

990

Return of Organization Exempt From Income Tax

OMB No. 1545-

0047 2022

Open to Public Inspection

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundation): Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury Internal Revenue Service

A For the 2022 calendar year, or tax year beginning 07-01-2022, and ending 06-30-2023

- B Check if applicable: Address change, Name change, Initial return, Final return/terminated, Amended return, Application pending

C Name of organization: WORLD ECONOMIC FORUM, % ALOIS ZWINGGI, Doing business as, Number and street (or P.O. box if mail is not delivered to street address) Room/suite: 91-93 ROUTE DE LA CAPITE, City or town, state or province, country, and ZIP or foreign postal code: COLOGNY, GENEVA CH-1223 Switzerland

D Employer identification number: 98-0459408, E Telephone number: (022) 869-1212, G Gross receipts \$ 534,291,953

F Name and address of principal officer: ALOIS ZWINGGI, 91-93 ROUTE DE LA CAPITE, COLOGNY, GENEVA CH-1223 SZ

H(a) Is this a group return for subordinates? No, H(b) Are all subordinates included? No, H(c) Group exemption number

I Tax-exempt status: 501(c)(3), 501(c)(6) (insert no.), 4947(a)(1) or 527

J Website: www.weforum.org

K Form of organization: Corporation, Trust, Association, Other

L Year of formation: 1971, M State of legal domicile: SZ

Part I Summary

1 Briefly describe the organization's mission or most significant activities: THE WORLD ECONOMIC FORUM, COMMITTED TO IMPROVING THE STATE OF THE WORLD, IS THE INTERNATIONAL ORGANIZATION FOR PUBLIC-PRIVATE COOPERATION.

Table with 2 columns: Description, Amount. Rows include: 2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets., 3 Number of voting members of the governing body (27), 4 Number of independent voting members of the governing body (25), 5 Total number of individuals employed in calendar year 2022 (280), 6 Total number of volunteers (29), 7a Total unrelated business revenue from Part VIII, column (C), line 12 (0), 7b Net unrelated business taxable income from Form 990-T, Part I, line 11

Table with 3 columns: Description, Prior Year, Current Year. Rows include: 8 Contributions and grants (51,328,911 / 56,236,375), 9 Program service revenue (299,125,767 / 331,396,279), 10 Investment income (12,726,025 / 8,824,007), 11 Other revenue (7,236,039 / 5,099,929), 12 Total revenue—add lines 8 through 11 (370,416,742 / 401,556,590)

Table with 3 columns: Description, Prior Year, Current Year. Rows include: 13 Grants and similar amounts paid (0 / 0), 14 Benefits paid to or for members (0 / 0), 15 Salaries, other compensation, employee benefits (147,805,289 / 175,766,928), 16a Professional fundraising fees (0 / 0), 16b Total fundraising expenses (0 / 0), 17 Other expenses (167,175,593 / 206,210,369), 18 Total expenses. Add lines 13-17 (314,980,882 / 381,977,297), 19 Revenue less expenses. Subtract line 18 from line 12 (55,435,860 / 19,579,293)

Table with 3 columns: Description, Beginning of Current Year, End of Year. Rows include: 20 Total assets (768,372,322 / 837,061,937), 21 Total liabilities (341,416,253 / 371,370,824), 22 Net assets or fund balances. Subtract line 21 from line 20 (426,956,069 / 465,691,113)

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here: Signature of officer: ALOIS ZWINGGI MANAGING DIRECTOR, Date: 2024-05-07

Paid Preparer Use Only: Print/Type preparer's name, Preparer's signature, Date: 2024-05-06, Check if self-employed, PTIN: P01441362, Firm's name: PWC US TAX LLP, Firm's EIN, Firm's address: 300 MADISON AVENUE, NEW YORK, NY 10017, Phone no. (646) 471-3000

May the IRS discuss this return with the preparer shown above? See Instructions. Yes No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III [X]

1 Briefly describe the organization's mission:

SEE SCHEDULE O

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ including grants of \$) (Revenue \$) MEETINGS THE FORUM HOSTS A VARIETY OF MEETINGS ON AN ANNUAL BASIS INCLUDING THE ANNUAL MEETING IN DAVOS, AN ANNUAL MEETING OF NEW CHAMPIONS IN CHINA, AND MULTIPLE REGIONAL MEETINGS AROUND THE WORLD. THE FORUM'S ANNUAL MEETING IN DAVOS IS AN INTERNATIONALLY RECOGNIZED EVENT THAT BRINGS TOGETHER MANY OF THE WORLD'S TOP BUSINESS LEADERS - INCLUDING THE CEO'S OF ITS 1,000 MEMBER COMPANIES - AS WELL AS POLITICAL LEADERS, RELIGIOUS LEADERS, NGO REPRESENTATIVES, INTELLECTUALS, AND JOURNALISTS. IN ADDITION, THE FORUM HOSTS ANNUAL AND REGIONAL MEETINGS AND ORGANIZES OTHER MEETINGS ON VARIOUS BUSINESS-RELATED TOPICS.

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$) BUSINESS NETWORKS AND INITIATIVES THE FORUM HAS DEVELOPED A NUMBER OF PARTNERSHIP NETWORKS THAT ARE DESIGNED TO LINK BUSINESSES BASED ON DIFFERENT CHARACTERISTICS, SUCH AS REGION OR INDUSTRY. ADDITIONALLY, THE FORUM SPONSORS INITIATIVES THAT ENCOURAGE PUBLIC-PRIVATE PARTNERSHIPS TO TACKLE GLOBAL ISSUES.

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$) REPORTS THE FORUM CONDUCTS RESEARCH AND ISSUES SUBSTANTIVE REPORTS AND WHITEPAPERS THAT FOCUS ON THE INTERSECTIONS BETWEEN GEOPOLITICS, ECONOMICS, TECHNOLOGY, AND SOCIETY. THE RESEARCH ACTIVITIES HAVE INCLUDED ECONOMIC COMPETITIVENESS, GLOBAL RISKS, GENDER PARITY, AND SECURITY, EMPHASIZING BENCHMARKING STRATEGIC FORESIGHT, AND SHARING BEST PRACTICES.

4d Other program services (Describe in Schedule O.) (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses ▶

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 1 through 21, with sub-questions 11a-e and 12a-b. Questions cover topics like organizational type, lobbying, donor funds, and fundraising activities.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 22 through 38 regarding tax-exempt bond issues, excess benefit transactions, and other IRS filings.

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and gaming winnings.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return 2a 280
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? 2b Yes
3a Did the organization have unrelated business gross income of \$1,000 or more during the year? 3a No
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O 3b
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? 4a Yes
b If "Yes," enter the name of the foreign country: CH, IN, JA, SZ
See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? 5a No
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? 5b No
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T? 5c
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? 6a No
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? 6b
7 Organizations that may receive deductible contributions under section 170(c).
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? 7a
b If "Yes," did the organization notify the donor of the value of the goods or services provided? 7b
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? 7c
d If "Yes," indicate the number of Forms 8282 filed during the year 7d
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? 7e
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? 7f
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? 7g
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? 7h
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? 8
9 Sponsoring organizations maintaining donor advised funds.
a Did the sponsoring organization make any taxable distributions under section 4966? 9a
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? 9b
10 Section 501(c)(7) organizations. Enter:
a Initiation fees and capital contributions included on Part VIII, line 12 10a
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b
11 Section 501(c)(12) organizations. Enter:
a Gross income from members or shareholders 11a
b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.) 11b
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? 12a
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year. 12b
13 Section 501(c)(29) qualified nonprofit health insurance issuers.
a Is the organization licensed to issue qualified health plans in more than one state? 13a
Note. See the instructions for additional information the organization must report on Schedule O.
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans 13b
c Enter the amount of reserves on hand 13c
14a Did the organization receive any payments for indoor tanning services during the tax year? 14a No
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O 14b
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? 15 No
16 If the organization is a trust, did it file Form 720, Schedule E, to report the section 4968 excise tax on net investment income? 16 No
17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? 17
If "Yes," complete Form 6069.

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members... 1b Enter the number of voting members included... 2 Did any officer, director, trustee, or key employee have a family relationship... 3 Did the organization delegate control over management duties... 4 Did the organization make any significant changes to its governing documents... 5 Did the organization become aware during the year of a significant diversion of the organization's assets... 6 Did the organization have members or stockholders... 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body... 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body... 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 8a The governing body? 8b Each committee with authority to act on behalf of the governing body? 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O.

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates? 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? 11b Describe on Schedule O the process, if any, used by the organization to review this Form 990. 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done 13 Did the organization have a written whistleblower policy? 14 Did the organization have a written document retention and destruction policy? 15 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? 15a The organization's CEO, Executive Director, or top management official 15b Other officers or key employees of the organization If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions. 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

Table with 3 columns: Question, Yes, No. Rows include: 17 List the states with which a copy of this Form 990 is required to be filed CA 18 Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. Own website Another's website Upon request Other (explain in Schedule O) 19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year. 20 State the name, address, and telephone number of the person who possesses the organization's books and records: ALOIS ZWINGGI 91-93 ROUTE DE LA CAPITE CH-1223 , COLOGNY/GENEVA SZ

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."

- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee			
(1) BORGE BRENDE PRESIDENT OF MANAGING BOARD	40.0 0.0			X			1,376,903	0	243,102
(2) KLAUS SCHWAB FOUNDER AND EXECUTIVE CHAIRMAN	40.0 0.0	X		X			1,047,121	0	83,025
(3) JEREMY JURGENS MANAGING DIRECTOR	40.0 0.0			X			942,408	0	183,638
(4) GIM HUAY NEO MANAGING DIRECTOR	40.0 0.0			X			855,750	0	159,269
(5) ALOIS ZWINGGI MANAGING DIRECTOR	40.0 0.0			X			803,394	0	170,294
(6) ADRIAN MONCK MANAGING DIRECTOR	40.0 0.0			X			794,367	0	169,737
(7) OLIVIER SCHWAB MANAGING DIRECTOR	40.0 0.0			X			785,340	0	163,652
(8) JULIEN GATTONI MANAGING DIRECTOR	40.0 0.0			X			785,340	0	154,781
(9) SAADIA ZAHIDI MANAGING DIRECTOR	40.0 0.0			X			803,394	0	134,389
(10) SARITA NAYYAR MANAGING DIR. TIL 05/15/23	40.0 0.0			X			747,571	0	62,388
(11) MIREK DUSEK MANAGING DIRECTOR	40.0 0.0			X			544,300	0	97,435
(12) ROBERTO BOCCA HEAD FUTURE ENERGY & MATERIAL	40.0 0.0					X	513,089	0	118,286
(13) LEE HOWELL FORMER MANAGING DIRECTOR	0.0 0.0					X	554,974	0	62,981
(14) EMMA BENAMEUR Head of Impact & Engagement	40.0 0.0					X	485,638	0	102,517
(15) MATTHEW BLAKE HEAD OF CENTRE FIN & MON SYSTM	40.0 0.0					X	491,231	0	68,523
(16) PAUL SMYKE HEAD OF REGIONAL AGENDA - NA	40.0 0.0					X	500,007	0	57,065
(17) NICOLE CHRISTINE PORT CHIEF LEGAL OFFICER	40.0 0.0					X	476,193	0	57,562

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee			
(18) MEL ROGERS HEAD OF STRATEGIC AFFAIRS	40.0 0.0				X		403,644	0	87,224
(19) STEPHAN RUIZ HEAD GROUP CONTROL,FINANCE,OPP	40.0 0.0				X		415,373	0	75,339
(20) MAKIKO EDA CHIEF REP. OFFICER, JAPAN	40.0 0.0				X		389,194	0	12,723
(21) LIMING CHEN CHIEF REP. OFFICER	40.0 0.0				X		250,148	0	0
(22) PETER MAURER BOARD MEMBER TIL 08/26/22	1.25 0.0	X					89,068	0	0
(23) MUKESH D AMBANI BOARD MEMBER	1.25 0.0	X					0	0	0
(24) MARC R BENIOFF BOARD MEMBER	1.25 0.0	X					0	0	0
(25) PETER BRABECK-LETMATHE VICE-CHAIRMAN	1.25 0.0	X					0	0	0
(26) MARK CARNEY BOARD MEMBER TIL 08/26/22	1.25 0.0	X					0	0	0
(27) ORIT GADIESH BOARD MEMBER	1.25 0.0	X					0	0	0
(28) AL GORE BOARD MEMBER	1.25 0.0	X					0	0	0
(29) CHRISTINE LAGARDE BOARD MEMBER	1.25 0.0	X					0	0	0
(30) MIN ZHU BOARD MEMBER	1.25 0.0	X					0	0	0
(31) LUIS ALBERTO MORENO BOARD MEMBER TIL 08/26/22	1.25 0.0	X					0	0	0
(32) HM QUEEN RANIA AL ABDULLAH BOARD MEMBER	1.25 0.0	X					0	0	0
(33) JIM HAGEMANN SNABE BOARD MEMBER	1.25 0.0	X					0	0	0
(34) HEIZO TAKENAKA BOARD MEMBER	1.25 0.0	X					0	0	0
(35) YO-YO MA BOARD MEMBER	1.25 0.0	X					0	0	0
(36) L RAFAEL REIF BOARD MEMBER TIL 01/20/23	1.25 0.0	X					0	0	0
(37) ANDRE S HOFFMANN BOARD MEMBER	1.25 0.0	X					0	0	0
(38) DAVID RUBENSTEIN BOARD MEMBER	1.25 0.0	X					0	0	0
(39) CHRYSTIA FREELAND BOARD MEMBER	1.25 0.0	X					0	0	0
(40) FABIOLA GIANOTTI BOARD MEMBER	1.25 0.0	X					0	0	0
(41) FEIKE SYBESMA BOARD MEMBER	1.25 0.0	X					0	0	0
(42) KRISTALINA GEORGIEVA BOARD MEMBER	1.25 0.0	X					0	0	0
(43) LAURENCE FINK BOARD MEMBER	1.2 0.0	X					0	0	0
(44) MARK SCHNEIDER BOARD MEMBER	1.25 0.0	X					0	0	0
(45) PATRICE MOTSEPE BOARD MEMBER	1.25 0.0	X					0	0	0
(46) THARMAN SHANMUGARATNAM BOARD MEMBER	1.25 0.0	X					0	0	0
(47) JULIE SWEET BOARD MEMBER	1.25 0.0	X					0	0	0
(48) PAULA INGABIRE BOARD MEMBER	1.25 0.0	X					0	0	0
(49) THOMAS BUBERL BOARD MEMBER	1.25 0.0	X					0	0	0
(50) JOE KAESER BOARD MEMBER	1.25 0.0	X					0	0	0
(51) LUBNA S OLAYAN BOARD MEMBER as of 08/26/22	1.25 0.0	X					0	0	0

1b Sub-Total			
c Total from continuation sheets to Part VII, Section A			
d Total (add lines 1b and 1c)	14,054,447	0	2,263,930

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **629**

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3 Yes	
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	4 Yes	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>	5	No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
PETRA TANOS, 11 BEAUMONT MEWS LONDON, O W1G 6EF UK	CONSULTING SERVICES	244,464
FELIPE CARAZO ORTIZ, CASA 22 - CALLE 152- SAN MIGUEL DE SAN JOSE, O 10201 CS	CONSULTING SERVICES	167,915
ADAM GERSTENMIER, 15215 52nd Avenue Suite 109 TUKWILA, WA 98188	CONSULTING SERVICES	281,305
SLIZYS SIMONAS, VILNIAUS STREET 14 VILNIUS, O LH	VIDEO SERVICES	155,981
JAMES WYLIE, 73 WESTSTAND APARTMENTS LONDON, O N5 1FH UK	CONSULTING SERVIVES	149,306

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **16**

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and Other Similar Amounts				
1a Federated campaigns		1a		
b Membership dues		1b		
c Fundraising events		1c		
d Related organizations		1d		
e Government grants (contributions)		1e	24,758,905	
f All other contributions, gifts, grants, and similar amounts not included above		1f	31,477,470	
g Noncash contributions included in lines 1a - 1f:\$		1g		
h Total. Add lines 1a-1f				56,236,375

Program Service Revenue		Business Code	(A)	(B)	(C)	(D)
2a MEMBERSHIPS		900099	14,720,284	14,720,284		
b PARTICIPATION FEES		900099	41,981,016	41,981,016		
c PARTNERSHIPS		900099	274,694,979	274,694,979		
d						
e						
f All other program service revenue.						
g Total. Add lines 2a-2f.			331,396,279			

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		3,843,082			3,843,082
	4 Income from investment of tax-exempt bond proceeds		0			0
	5 Royalties		409,321			409,321
	6a Gross rents	(i) Real				
	b Less: rental expenses	(ii) Personal				
	c Rental income or (loss)		0	0		
	d Net rental income or (loss)			0		
	7a Gross amount from sales of assets other than inventory	(i) Securities	137,716,288			
	b Less: cost or other basis and sales expenses	(ii) Other	132,735,363			
	c Gain or (loss)		4,980,925			
	d Net gain or (loss)			4,980,925		4,980,925
	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18			0		
	b Less: direct expenses			0		
	c Net income or (loss) from fundraising events			0		
	9a Gross income from gaming activities. See Part IV, line 19			0		
b Less: direct expenses			0			
c Net income or (loss) from gaming activities			0			
10a Gross sales of inventory, less returns and allowances			0			
b Less: cost of goods sold			0			
c Net income or (loss) from sales of inventory			0			

Other Revenue Misc Amt	11a FOREIGN EXCHANGE	Business Code				
		900099	2,349,553			2,349,553
	b OTHER MISCELLANEOUS INCOME	900099	937,628	937,628		
	c CONFERENCE RELATED REVENUES	900099	1,403,427	1,403,427		
	d All other revenue					
	e Total. Add lines 11a-11d			4,690,608		
12 Total revenue. See instructions			401,556,590	333,737,334		11,582,881

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	0			
2 Grants and other assistance to domestic individuals. See Part IV, line 22	0			
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	0			
4 Benefits paid to or for members	0			
5 Compensation of current officers, directors, trustees, and key employees	16,490,260			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	408,169			
7 Other salaries and wages	125,171,659			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	13,407,769			
9 Other employee benefits	18,798,099			
10 Payroll taxes	1,490,972			
11 Fees for services (non-employees):				
a Management	2,670,632			
b Legal	764,594			
c Accounting	787,982			
d Lobbying	0			
e Professional fundraising services. See Part IV, line 17	0			
f Investment management fees	0			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	45,190,213			
12 Advertising and promotion	0			
13 Office expenses	20,591,773			
14 Information technology	22,414,151			
15 Royalties	0			
16 Occupancy	23,450,605			
17 Travel	22,056,686			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0			
19 Conferences, conventions, and meetings	45,560,149			
20 Interest	0			
21 Payments to affiliates	0			
22 Depreciation, depletion, and amortization	15,429,459			
23 Insurance	461,401			
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a OTHER STAFF EXPENSES	6,246,647			
b OTHER EXPENSES	586,077			
c				
d				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	381,977,297			
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part IX

		(A)		(B)
		Beginning of year		End of year
Assets	1 Cash-non-interest-bearing	203,494,650	1	210,477,010
	2 Savings and temporary cash investments	8,519,817	2	11,609,783
	3 Pledges and grants receivable, net	0	3	0
	4 Accounts receivable, net	36,345,480	4	52,149,007
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons	0	5	0
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)	0	6	0
	7 Notes and loans receivable, net	0	7	0
	8 Inventories for sale or use	0	8	0
	9 Prepaid expenses and deferred charges	18,058,516	9	15,936,097
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 200,391,020		
	b Less: accumulated depreciation	10b 77,064,978	120,239,515	10c 123,326,042
	11 Investments—publicly traded securities	371,006,200	11	397,504,361
	12 Investments—other securities. See Part IV, line 11	0	12	1,849,455
	13 Investments—program-related. See Part IV, line 11	0	13	0
	14 Intangible assets	7,596,381	14	17,682,906
	15 Other assets. See Part IV, line 11	3,111,763	15	6,527,276
16 Total assets: Add lines 1 through 15 (must equal line 33)	768,372,322	16	837,061,937	
Liabilities	17 Accounts payable and accrued expenses	69,678,118	17	78,513,814
	18 Grants payable	0	18	0
	19 Deferred revenue	154,324,989	19	170,846,496
	20 Tax-exempt bond liabilities	0	20	0
	21 Escrow or custodial account liability. Complete Part IV of Schedule D	0	21	0
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons	0	22	0
	23 Secured mortgages and notes payable to unrelated third parties	99,498,250	23	105,768,250
	24 Unsecured notes and loans payable to unrelated third parties	0	24	0
25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D	17,914,896	25	16,242,264	
26 Total liabilities. Add lines 17 through 25	341,416,253	26	371,370,824	
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	426,956,069	27	465,691,113
	28 Net assets with donor restrictions	0	28	0
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	426,956,069	32	465,691,113
33 Total liabilities and net assets/fund balances	768,372,322	33	837,061,937	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	401,556,590
2	Total expenses (must equal Part IX, column (A), line 25)	2	381,977,297
3	Revenue less expenses. Subtract line 2 from line 1	3	19,579,293
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	426,956,069
5	Net unrealized gains (losses) on investments	5	-6,181,449
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	25,337,200
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	465,691,113

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
2b	Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	Yes	
2c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		No
3b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

Additional Data

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Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

Schedule B

Schedule of Contributors

OMB No. 1545-0047

(Form 990)
Department of the Treasury
Internal Revenue Service

▶ **Attach to Form 990, 990-EZ, or 990-PF.**
▶ Go to www.irs.gov/Form990 for the latest information.

2022

Name of the organization
WORLD ECONOMIC FORUM

Employer identification number
98-0459408

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

- 501(c)() (enter number) organization
- 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation
- 527 political organization

Form 990-PF

- 501(c)(3) exempt private foundation
- 4947(a)(1) nonexempt charitable trust treated as a private foundation
- 501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

- For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or other property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

- For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33¹/₃% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000 or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.
- For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.
- For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Name of organization
WORLD ECONOMIC FORUM

Employer identification number
98-0459408

Part I
Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
RESTRICTED		\$ RESTRICTED	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)

Name of organization
WORLD ECONOMIC FORUM

Employer identification number

98-0459408

Part II **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____

Name of organization
WORLD ECONOMIC FORUM

Employer identification number

98-0459408

Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this information once. See instructions.) ► \$ _____

Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____	_____	_____
	_____	_____	_____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____		_____	
_____		_____	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____	_____	_____
	_____	_____	_____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____		_____	
_____		_____	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____	_____	_____
	_____	_____	_____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____		_____	
_____		_____	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____	_____	_____
	_____	_____	_____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____		_____	
_____		_____	

Additional Data

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Supplemental Financial Statements

2022

Open to Public Inspection

Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury Internal Revenue Service

Name of the organization WORLD ECONOMIC FORUM

Employer identification number

98-0459408

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two yes/no questions about donor informed.

Part II Conservation Easements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Table with 2 columns: Description, Held at the End of the Year. Rows include purpose(s) of conservation easements, total number, acreage, and number of easements on historic structures.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Table with 2 columns: Description, Amount. Rows include art collection reporting requirements and revenue/assets for art collection.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
- a** Public exhibition
 - b** Scholarly research
 - c** Preservation for future generations
 - d** Loan or exchange programs
 - e** Other EXHIBITION IN OUR PREMISES
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . . Yes No

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b** If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|--|-----------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b** If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

Part V Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment ▶
 - b** Permanent endowment ▶
 - c** Term endowment ▶
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|--|---------------|----|
| (i) Unrelated organizations | 3a(i) | |
| (ii) Related organizations | 3a(ii) | |
| b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? | 3b | |
- 4** Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		73,682,314		73,682,314
b Buildings		96,196,645	51,646,833	44,549,812
c Leasehold improvements		6,043,818	4,129,950	1,913,868
d Equipment		23,099,353	21,288,195	1,811,158
e Other		1,368,890	0	1,368,890
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c.) . . . ▶				123,326,042

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)		

Part VIII Investments - Program Related.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col.(B) line 13.)		

Part IX Other Assets.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	

Part X Other Liabilities.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	0
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	16,242,264

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	451,105,819
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d	44,421,620	
e	Add lines 2a through 2d		2e	44,421,620
3	Subtract line 2e from line 1		3	406,684,199
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b	-5,127,609	
c	Add lines 4a and 4b		4c	-5,127,609
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	401,556,590

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	451,105,819
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d	69,128,522	
e	Add lines 2a through 2d		2e	69,128,522
3	Subtract line 2e from line 1		3	381,977,297
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	381,977,297

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
FORM 990, SCHEDULE D, PART III, LINE 4	Paintings and sculptures exhibited in our professional premises and without any commercial and / or financial purpose.
FORM 990, SCHEDULE D, PART XI, LINE 2D	IN-KIND CONTRACTS 44,421,620
FORM 990, SCHEDULE D, PART XI, LINE 4B	Reclass realized loss to revenue -5,127,609
FORM 990, SCHEDULE D, PART XII, LINE 2D	IN KIND CONTRACTS 44,421,420 STRATEGIC RESERVES ALLOCATION 13,398,044 UNREALIZED LOSSES 6,181,449 RECLASS REALIZED LOSS TO REVENUE 5,127,609 ----- TOTAL 69,128,522

Additional Data

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Software ID:

Software Version:

2022

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Statement of Activities Outside the United States

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.

▶ Attach to Form 990.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

SCHEDULE F (Form 990)

Department of the Treasury
Internal Revenue Service

Name of the organization
WORLD ECONOMIC FORUM

Employer identification number

98-0459408

Part I General Information on Activities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

- For grantmakers.** Does the organization maintain records to substantiate the amount of its grants or other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No
- For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.
- Activities per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
(1) East Asia and the Pacific	3	60	Maintaining offices		9,084,038
(2) Europe (Including Iceland and Greenland)	1	980	Maintaining offices		240,471,431
(3) South Asia			Program Services	Meeting Report Network	2,065,663
(4) Central America and the Caribbean			Program Services	Meeting Report Network	149,014
(5) East Asia and the Pacific			Program Services	Meeting Report Network	2,433,256
(6) Europe (Including Iceland and Greenland)			Program Services	Meeting Report Network	86,103,171
(7) Middle East and North Africa			Program Services	Meeting Report Network	153,504
(8) North America			Program Services	Meeting Report Network	1,507,263
(9) Russia and the Newly Independent States			Program Services	Meeting Report Network	7,553
(10) South America			Program Services	Meeting Report Network	1,471,486
(11) Sub-Saharan Africa			Program Services	Meeting Report Network	1,742,689
(12) Europe (Including Iceland and Greenland)			Investments		393,648,113
(13)					
(14)					
(15)					
(16)					
(17)					
3a Sub-total	4	1,040			738,837,181
b Total from continuation sheets to Part I					
c Totals (add lines 3a and 3b)	4	1,040			738,837,181

Part II Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)									
(2)									
(3)									
(4)									
(5)									
(6)									
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter

3 Enter total number of other organizations or entities

Part III Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 16.

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* Yes No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* Yes No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)* Yes No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)* . Yes No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* Yes No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990).* Yes No

Additional Data

Software ID:

Software Version:

Schedule J
(Form 990)

Compensation Information

OMB No. 1545-0047

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

- ▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**
- ▶ **Attach to Form 990.**
- ▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

2022

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
WORLD ECONOMIC FORUM

Employer identification number

98-0459408

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|---|--|
| <input checked="" type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input checked="" type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax idemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) |

b If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?

3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|---|---|
| <input type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
| <input checked="" type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input checked="" type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
 - b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?
 - c** Participate in, or receive payment from, an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
 - b** Any related organization?
- If "Yes," on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
 - b** Any related organization?
- If "Yes," on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III.

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1b		No
2	Yes	
4a		No
4b		No
4c		No
5a		
5b		
6a		
6b		
7		
8		
9		

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 KLAUS SCHWAB FOUNDER AND EXECUTIVE CHAIRMAN	(i)	1,047,121				83,025	1,130,146	
	(ii)	-				-	-	
2 ADRIAN MONCK MANAGING DIRECTOR	(i)	794,132		235	100,659	69,078	964,104	
	(ii)	-				-	-	
3 ALOIS ZWINGGI MANAGING DIRECTOR	(i)	803,159		235	100,533	69,761	973,688	
	(ii)	-				-	-	
4 BORGE BRENDE PRESIDENT OF MANAGING BOARD	(i)	1,376,668		235	128,243	114,859	1,620,005	
	(ii)	-				-	-	
5 JEREMY JURGENS MANAGING DIRECTOR	(i)	942,173		235	103,351	80,287	1,126,046	
	(ii)	-				-	-	
6 JULIEN GATTONI MANAGING DIRECTOR	(i)	785,105		235	86,387	68,394	940,121	
	(ii)	-				-	-	
7 OLIVIER SCHWAB MANAGING DIRECTOR	(i)	785,183		157	91,602	72,050	948,992	
	(ii)	-				-	-	
8 SARITA NAYYAR MANAGING DIR. TIL 05/15/23	(i)	743,571		4,000	30,500	31,888	809,959	
	(ii)	-				-	-	
9 STEPHAN RUIZ HEAD GROUP CONTROL, FINANCE, OPP	(i)	415,373			30,500	44,839	490,712	
	(ii)	-				-	-	
10 EMMA BENAMEUR Head of Impact & Engagement	(i)	481,638		4,000	53,543	48,974	588,155	
	(ii)	-				-	-	
11 MEL ROGERS HEAD OF STRATEGIC AFFAIRS	(i)	403,152		492	45,283	41,941	490,868	
	(ii)	-				-	-	
12 PAUL SMYKE HEAD OF REGIONAL AGENDA - NA	(i)	495,507		4,500	30,500	26,565	557,072	
	(ii)	-				-	-	
13 ROBERTO BOCCA HEAD FUTURE ENERGY & MATERIAL	(i)	509,084		4,005	66,957	51,329	631,375	
	(ii)	-				-	-	
14 MAKIKO EDA CHIEF REP. OFFICER, JAPAN	(i)	386,067		3,127	5,429	7,294	401,917	
	(ii)	-				-	-	
15 SAADIA ZAHIDI MANAGING DIRECTOR	(i)	803,394			64,628	69,761	937,783	
	(ii)	-				-	-	
16 MATTHEW BLAKE HEAD OF CENTRE FIN & MON SYSTM	(i)	487,731		3,500	30,500	38,023	559,754	
	(ii)	-				-	-	
17 NICOLE CHRISTINE PORT CHIEF LEGAL OFFICER	(i)	475,146		1,047	9,398	48,164	533,755	
	(ii)	-				-	-	
18 GIM HUAY NEO MANAGING DIRECTOR	(i)	803,394		52,356	85,543	73,726	1,015,019	
	(ii)	-				-	-	
19 MIREK DUSEK MANAGING DIRECTOR	(i)	540,112		4,188	44,793	52,642	641,735	
	(ii)	-				-	-	
20 LEE HOWELL FORMER MANAGING DIRECTOR	(i)	397,906		157,068	14,660	48,321	617,955	
	(ii)	-				-	-	
21 LIMING CHEN CHIEF REP. OFFICER	(i)	250,148					250,148	
	(ii)	-				-	-	

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
FORM 990, SCHEDULE J, PART I, LINE 1A	IN EXCEPTIONAL SITUATIONS, THE CHAIRMAN, ACCOMPANIED BY HIS SPOUSE, MAY BE PROVIDED WITH PRIVATE AIR TRAVEL. AS A PUBLIC FIGURE, THESE OCCASIONS ARE INTENDED TO MEET SECURITY OR OPERATIONAL EFFICIENCY REQUIREMENTS. THIS BENEFIT IS NOT TREATED AS TAXABLE COMPENSATION.
FORM 990, SCHEDULE J, PART I, LINE 1B	PER SECTION 3.3 OF THE ORGANIZATION'S TRAVEL AND EXPENSE POLICY, PRIVATE JET TRAVELS ARE ALLOWED FOR THE CHAIRMAN AND THE PRESIDENT OF THE WORLD ECONOMIC FORUM ACCORDING TO THEIR BUSINESS NEEDS.

Additional Data

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Schedule L
(Form 990)

Transactions with Interested Persons

OMB No. 1545-0047

2022

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▶ **Complete if the organization answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.**
▶ **Attach to Form 990 or Form 990-EZ.**

▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

Department of the Treasury
Internal Revenue Service

Name of the organization
WORLD ECONOMIC FORUM

Employer identification number

98-0459408

Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and section 501(c)(29) organizations only).
Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b.

1	(a) Name of disqualified person	(b) Relationship between disqualified person and organization	(c) Description of transaction	(d) Corrected?	
				Yes	No

2 Enter the amount of tax incurred by the organization managers or disqualified persons during the year under section 4958. _____

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization. . . . ▶ \$. ▶ _____

Part II Loans to and/or From Interested Persons.

Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26; or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22

(a) Name of interested person	(b) Relationship with organization	(c) Purpose of loan	(d) Loan to or from the organization?		(e) Original principal amount	(f) Balance due	(g) In default?		(h) Approved by board or committee?		(i) Written agreement?	
			To	From			Yes	No	Yes	No	Yes	No

Total ▶ \$ 0

Part III Grants or Assistance Benefiting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of assistance	(d) Type of assistance	(e) Purpose of assistance

Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
(1) NICOLE SCHWAB	FAMILY MEMBER OF CHAIRMAN	408,169	EMPLOYMENT		No

Part V Supplemental Information

Provide additional information for responses to questions on Schedule L (see instructions).

Return Reference

Explanation

Additional Data

[**Return to Form**](#)

Software ID:
Software Version:

SCHEDULE O
(Form 990)**Supplemental Information to Form 990 or 990-EZ**

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

▶ Go to www.irs.gov/Form990 for the latest information.

2022**Open to Public
Inspection**Department of the Treasury
Internal Revenue ServiceName of the organization
WORLD ECONOMIC FORUM

Employer identification number

98-0459408

Return Reference	Explanation
MISSION STATEMENT - FORM 990, PART III, LINE 1	THE WORLD ECONOMIC FORUM, COMMITTED TO IMPROVING THE STATE OF THE WORLD, IS THE INTERNATIONAL ORGANIZATION FOR PUBLIC-PRIVATE COOPERATION. THE FORUM ENGAGES THE FOREMOST POLITICAL, BUSINESS AND OTHER LEADERS OF SOCIETY TO SHAPE GLOBAL, REGIONAL AND INDUSTRY AGENDAS. IT WAS ESTABLISHED IN 1971 AS A NOT-FOR-PROFIT FOUNDATION AND IS HEADQUARTERED IN GENEVA, SWITZERLAND. IT IS INDEPENDENT, IMPARTIAL AND NOT TIED TO ANY SPECIAL INTERESTS. THE FORUM STRIVES IN ALL ITS EFFORTS TO DEMONSTRATE ENTREPRENEURSHIP IN THE GLOBAL PUBLIC INTEREST WHILE UPHOLDING THE HIGHEST STANDARDS OF GOVERNANCE. MORAL AND INTELLECTUAL INTEGRITY IS AT THE HEART OF EVERYTHING IT DOES. OUR ACTIVITIES ARE SHAPED BY A UNIQUE INSTITUTIONAL CULTURE FOUNDED ON THE STAKEHOLDER THEORY, WHICH ASSERTS THAT AN ORGANIZATION IS ACCOUNTABLE TO ALL PARTS OF SOCIETY. THE INSTITUTION CAREFULLY BLENDS AND BALANCES THE BEST OF MANY KINDS OF ORGANIZATIONS, FROM BOTH THE PUBLIC AND PRIVATE SECTORS, INTERNATIONAL ORGANIZATIONS AND ACADEMIC INSTITUTIONS. RECOGNIZING THAT THE MAJOR GLOBAL CHALLENGES REQUIRE INTERNATIONAL AND INTERDISCIPLINARY COLLABORATION AMONG ALL STAKEHOLDERS OF GLOBAL SOCIETY, THE FORUM INTEGRATES LEADERS FROM BUSINESS, GOVERNMENTS, ACADEMIA AND SOCIETY AT LARGE INTO A GLOBAL COMMUNITY COMMITTED TO IMPROVING THE STATE OF THE WORLD. THE FORUM THUS SERVES THE WORLD'S PREEMINENT LEADERS AS AN INDEPENDENT AND IMPARTIAL PARTNER AND AS A COMPREHENSIVE AND INTEGRATED PLATFORM FOR PUBLIC-PRIVATE COOPERATION. TO ACHIEVE ITS MISSION, THE FORUM ACTS AS A CATALYST FOR THOUGHT LEADERSHIP AND ACTION MAINLY IN THE FORM OF PUBLIC-PRIVATE COOPERATION. FOR THIS PURPOSE, THE FORUM IDENTIFIES ISSUES ON THE GLOBAL, REGIONAL AND INDUSTRY AGENDAS, SEEKS SOLUTIONS AND, WHEREVER POSSIBLE, CREATES PARTNERSHIPS FOR ACTION. THE FORUM ALWAYS ACTS IN THE SPIRIT OF ENTREPRENEURSHIP IN THE GLOBAL PUBLIC INTEREST, COMBINING THE FORCES OF CREATIVE THINKING, INNOVATIVE INITIATIVES AND INTELLECTUAL INTEGRITY WITH THE WILL TO ADVANCE PEACE AND PROSPERITY IN THE WORLD. IN ITS ACTIVITIES, THE FORUM FULLY RESPECTS THE ESSENTIAL ROLE PLAYED BY GOVERNMENTS AND INTERNATIONAL ORGANIZATIONS, IN PARTICULAR BY THE UNITED NATIONS, AS WELL AS BY THEIR VARIOUS AFFILIATED INSTITUTIONS.
FAMILY RELATIONSHIP - FORM 990, PART VI, SECTION A, LINE 2	PROF. KLAUS SCHWAB (CHAIRMAN) AND OLIVIER SCHWAB (MANAGING DIRECTOR) HAVE A FAMILY RELATIONSHIP.
FORM 990 REVIEW PROCESS- FORM 990, PART VI, SECTION B, LINE 11	THE FORM 990 IS PREPARED BY AN INDEPENDENT ACCOUNTING FIRM BASED ON THE INFORMATION PROVIDED BY THE ORGANIZATION'S HEAD OF FINANCE UNDER THE RESPONSIBILITY OF THE CHIEF FINANCIAL OFFICER. IT IS THEN REVIEWED AND APPROVED BY THE CHIEF FINANCIAL OFFICER, AND THEN CIRCULATED TO THE MANAGING BOARD FOR COMMENT BEFORE FILING.
CONFLICT OF INTEREST POLICY-FORM 990, PART VI, SECTION B, LINE 12A	AN ONLINE TRAINING HAS BEEN DEVELOPED AND ASSIGNED TO ALL EMPLOYEES. THE TRAINING IS ON THE CODE OF CONDUCT INTEGRATING THE CONFLICT OF INTEREST TOPIC. CONFLICT OF INTEREST POLICY EMPLOYEES HAVE AN OBLIGATION TO CONDUCT BUSINESS WITHIN GUIDELINES THAT PROHIBIT CONFLICTS OF INTERESTS. A CONFLICT OF INTEREST ARISES WHEN YOUR PERSONAL INTERESTS OR THOSE OF YOUR SPOUSE, CLOSE RELATIVES, PERSONAL RELATIONSHIPS, FRIENDS OR THIRD PARTIES INTERFERE, OR COULD BE PERCEIVED AS INTERFERING, WITH YOUR PROFESSIONAL JUDGMENT, OBJECTIVITY, INDEPENDENCE OR LOYALTY TO THE FORUM. THIS POLICY ESTABLISHES ONLY THE FRAMEWORK WITHIN WHICH THE FORUM WISHES BUSINESS TO OPERATE. FORUM STAFF ARE EXPECTED TO INFORM THE CHIEF HUMAN RESOURCES OFFICER AND/OR THE HEAD OF THE LEGAL DEPARTMENT AS SOON AS IT IS CLEAR THAT A POTENTIAL CONFLICT OF INTEREST WILL ARISE, SO THAT SAFEGUARDS CAN BE ESTABLISHED TO PROTECT ALL PARTIES. PERSONAL GAIN MAY RESULT NOT ONLY IN CASES WHERE AN EMPLOYEE OR RELATIVE HAS A SIGNIFICANT OWNERSHIP IN A FIRM WITH WHICH THE FORUM DOES BUSINESS, BUT ALSO WHEN AN EMPLOYEE OR RELATIVE RECEIVE SUBSTANTIAL GIFT OR SPECIAL CONSIDERATION AS A RESULT OF ANY TRANSACTION OR BUSINESS DEALINGS INVOLVING THE FORUM. WORKING OUTSIDE THE FORUM AND DIRECTORSHIP OUTSIDE THE FORUM ARE SUBJECT TO THE FORUM'S CONFLICT OF INTEREST POLICIES. FORUM STAFF MAY GAIN ACCESS TO CONFIDENTIAL, INSIDER OR NON-PUBLIC INFORMATION REGARDING THE FORUM, THE FORUM MEMBERS, THE FORUM'S CONTRACTORS OR OTHER THIRD PARTIES. SUCH INFORMATION MAY NOT BE DISCLOSED FOR ANY PURPOSE OTHER THAN THAT OF THE FORUM. ALL DISCLOSURES REQUIRED BY THIS POLICY ARE TO BE DECLARED IN WRITING TO THE CHIEF HUMAN RESOURCES OFFICER AND/OR THE HEAD OF THE LEGAL DEPARTMENT AS SOON AS IS REASONABLY POSSIBLE ONCE AN ACTIVITY OUTSIDE THE FORUM IS UNDERTAKEN.
CONFLICT OF INTEREST POLICY-FORM 990, PART VI, SECTION B, LINE 12B&C	THE FORUM HAS A CONFLICT OF INTEREST POLICY TO REQUIRE MANAGING BOARD MEMBERS AND OFFICERS EMPLOYED BY THE FORUM TO DISCLOSE ANY CONFLICTS OF INTEREST WHEN THEY ARISE. ANY POTENTIAL CONFLICTS OF INTEREST ARE REQUIRED TO BE RAISED TO THE CHIEF HUMAN RESOURCES OFFICER AND/OR THE HEAD OF THE LEGAL DEPARTMENT. THE FORUM IS CURRENTLY WORKING ON A PROJECT TO CENTRALIZE DECLARATIONS OF CONFLICT OF INTEREST AND A PROCESS TO RENEW THE DECLARATIONS ANNUALLY.
DOCUMENT RETENTION POLICY - FORM	THE WORLD ECONOMIC FORUM DOES NOT HAVE A POLICY FOR RETENTION AND DESTRUCTION OF WRITTEN DOCUMENTS. HOWEVER, THEIR DISREGARDED ENTITY THE WORLD ECONOMIC FORUM USA LLC DOES HAVE A POLICY FOR RETENTION AND DESTRUCTION OF WRITTEN DOCUMENTS AND THERE IS A PLAN IN THE FUTURE TO IMPLEMENT A

Return Reference	Explanation
990, PART VI, SECTION B, LINE 14	POLICY FOR RETENTION AND DESTRUCTION OF WRITTEN DOCUMENTS.
COMPENSATION REVIEW PROCESS- FORM 990, PART VI, SECTION B, LINE 15	THE CHAIRMAN'S SALARY IS INITIALLY SET BASED ON A SURVEY OF COMPARABLE POSITIONS AND IN CONSULTATION WITH INDEPENDENT OUTSIDE EXPERTS INCLUDING AN EXECUTIVE SEARCH FIRM. IT IS THEN RATIFIED BY THE BOARD OF DIRECTORS AND HAS NOT BEEN CHANGED SINCE RATIFICATION. THE CHAIRMAN RECUSES HIMSELF DURING BOARD DISCUSSIONS RELATING TO HIS COMPENSATION. THE CHAIRMAN DOES NOT RECEIVE ANY PERFORMANCE RELATED BONUS OR SIMILAR FORM OF COMPENSATION. FOR THE OTHER OFFICERS AND KEY EMPLOYEES, THE COMPENSATION PROCESS IS LED BY THE CHAIRMAN. INITIALLY SALARY LEVELS ARE SET BASED ON A SURVEY OF COMPARABLE POSITIONS AND IN CONSULTATION WITH INDEPENDENT OUTSIDE EXPERTS INCLUDING AN EXECUTIVE SEARCH FIRM. PERFORMANCE IS ASSESSED ON AN ANNUAL BASIS THROUGH AN ORGANIZATION-WIDE FORMAL REVIEW PROCESS.
GOVERNING DOCUMENTS- FORM 990, PART VI, SECTION C, LINE 19	NO DOCUMENTS RELATED TO GOVERNANCE DOCUMENTS, CONFLICT OF INTEREST POLICY AND AUDITED FINANCIAL STATEMENTS HAVE BEEN MADE AVAILABLE TO THE PUBLIC DURING FISCAL YEAR 2023.
OTHER CHANGES IN NET ASSETS - PART XI, LINE 9	FX DIFFERENCE BETWEEN BOY AND EOY BALANCE SHEET \$25,337,200 _____ TOTAL \$25,337,200

Additional Data

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Software ID:

Software Version:

**SCHEDULE R
(Form 990)**

Related Organizations and Unrelated Partnerships

OMB No. 1545-0047

2022

Open to Public Inspection

- ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
- ▶ Attach to Form 990.
- ▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization
WORLD ECONOMIC FORUM

Employer identification number

98-0459408

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1) World Economic Forum USA LLC 350 MADISON AVE 11TH FLOOR NEW YORK, NY 10017 20-3908371	MEMBERSHIPS	DE	63,739,617	77,471,769	WEF
(2) World Economic Forum Japan 12-32 Akasaka 1-Chome MinatoKu 107-60 JA	Memberships	JA	1,723,993	303,438	WEF
(3) SCHWAB FOUNDATION 91-93 route de la Capite Cologny, Geneva 1223 SZ	Grants	SZ	451,797	9,363,731	WEF
(4) YOUNG GLOBAL LEADERS FOUNDATION 91-93 route de la Capite Cologny, Geneva 1223 SZ	Grants	SZ	94,599	5,164,767	WEF
(5) GLOBAL SHAPERS FOUNDATION 91-93 route de la Capite Cologny, Geneva 1223 SZ	Grants	SZ	7,511	1,301,528	WEF
(6) WORLD ARTS FORUM FOUNDATION 91-93 route de la Capite Cologny, Geneva 1223 SZ	Grants	SZ	5,593	118,793	WEF

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

- a** Receipt of **(i)** interest, **(ii)** annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity
- b** Gift, grant, or capital contribution to related organization(s)
- c** Gift, grant, or capital contribution from related organization(s)
- d** Loans or loan guarantees to or for related organization(s)
- e** Loans or loan guarantees by related organization(s)
- f** Dividends from related organization(s)
- g** Sale of assets to related organization(s)
- h** Purchase of assets from related organization(s)
- i** Exchange of assets with related organization(s)
- j** Lease of facilities, equipment, or other assets to related organization(s)
- k** Lease of facilities, equipment, or other assets from related organization(s)
- l** Performance of services or membership or fundraising solicitations for related organization(s)
- m** Performance of services or membership or fundraising solicitations by related organization(s)
- n** Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)
- o** Sharing of paid employees with related organization(s)
- p** Reimbursement paid to related organization(s) for expenses
- q** Reimbursement paid by related organization(s) for expenses
- r** Other transfer of cash or property to related organization(s)
- s** Other transfer of cash or property from related organization(s)

	Yes	No
1a		
1b		
1c		
1d		
1e		
1f		
1g		
1h		
1i		
1j		
1k		
1l		
1m		
1n		
1o		
1p		
1q		
1r		
1s		

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved

Part VII Supplemental Information

Provide additional information for responses to questions on Schedule R. See instructions.

Return Reference

Explanation

Schedule R (Form 990) 2021

Additional Data[Return to Form](#)**Software ID:****Software Version:**