

Appendix: Disclosures related to US IRS Form 990

World Vision International is not required to file the United States Internal Revenue Service Form 990 'information return' filed by most US-registered tax-exempt organisations, but elects voluntarily to disclose similar information in this report. Note that our microfinance subsidiary, VisionFund International, does file a Form 990, and our US fundraising affiliate, World Vision Inc., voluntarily files a Form 990 for the benefit of its US donors.

Governance

Q. What is the total number of voting members of the governing body at the end of the tax year? Are there material differences in voting rights among members of the governing body, or did the governing body delegate broad authority to an executive committee or similar committee? How many voting members are independent?

A. There are 24 board members, 23 of whom are independent. The World Vision International (WVI) board has delegated broad authority to its Executive Committee to handle routine matters between regular full-board meetings and to provide flexibility if the full board, with members from many countries, cannot be quickly assembled. But in practice the Executive Committee rarely uses its full authority, and all of its actions are visible to and under the ultimate oversight of the full board.

Q. Did any officer, director, trustee or key employee have a family relationship or a business relationship with any other officer, director, trustee or key employee?

A. Not to our knowledge.

Q. Did the organisation delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees or key employees to a management company or other person?

A. No.

Q. Did the organisation make any significant changes to its governing documents since last year?

A. No.

Q. Did the organisation become aware during the year of a significant diversion of the organisation's assets?

A. See World Vision's Accountability Report at www.wvi.org/accountability for a summary of fraud losses, including microfinance entities affiliated with VisionFund

International (WVI's microfinance subsidiary). As the Form 990 is not filed on a consolidated basis, a Form 990 will not include diversions of assets that occurred in affiliated entities outside of the corporate entity WVI (or VisionFund International for VFI's Form 990). Some of the incidents reported in the main report occurred in such affiliated entities.

Q. Does the organisation have members or stockholders?

A. Yes, the voting members of the World Vision International Council are the members of WVI.

Q. Does the organisation have members, stockholders or other persons who had the power to elect or appoint one or more members of the governing body?

A. Yes.

Q. Are there any governance decisions of the organisation reserved to (or subject to approval by) members, stockholders or persons other than the governing body?

A. Yes, the World Vision International Council must approve certain high-level amendments to the Bylaws and Articles of Incorporation.

Q. Did the organisation contemporaneously document the meetings held or written actions undertaken during the year by (a) the governing body and (b) each committee with authority to act on behalf of the governing body?

A. Yes.

Q. Are there any officers, directors, trustees or key employees who cannot be reached at the organisation's mailing address?

A. No.

Compensation

Q. Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data and contemporaneous substantiation of the deliberation and decision: CEO, executive director, top management, other officers or key employees?

A. Yes.

Q. Was a loan to or by a current or former officer, director, trustee, key employee, highest-compensated employee or disqualified person outstanding as of the organisation's tax year?

A. No.

Q. Were any employees or independent contractors paid over \$100,000?

A. Yes. For each category, the total number and top five are listed in tables 1 and 2 below.

Policies and practices

Q. Does the organisation have local chapters, branches or affiliates?

A. No. However, it does have affiliated national entities in various countries around the world. For more information, please see Footnote 1 to the 'World Vision International and Consolidated Affiliates Financial Statements' available on wvi.org.

Q. Does the organisation have a written conflict-of-interest policy?

A. Yes.

Q. Are officers, directors or trustees, and key employees required by the policy to disclose annually interests that could give rise to conflicts?

A. Yes.

Q. Does the organisation regularly and consistently monitor and enforce compliance with the policy?

A. Yes. Annual disclosure forms are reviewed, and employees are reminded of the policy. Potential conflicts are disclosed and addressed when they arise.

Q. Does the organisation have a written whistle-blower policy?

A. Yes. The Integrity and Protection (whistle-blower) Hotline Policy is available at https://www.wvi.org/sites/default/files/2023-02/WVIManagementPolicy_IntegrityandProtectionHotline_1.pdf

Q. Does the organisation have a written Document Retention and Destruction Policy?

A. WVI has various policies and standards for document and information management but does not have a single comprehensive document retention and destruction policy that covers both hard documents and electronic information.

Q. Did the organisation invest in, contribute assets to or participate in a joint venture or similar arrangement with a taxable entity during the year? And if so, has the

organisation adopted a written policy or procedure requiring the organisation to evaluate its participation in joint-venture arrangements under applicable US federal tax law and taken steps to safeguard the organisation's exempt status with respect to such arrangements?

A. Most of the World Vision-affiliated and World Vision-supported microfinance institutions in other countries are considered taxable entities under the laws of their respective countries. WVI considers support for such microfinance institutions to be consistent with WVI's US exempt purposes and status, as affirmed by the IRS's recognition of 501-c-3 exempt status for WVI's microfinance supporting subsidiary, VisionFund International (VFI). WVI and VFI have policies and procedures to help ensure that the activities of World Vision-affiliated microfinance institutions remain within WVI's exempt purposes. Other than with these affiliated microfinance entities, there are no joint ventures or similar arrangements with taxable entities.

Q. Does the organisation engage in lobbying activities?

A. No, not as lobbying activities are defined under US federal tax law, although WVI does engage in general advocacy activities.

Q. Describe whether – and if so, how – the organisation makes its governing documents, conflict-of-interest policy and financial statements available to the public.

A. They are provided upon request.

Disclosure

The organisation's books and records are under the supervision of Chief Administrative and Financial Officer Stephen Lockley and are assembled primarily at World Vision International, 800 West Chestnut Avenue, Monrovia, CA 91016, USA.

Financial statements

The World Vision International consolidated financial statements for the year ended 30 September 2023 will be available at <http://www.wvi.org/accountability>. These financial statements were audited by independent accountants. The amounts presented in the financial statements differ from those in this report because certain World Vision-branded entities are not consolidated in the World Vision International financial statements for accounting purposes but are included here. For more information about consolidated entities, see Footnote 1 of the 'World Vision International and Consolidated Affiliates Financial Statements'.

Table 1: Five highest-compensated World Vision International executives in 2023

Name and title	Location and status	Base gross salary	Local allowances	Ongoing expatriate allowances	Other benefits	Total
Andrew Morley, President & Chief Executive Officer	UK local	£416,304	£10,151		£52,190	£478,646
Jean Baptiste Kamate, Chief Field Operations Office	UK expatriate	£210,858	£2,765	£72,232	£22,639	£308,494
Cameron Bailey, Chief Strategy Realisation Officer	Canada local	£220,379	£234		£10,082	£230,692
Stephen Lockley, Chief Administrative & Finance Officer	UK local	£199,928	£152		£19,663	£219,743
Marcus Frost, Chief Marketing & Communications Officer	UK local	£176,729	£2,438		£22,650	£201,817
Kristin Anderson, Chief People & Culture Officer (Separated in July)	UK expatriate	£152,524	£21,151	£36,995	£17,327	£227,997

There were 294 employees with salaries greater than US\$100,000 in 2023 including the executives mentioned above.

Table 2 lists the five independent contractors with the highest payments; these were among 85 who were paid over \$100,000 for services during 2023 (this does not include payments for software as a service).

Table 2: Five independent contractors with the highest payments in 2023

Each of the following contractors received more than US\$1 million in payment.

	Supplier	Address	Types of services
1	Workday, Inc.	6110 Stoneridge Mall Road Pleasanton, 94588 United States	Licence Fees for Workday
2	COGNIZANT WORLDWIDE LIMITED	1 Kingdom Street Paddington Central London, W2 6BD United Kingdom	Providing IT developing / testing and data management
3	Collaborative Solutions LLC	11190 SUNRISE VALLEY DRIVE RESTON, 20191 United States	Workday (HRIS) Implementing partner, providing support in implementation in terms of organisation, functionality, data conversion, integrations, reports, change management, and training
4	AMAZON WEB SERVICES INC	PO BOX 84023 SEATTLE, 98063 United States	Cloud computing platform that hosts WVI data
5	Salesforce Inc	Salesforce Twr 415 Mission San Francisco, 94105 United States	Implementation and Assurant services of Salesforce Non-profit Cloud platform