



IOC ETHICS
COMMISSION

TO : IOC Honorary President
IOC Members
IOC Honorary Members
IOC Honour Member

Lausanne, 31 March 2015

Dear IOC Members,

At the Session in Monaco, by approving the Olympic Agenda 2020 recommendations you underlined the importance of good governance, particularly because of its close relationship with the autonomy of sports organisations.

Among the principles of good governance for sports organisations, transparency is certainly one of the most important.

It is the IOC's responsibility to apply this to its own governance and, as stated in recommendation 29, to increase the transparency of its management.

Your wish for greater transparency has been reflected in the IOC's presentation of its finances using the highest international standards (the International Financial Reporting Standards). It must also be reflected in all other aspects of the IOC's management, particularly with regard to the policy on the indemnities allocated to IOC members.

Following the Ethics Commission Chairman's proposal, at its meeting in Rio de Janeiro from 26 to 28 February 2015, the IOC Executive Board approved an Indemnity Policy for IOC members. You will find this document enclosed with this letter.

At its meeting in Lausanne on 23 March 2015, with a view to ensuring total transparency, the Ethics Commission also advised the IOC President to make this document public as soon as possible, without waiting for the IOC's annual report to be published.

The IOC Ethics Commission invites all the sports organisations of the Olympic Movement to establish a similar policy and make this public, in order to increase transparency within the sports movement.

I would be happy to provide you with any additional information in this regard and remain,

Yours sincerely,

Youssoupha Ndiaye
Chairman of the IOC Ethics Commission



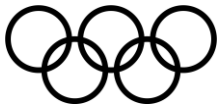
INTERNATIONAL
OLYMPIC
COMMITTEE

Agenda 2020 - Recommendation 29 Increase Transparency - IOC Indemnity Policy

Rio de Janeiro, 26-28 February 2015

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1. Principles

The Olympic Agenda 2020 emphasises the importance of good governance, specifically as it is linked to the autonomy of sports organisations.

Among the Basic Principles of Good Governance for Sports Organisations, transparency is one of the most important and it is the IOC's responsibility to implement within its own governance, as provided by recommendation 29 "Increase Transparency". One of these domains is the indemnity policy with regard to the IOC members. Therefore, the IOC has agreed to publish the indemnity policy for IOC members and the IOC President.

This policy is in line with the legal status of the IOC as a not-for-profit organisation and the whole spirit of the Olympic Charter. The IOC members including the IOC President are volunteers.

Upon request by the IOC members (following a simple process), some of the personal administrative expenses related to the execution of the respective functions within the IOC are compensated by fixed amounts. This amount varies in relation to the various functions.

Travel and accommodation expenses during the execution of the IOC member's functions are covered by the IOC.

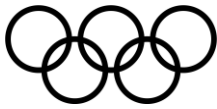
2. Implementation

Below lays out the proposal for the IOC members and IOC President Indemnity policy:

IOC members and IOC honorary members

- Annual administrative support USD 7'000.-
- Daily indemnity for the IOC members for all types of meetings (commission, Session, Olympic Games – To cover the time of travel, the day before and after the meetings are compensated) USD 450.-
- Daily indemnity for the IOC Commission Chair for their own Commission meetings (to cover the time of travel, the day before and after the meetings are compensated) USD 2 x 450.-
- Daily indemnity for the IOC Executive Board members for the Executive Board meetings (to cover the time of travel, the day before and after the meetings are compensated) USD 2 x 450.-

The respective indemnities can be allocated by the President when he requests a member for a special mission.



IOC President

Like all IOC Members the President is a volunteer. Therefore the IOC has and is applying the principle that on the one hand the President should not financially benefit from his position, and on the other hand that he should not have to finance activities related to his function from his personal savings.

In line with this principle, and to increase transparency following the recommendations of Olympic Agenda 2020, the IOC Ethics Commission proposes:

The IOC President will be treated in the same way and entitled to the same indemnity as the Executive Board members during the meetings of the Executive Board and as any IOC EB member during the Olympic Games.

According to the obligations and rights attributed to him in the Olympic Charter, the IOC President has the function of an Executive President. Therefore, the President is on a mission for the IOC 365 days a year. In line with past practices and like all the other IOC members, the IOC President receives an indemnity to partially cover his expenses. For the sake of transparency the indemnity will now come from one single source.

The President will receive neither the fixed annual support nor the daily indemnity related to all commission meetings or other missions that he is entitled to as IOC member.

Instead of this, to cover some of the President's personal costs related to the execution of his function, the ethics commission is fixing a single annual fixed amount linked to inflation of Euro 225,000.- as indemnity.

This procedure will lead to savings for the IOC and to transparency.

Rio de Janeiro, 26-28 February 2015
Youssoupha Ndiaye
Chair of the IOC Ethics Commission