLACE FOR ALL

The IPC's Disability Employee Resource Group aims to create a more inclusive work environment.

As part of the IPC's move into a new headquarters, the organisation's Disability Employee Resource Group (ERG) played an integral role in the lead-up ensuring the premises lived up to its billing as one of the most accessible offices in Germany.

Over a period of several years, members of the group reviewed construction plans and conducted numerous site visits of the new headquarters, providing feedback to the architect and IPC project manager on what changes should be made to guarantee a barrier-free experience for employees and visitors.

The group also provided advice on the types of furniture and equipment that should be purchased to ensure that all employees with disabilities could thrive in the workplace. Amongst other things, this valuable counsel led to the width of all doorframes being increased to aid mobility for wheelchair users, the purchase and installation of height adjustable desks and the availability of non-spill mugs in all kitchens. Guidance was also given with regards to accessible equipment for the new on-site gym that benefits all Team IPC members.

Established in 2019, the IPC's Disability ERG consists of nine Team IPC members. The group creates a space for employees with disabilities to connect, share experiences, and advocate for their needs. The intended purpose of the group is to create a more accessible and inclusive work environment for all.

Away from April's office move, ahead of the Paris 2024 Paralympic Games, the IPC's Disability ERG supported the organisation of Disability Awareness Training for the entire IPC workforce. The group consulted with theabilitypeople, a British based organisation led by Paralympic swimmer Liz Johnson, who delivered the day-long training sessions.



“The IPC's Disability ERG provides support to employees with disabilities in several ways, from advocacy to resources, support system to sense of community.”

**Daniela Luchina**, Membership Engagement Manager





# FINANCIAL RESULTS





# FINANCIAL RESULTS

Ebner Stolz was appointed by the IPC as independent auditors to conduct a voluntary audit of the annual financial statements for the financial year end 31 December 2024. The audit has not led to any reservations relating to the legal compliance of the annual financial statements.

## MEMBER GRANT PROGRAMMES

Grants totalling EUR 4,163 kEUR were awarded and paid to IPC Members in 2023 and 2024 (2023: 2,192 kEUR; 2024: 1,971 kEUR). All grant awards were (1) independently audited by Hartmann & Partner Steuerberatungsgesellschaft mbB and (2) were deemed by the auditors to be awarded in a manner that presented no anomalies or deviations from expected procedures.

# STATEMENT OF FINANCIAL CONDITION

(as of 31 December 2024)

ASSETS	2020	2021	2022	2023	2024
Fixed Assets	513,243	354,001	418,181	835,552	521,032
Work in progress - services	0	0	0	748,050	512,800
Current Assets	3,068,188	5,334,864	2,677,754	1,154,447	1,741,492
Advance paid	18,351,249	0	0	0	0
Cash and Bank Balances	19,455,968	21,480,405	25,544,915	24,997,310	33,097,380
Prepaid Expenses	667,489	334,449	200,729	254,343	109,916
TOTAL ASSETS	42,056,139	27,503,720	28,841,579	27,989,703	35,982,620

EQUITY AND LIABILITIES	2020	2021	2022	2023	2024
Equity	11,722,552	14,348,880	17,250,177	19,846,660	27,160,435
Provisions	6,368,853	5,785,159	5,863,179	3,320,458	2,272,922
Advance received	20,108,289	328,020	0	0	0
Liabilities	1,195,212	4,136,303	2,992,190	2,319,945	2,325,386
Deferred income	2,661,233	2,905,358	2,736,033	2,502,639	4,223,877
TOTAL EQUITY AND LIABILITIES	42,056,139	27,503,720	28,841,579	27,989,703	35,982,620



# STATEMENT OF INCOME

(as of 31 December 2024)

REVENUE	2023	2024
Membership fees	310,170	310,060
Marketing and Broadcasting / Sponsoring / Fundraising	12,857,240	17,853,481
Grants	3,328,390	4,362,730
Broadcasting	903,045	3,082,728
Corporate Communications, Brand & Engagement and Content (2021 new)	639,441	739,098
Other	1,476,202	1,447,946
Extraordinary income	109,389	1,985,339
Specific Project Funding	797,924	621,690
World Para Sports	5,850,941	4,191,035
TOTAL REVENUE	26,272,743	34,594,107

EXPENSES	2023	2024
Organisational Staff costs	7,400,367	8,170,951
Organisational Overhead expenses	817,284	1,972,523
Depreciation	152,158	161,975
Other	651,538	1,262,119
Extraordinary expenses	1,677,240	1,635,878
Planning contingency	487,383	529,573
Anti-Doping	476,190	559,236
Broadcasting	673,952	886,330
Facility Management (former Campus and Community)	10,436	6,346

EXPENSES	2023	2024
CEO office	26,440	17,444
Classification	290,510	386,208
Corporate Communications, Brand & Engagement and Content	1,323,900	1,039,636
Events	183,482	198,870
Finance	89,994	99,220
Governance Compliance Office (new)	0	1,447
Government relations	7,544	1,073
Human Resources	285,667	268,739
Information Technology (former Transformation & Technology)	87,590	280,163
Impact	15,342	40,600
Legal	661,306	470,116
Medical & Scientific	46,262	32,461
Membership (former Membership Programmes)	3,293,498	3,128,381
Paralympic Games	185,349	346,618
Partnership Services (former Commercial and Partnerships)	94,929	226,760
President's Office & Governing Board	132,796	107,958
World Para Sports Management	265,881	74,504
Department expenses		
Project Expenses	438,329	1,901,961
World Para Sports	3,707,542	3,241,244
Allocation provisions to result provisions	165,000	232,000
Allocation to/ use of earmarked reserves	-58,062	1,212,050
Allocation to/ use of unrestricted reserve	2,674,315	2,351,725
TOTAL EXPENSES	26,264,162	30,844,107
RESULT	8,581	3,750,000



# THANK YOU TO OUR PARALYMPIC PARTNERS

## WORLDWIDE PARALYMPIC PARTNERS



## INSTITUTIONAL PARTNERS



Dahlmannstraße 2, 53113 Bonn, Germany  
Tel. +49 228 2097-200  
[info@paralympic.org](mailto:info@paralympic.org), [www.paralympic.org](http://www.paralympic.org)

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