

Together
we have
so much
to achieve



We all have a role in Health for All

Lawmakers
who protect
our health rights

Companies
who bring
medicines to
the market

Health workers
who care for
their patients

Scientists
whose
discoveries
advance our
understanding

Advocates
who push
for progress


Philanthropists
who fund bold
ideas

Families who
protect the
health of their
loved ones

Volunteers who
donate their
time and effort

Everyone who
contributes to
a cause they
care about

Statisticians
who bring
us the facts
about disease



Together, we have
so much to achieve

What we do

At the WHO Foundation, we support the World Health Organization (WHO), through funding, partnerships and advocacy to promote health, keep the world safe and serve the vulnerable.

We raise funds

Sustainable funding helps WHO and other health organizations to respond rapidly to emergencies, share health expertise, guide countries to tackle disease, and prepare the world for the challenges of tomorrow.

We look at root causes

Being able to stay healthy depends on many factors. It includes the quality of our air and water, and our ability to get nutritious food and live in a stable environment.

We see good health as the product of a healthy system. When the system fails, our health suffers too.

We believe everyone has a right to health, no matter who, or where, they are.

We connect people who care – business, individual donors and foundations – to the mission of WHO.



We put health equity front and center

Deep-rooted inequities stand in the way of people's health.

This is just as true in prosperous parts of the world as in low-income countries.

We address many dimensions of health

In 2023 we raised awareness of, and funding for, initiatives in:

- Climate and health
- Health emergencies
- Digital health
- Mental health

Our Values

Service, Im Innovation Equity, Joy

Service

We serve the needs of people whose lives depend on the work of WHO.

Impact

We define success by the impact of our investments on people's lives.

Innovation

We seek innovation with our partners to maximize impact.

Impact, , Honesty,

Honesty

We are transparent and honest even when this means acknowledging failure.

Equity

We focus on the needs of people in the most vulnerable situations, and we fight structural discrimination.

Joy

We aspire for our lives, and the lives of those we serve, to be filled with joy.

Letter from the Chair



Achievements, Challenges and Opportunities

The global average life expectancy today is greater than the life expectancy of any country – prosperous or not – in 1950. This remarkable achievement was made possible by public health, better healthcare and rising living standards. The World Health Organization (WHO), which was founded in 1948, has played a significant role in improving health worldwide in its 75 years of existence.

Millions of human lives have been saved by advances in eliminating infectious diseases, delivering childhood vaccinations, reducing tobacco use, and implementing evidence-led guidance for safe air, clean water and food standards. In 2023, WHO paved the way to save millions more lives when it approved a new vaccine for malaria. But we can do even better.

We must now help WHO and its partners rise to the challenges that lie ahead. Inequities in health are still too great, and in some cases are becoming greater. A steep increase in the number and severity of health emergencies is testing the capacity of national and international health responders. Climate change is aggravating food and water shortages, causing more natural disasters, and increasing the prevalence of diseases – which, in turn, severely undermine the health of people in already vulnerable circumstances.

The WHO Foundation was established in 2020 to broaden the funding base of WHO, and to give people and organizations a chance to contribute to its success. There is little doubt that future global health challenges will be great, but so are the know-how, the resources and the opportunities to create a healthier, more equitable world.

The WHO Foundation and our many partners around the world are determined to contribute to this endeavor.

Millions of human lives have been saved by advances in eliminating infectious diseases, delivering childhood vaccinations, reducing tobacco use, and implementing evidence-led guidance for safe air, clean water and food standards.



Thomas Zeltner

Founder and Chair of the Board

Partnerships to Achieve Health for All

I spend a lot of time thinking and talking about the value of partnerships, the principle of health justice, and the WHO Foundation's role as a catalyst.

I do so because I genuinely believe that cooperation between partners—public and private, global and local, donors and implementers—can solve the greatest health challenges facing our world today. Achieving health justice and health for all is what motivates us at the WHO Foundation and the people who support our mission. The WHO Foundation's driving purpose is to create opportunities to fund the work of WHO and its partners, and in doing so, to act as a catalyst for greater impact on health equity.

Our goal as a community is to build stable and resilient health systems. 2023 was notable for the number of catastrophic health emergencies that both undermined that goal and reinforced why we must continue to work towards it. In order to support WHO's response to these emergencies, we galvanized donors to provide life-saving medical treatment in Türkiye and Syria following earthquakes in February, in response to conflict in Sudan, Israel and the occupied Palestinian territories, and after disastrous flooding in Libya. We deepened the relationship between our Health Emergency Alliance and WHO colleagues coordinating the health response in each of these settings. Brokering these connections is an important part of our mission as bringing funders and responders together enhances understanding, sharpens accountability and paves the way for future cooperation.

2023 was also certified as the hottest year on record. It is clear that climate change is widening the gap between the health 'haves' and 'have nots'. People in the most vulnerable circumstances, who have contributed least to the causes of climate change, suffer most. It is a health injustice – pure and simple. We believe firmly that the world must do more to engage and empower the communities most impacted by climate change. That's why we joined forces with OECD, the Collective Minds Climate Council, and others to elevate the role of philanthropy in mitigating the health effects of climate change, culminating in new commitments at COP28 and giving us a mandate to mobilize more action in 2024 and beyond.

I want to express my heartfelt thanks to all our donors in 2023. Your support is always gratefully received, and I am committed to delivering impact in return for the trust you invest in us.

We believe firmly that the world must do more to engage and empower the communities most impacted by climate change. That's why we joined forces with OECD, the Collective Minds Climate Council, and others to elevate the role of philanthropy in mitigating the health effects of climate change.



Anil Soni

CEO WHO Foundation

Letter from the CEO



WHO supplies are offloaded at a health facility in Zaporizhzhia Oblast, Ukraine in July 2023. The 14 pallets of medical kits included medical supplies for trauma and emergency surgery as well as noncommunicable disease treatments.
© WHO / Christopher Black.



WHO at 75: Fit for the Future



inres

The WHO Foundation supports WHO through funding and partnerships

On 7 April 2023, WHO celebrated its 75th anniversary. The world and its health challenges have changed significantly since WHO was founded. One constant remains: WHO's mandate is to promote health, keep the world safe and serve the vulnerable – so everyone, everywhere can attain the highest level of health.

WHO's mandate is unique:

- It promotes, provides and protects the health and well-being of all people
- It speeds up progress against infectious disease, and it equips countries to detect and respond to outbreaks
- It sets safety standards for our air and water
- It sets out to minimize drug resistance, and promote drug safety
- As health threats emerge, it gives evidence-based guidance
- When health systems falter, it shores them up
- When health emergencies erupt, it coordinates the response and acts as first responder
- It plans for the worst that can happen to our health, to achieve the best outcomes possible



WHO's Global Polio Eradication Initiative has helped achieve a 99.9% reduction in the spread of polio.

In 1977, WHO created the world's first list of essential medicines that a basic health system needs, based on safety, effectiveness and value for money.

WHO spearheaded the world's first public health treaty, the Framework Convention on Tobacco Control, in 2003. It is now law in 181 countries, and tobacco use is decreasing in 150 countries.





Our Work in 2023



When Disaster Strikes

Every humanitarian crisis is a health crisis, and they are growing in number. Predictable finances help WHO to prepare for emergencies in a timely, strategic way, and enable it to respond rapidly when they strike. This saves time, resources and, ultimately, lives. Rapid funding following an emergency helps to resource a surge in support when it is most needed.



Baby evacuated from Gaza being cared for in Egypt
© WHO / Inas Hamam

In addition to launching an appeal to fund WHO's priority ongoing health emergencies, the WHO Foundation **supported WHO's response to four major health emergencies**, as well as ongoing fundraising for WHO's work in Ukraine.

- **Earthquakes in Türkiye-Syria:** WHO led the deployment of a record number of emergency health responders, helped maintain health services, and supported rehabilitation services for survivors
- **Conflict in Sudan:** WHO dispatched stocks of essential medicines, healthcare equipment, deployed staff, and established mobile clinics for people forced to evacuate their homes
- **Flooding in Libya:** WHO helped to maintain health services and provide psycho-social support for people affected by the crisis
- **Conflict in Israel and the occupied Palestinian territory:** WHO and its partners delivered fuel and essential medical supplies to hospitals, and evacuated patients for specialist care, including newborn babies.

In 2023, the Foundation raised over 2 million US dollars to support WHO's emergency work. This included donations from individuals, philanthropists, and businesses (including employee contributions).

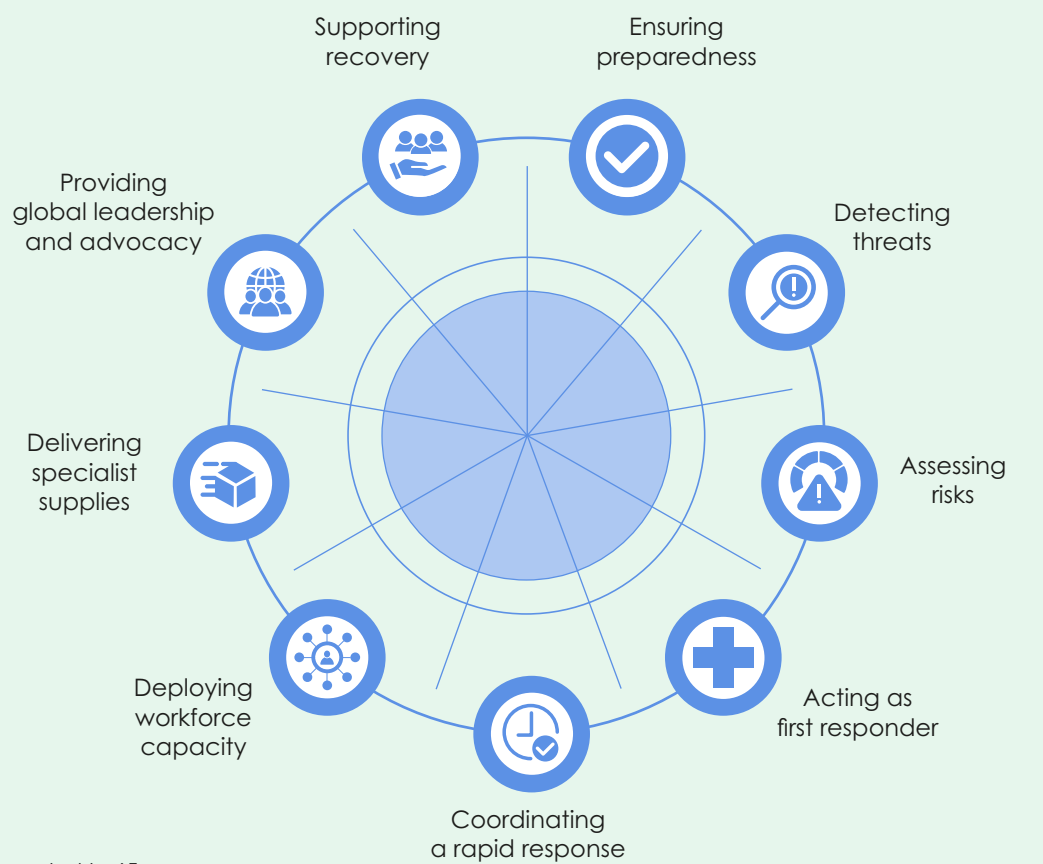
“The world cannot look away and hope these crises solve themselves.”

Dr Tedros Adhanom Ghebreyesus

WHO Director-General, at the launch of the WHO Health Emergencies Appeal, 2023



WHO team visit to Al Nasser Medical Complex in Khan Younis in the southern Gaza Strip to deliver emergency medical supplies, trauma kits and surgical supplies / © WHO.



In 2023, WHO responded to 65 global health emergencies as health coordinator and, in many cases, as the first emergency responder for health

*Source Information: WHO

Earthquake Response in Türkiye-Syria

When two powerful earthquakes struck South-East Türkiye and northern Syria in February 2023, more than 50,000 people were killed, more than 100,000 were injured and 3 million were displaced. Emergency health responders acted quickly to save lives. WHO acted as lead emergency health responder, coordinating 29 emergency medical teams dispatched from 22 countries.

The WHO Foundation launched an emergency funding appeal within days, attracting more than US\$ 800,000 in donations from individuals, philanthropists, and members of the Health Emergencies Alliance.

Health needs were immense, ranging from trauma surgery to the urgent deployment of mobile health centers to provide services for displaced people. In Türkiye, WHO provided training in child psychological first aid to more than 1,400 health ministry staff.

In Syria, WHO had the advantage of a long-standing presence in the country. Within a few days of the emergency, WHO dispatched medical supplies to treat trauma cases and more than 500,000 water disinfection tablets to prevent the spread of water-borne diseases. Communities affected by the earthquakes in Syria have accessed mental health services and interventions over a million times since the earthquake.



Emergency medical teams deployed in Türkiye-Syria comprised hundreds of specialist staff, including physicians, nurses, midwives, paramedics, and laboratory, X-ray and anesthesia personnel / © Getty Images.



A destroyed apartment building in the center of Aleppo that collapsed during the powerful 7.6 earthquake in February 2023.
© WHO / Giles Clarke.

“Having had offices in the country for many years, WHO has been able to build a trusted relationship with the government, health authorities, professional associations and nongovernmental organizations. They value our expertise and respect our coordinating role for bringing everyone together to respond to the emergency.”

Dr Akfer Karaoglan Kahilogullari

WHO Country Office in Türkiye

Underpinning Healthcare in Ukraine

In 2023, the WHO Foundation continued to fundraise for WHO's work to restore health services and support healthcare responses in Ukraine. The ongoing conflict has meant that challenges remain high with more than 1,300 attacks on healthcare facilities recorded in 2023, and an estimated 14 million people in need of health assistance.

WHO's support in the country is wide-ranging and in 2023, it included: delivering essential medical equipment, including more than 80 ambulances equipped with advanced life-saving equipment; training and support for mobile medical teams; and building capacity within the health sector to detect infectious disease and to treat and respond to toxic chemical and radiation hazards, as well as training for frontline medical workers to detect and respond to sexual exploitation and abuse.



Patients wait at Makariv Outpatient Clinic in Ukraine, which was rebuilt following shelling in March 2023. © WHO/Christopher Black.

Scaling Up Crisis Response in Africa

In an emergency, the first 72 hours are especially critical. The rapid dispatch of health supplies is life-saving. Trauma patients must be treated promptly, and people with ongoing health conditions such as diabetes, heart disease and cancer need uninterrupted care.

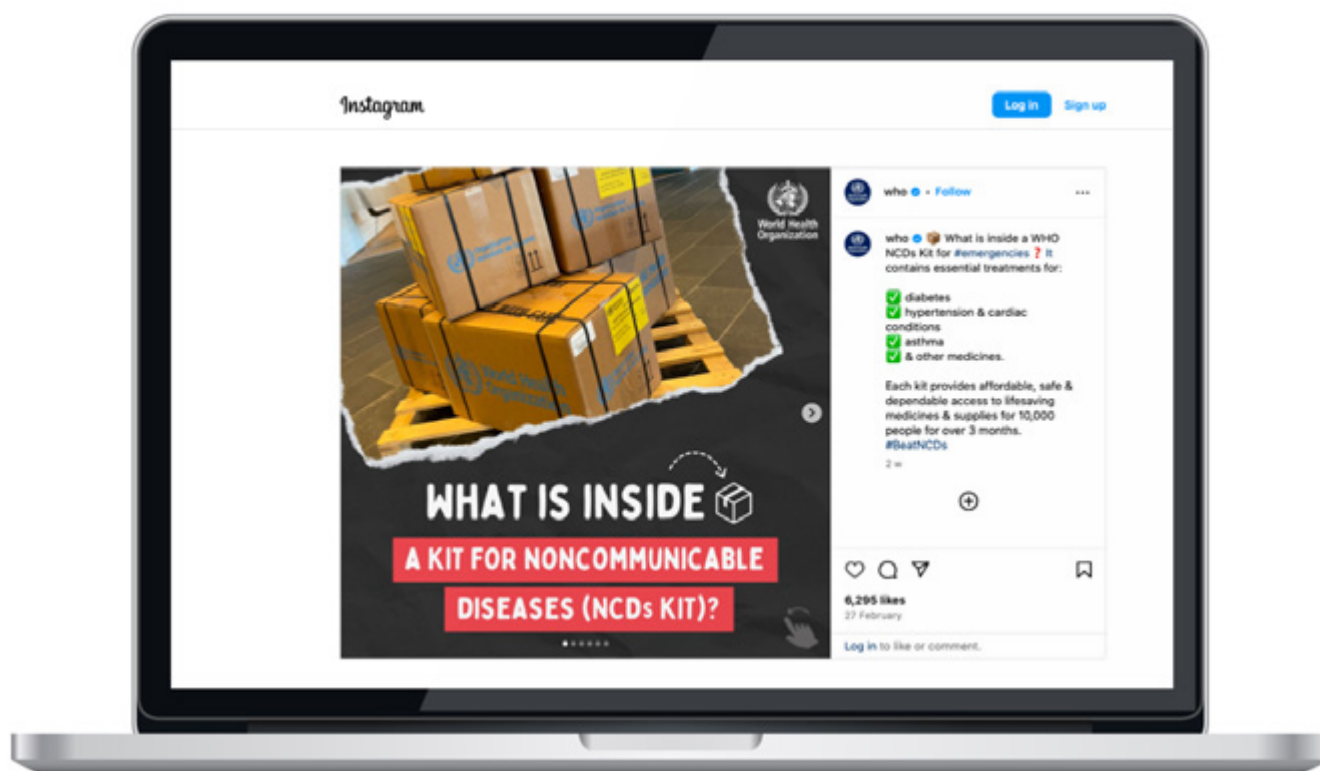
The WHO African Region faces the highest burden of public health emergencies globally, yet a lack of access to critical medical supplies means that response times are often inadequate.

To address this gap, WHO is prioritizing investing in developing regional emergency hubs in Kenya, Senegal and South Africa; an initiative the WHO Foundation has identified as a fundraising priority. These hubs directly support affected countries through supplies, knowledge transfer, disease

detection, and a roster of first responders who can be deployed within 72 hours.

In 2023, WHO Foundation donors pledged support to expand the emergency hub in Nairobi, Kenya. In addition to providing a critical dispatch center for medical supplies and response equipment, the hub will host laboratories, training facilities for health workers, and a model village for staging emergency response simulations.

During the year, this Nairobi hub successfully responded to multiple health emergencies, including the largest and most deadly cholera outbreak in Malawi's history. Dispatching emergency supplies from Nairobi instead of WHO's main hub in Dubai reduced the delivery time from several weeks to less than 72 hours, and reduced shipping costs by more than 75%.



WHO's noncommunicable disease kits are just one healthcare tool deployed in health emergencies, to ensure that people with chronic illnesses receive continuous care.

Healing Minds in Libya

Mental health is a priority for the WHO Foundation. We are proud to contribute to WHO's important work in this area. Evidence shows that one in five people who have experienced disaster, conflict or another emergency will suffer long-term consequences. Timely mental health support is a lifeline for many.

In September, WHO mobilized clinics and healthcare teams to support residents in the city of Derna, Libya. More than 4,000 people, including more than 100 health workers, drowned following the collapse of two dams, and tens of thousands of people lost their homes. In addition to dispatching medical assistance, establishing field hospitals and restoring health services, WHO set up mental health clinics staffed by psychiatrists and other mental health specialists from Libya and the wider region. Beyond addressing immediate needs, these specialists focused on helping deeply traumatized survivors to deal with anxiety and loss. They also supported primary healthcare staff and community workers, many of whom had continued to support the emergency response amid their own grief.





“Broken bones can be mended, but psychological wounds – which are often invisible – take much longer to heal. We are working with the authorities to make sure that people can obtain basic mental health support in primary healthcare facilities and community centers.”

Dr Ahmed Zouiten

WHO Representative in Libya

“In Libya right now, one of the biggest issues we’re dealing with is a mental health crisis. People are absolutely psychologically traumatized by what has happened to them. We can’t just deal with their physical needs, we have to support their psychological needs.”

Michael Ryan

Executive Director, World Health Organization Emergencies Programme

WHO mobilized clinics and healthcare teams to support traumatized residents in Derna, Libya in the aftermath of catastrophic flooding. Image: Dr-Sumaya-Shaffar / © WHO.

Strength in Unity

No two health emergencies are identical, but the elements of successful response are well known: sufficient preparation, efficient, coordinated response and an expert assessment of future needs.



Embracing strength in unity: members of the Health Emergencies Alliance and WHO Foundation staff in September 2023.
© WHO Foundation

At a time when the world is seeing a rapid rise in the number of health emergencies (an estimated rise of 25% from 2022–2023), it is more important than ever to secure stable funding to save people's lives and preserve human health.

The Health Emergencies Alliance (HEA) is a membership community of private sector businesses and foundations brought together to strengthen the funding for WHO's emergency work. United by a commitment to build a healthier future, HEA members provide funding, help to promote emergency funding campaigns, and offer strategic input to WHO.

The WHO Foundation convened dialogues such as a meeting on the sideline of the United Nations General Assembly meeting in New York and at the World Economic Forum's Annual Meeting in Davos. These events enabled HEA members and WHO staff to share insights, deepen their shared understanding of the complexities of emergency response, and strengthen relationships with WHO, the WHO Foundation and one another.

In addition to providing core support to WHO's emergency funding, HEA members made a significant contribution to the Türkiye/Syria earthquake emergency health appeal, raising over half of the funds collected by the WHO Foundation.

Health Emergency Alliance members in 2023 were as follows:



Connecting people and companies with resources to the lifesaving work of WHO is the overarching purpose of the WHO Foundation.

From downtown Manhattan, a group of HEA members attending events during the week of the United Nations General Assembly are being connected via video call to Libya. Holding a flashlight as he speaks is Dr Ahmed Zouiten, the WHO representative in Libya. He is traveling in a night-time WHO convoy to take emergency medical supplies to a health facility supporting flood survivors in Derna. These people have lost everything. Dr Zouiten explains that he is delivering

antibiotics to treat a child with pneumonia, a trauma kit to treat a man with deep wounds, and antihypertensive medicines that will help to keep an older woman alive.

These are just some of the people supported by WHO, which delivered sufficient health supplies for the needs of 250,000 people in the aftermath of the Libya floods.

In March 2023, Masimo launched an employee matched giving campaign to support WHO's response to the earthquake health emergency in Türkiye and Syria. This campaign ensured that Masimo's staff members' generosity would go twice as far. Creating the employee-giving

campaign helped Masimo promote staff engagement, encouraged a more selfless mindset – and most importantly, supported an extremely worthy cause. It's through such acts of kindness that each individual – and each company – can make an impact.

“We were shocked and saddened by the devastation caused by the massive earthquakes in Türkiye and Syria. In the face of such a horrific humanitarian crisis, we could not, and did not, stand by. In addition to our donation of medical supplies, I chose to match employee donations to encourage as many of our team members as possible to help show our support for our fellow world citizens. I would encourage other businesses to implement similar campaigns in times of need – it's a great way to encourage us all to be our best selves and help improve lives around the world, whenever and wherever we can.”

Joe Kiani

Founder and CEO of Masimo

Go Give One Campaign

In August 2023, the WHO Foundation formally closed Go Give One, the global campaign that aimed to give everyone, everywhere access to the COVID-19 vaccine. Launched in April 2021, the campaign supported the purchase of vaccines for low- and lower-middle-income countries, via the Gavi COVAX Advance Market Commitment (Gavi COVAX AMC).





During the campaign, the WHO Foundation encouraged individuals to donate US\$ 5 to purchase a vaccine for someone in need. Go Give One's donors, which included philanthropic foundations and companies, played a critical role in helping countries meet their vaccination goals, cut their COVID-19 infection rates, and begin to recover from the impact of the pandemic.

Jointly led by the Coalition for Epidemic Preparedness Innovations (CEPI), Gavi, UNICEF and the World Health Organization (WHO), COVAX's efforts are estimated to have helped avert the deaths of at least 2.7 million people in countries that received free COVID-19 vaccine doses.



The Human Face of Climate Change

Climate disruption is accelerating malnutrition and increasing the incidence of waterborne and vector-borne diseases, ranging from cholera to Zika. WHO predicts 250,000 additional deaths a year will occur due to climate change, an estimate that is likely to be surpassed.

“We do not have competing priorities, this is a single priority. The climate crisis is a health crisis. Climate change is costing millions of lives right now. It’s not a future threat.”

Anil Soni

CEO, WHO Foundation at the Concordia Annual Meeting,
September 2023

People who have done little to add to global greenhouse gas emissions are the hardest hit by these, often overlapping, health challenges. To address this, there is an urgent need to make health systems less reliant on fossil fuels, and to innovate to help countries protect people’s health in the face of climate change.

Yet the impact on climate change on health has attracted relatively little attention, which has hampered financing and innovation to help health systems adapt. In 2023, the WHO Foundation advocated for greater funding for climate change on health as part of our overall strategy to attract philanthropic resources and solutions. This included hosting and participating in global events during the World Economic Forum’s Annual Meeting in Davos, the UN General Assembly in New York, the Africa Climate Change Summit in Nairobi, Kenya and the UN Climate Change Conference in Dubai, where the first ever dedicated Climate and Health Day took place. This engagement represented a first step in a program of activities that aims to increase resources to tackle the health effects of a changing climate.

Impact Investment

At the WHO Foundation, we recognize that progress in achieving health equity takes significant funding and investment from both public and private sector actors. Our approach to impact investing is to create financial vehicles and opportunities with partners who own, manage, or have access to funds and share our goal to improve health.

In 2023, the impact investment function progressed the work of the Global Health Equity Fund, and incubated initiatives for launch in 2024, prioritizing the intersection of climate and health across low and middle-income countries in Africa, Asia and South America. It actively cultivated potential partnerships with various investors and enablers across the impact investment ecosystem.

The **Global Health Equity Fund** is a US\$ 200 million impact venture fund launched in collaboration with the venture builder, OurCrowd. Upon its close, it aims to invest in 25-30 companies developing health technology solutions that significantly improve medical care and benefit people's health. It is also designed to donate a proportion of its profits to the

WHO, a unique approach for aligning funding for health and support for the WHO's mission.

The role of the WHO Foundation is two-fold: to provide and broker expert advice on health systems, and to encourage innovators to make their health technology solutions affordable and accessible in lower-income settings. In order to widen access to this technology, the WHO Foundation has developed an Access Pledge. By agreeing to the access pledge, portfolio companies will commit to efforts to make their technology affordable and accessible, overseen by an advisory board of experts from public health, digital health, investment and business sectors.

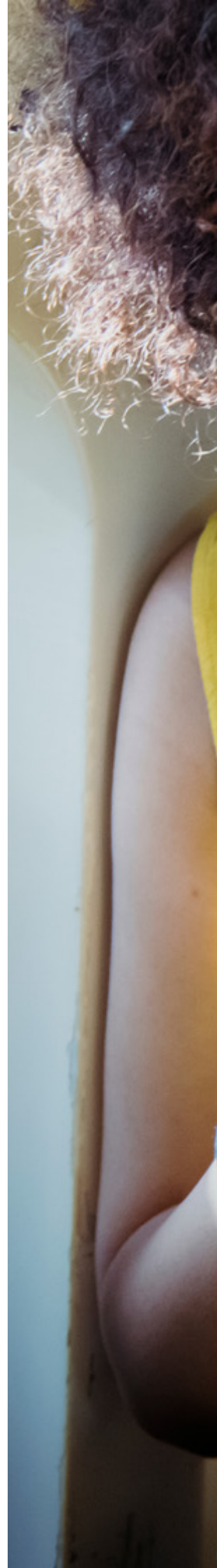


Digital Health

At the WHO Foundation we broker initiatives to promote mental health as well as harnessing digital technology to improve health.

Mental health conditions among young people are increasing, and it is acknowledged that digital platforms can adversely impact young people's mental health. To address this, and thanks to sponsorship from YouTube, the WHO Foundation supported WHO and the British Medical Journal to convene a virtual roundtable meeting of 22 global health experts from 16 different countries in November 2023. The specialists in digital media, child and adolescent mental health, and suicide prevention assisted WHO to produce guiding principles for age-appropriate online mental health content for 13-17 year olds.

Ahead of the meeting, WHO commissioned a review to explore existing literature on the topic, and held focus group discussions for young people to share their views on how online content can best promote well-being and mental health. This review identified 10 guiding principles for developmentally-appropriate online mental health content, covering areas including emotional relevance, practical advice, relatable language, diversity and inclusivity, real-life stories, and visual engagement. These insights represented an important first step in informing approaches to support young people's mental health through online platforms.

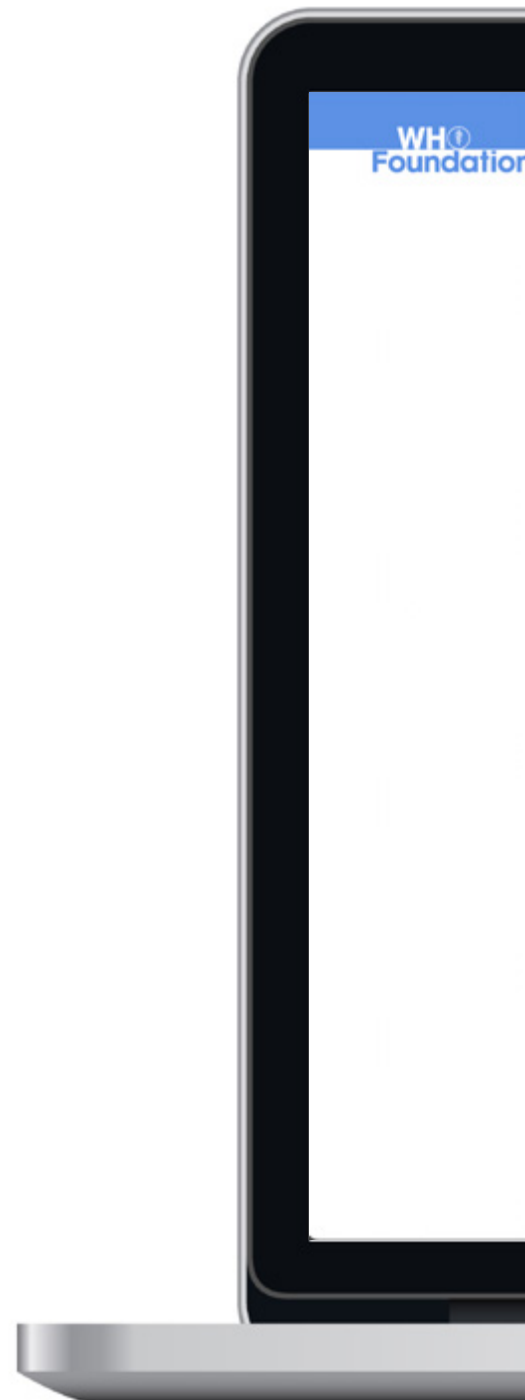




Bringing Health Innovations to a Wider Audience

At the WHO Foundation we know that the goal of health equity is at the root of successful health initiatives

In 2023 we entered into a partnership with BBC StoryWorks, the commercial content studio of BBC Global News. We provided expertise for 'Healthier Together – A Path to a Better World', a series of online films due to launch in 2024. The series showcases inspiring health projects, highlighting more than 20 private, public, and non-profit health innovation projects that we hope will inspire further investment in similar initiatives. The projects all further health equity, are replicable and take place outside traditional healthcare settings. They cover the areas of emergency response, health and the environment, breakthrough technology for disease prevention, treatment, and mental wellbeing.



← [BACK TO ALL](#)

How women living with HIV are challenging taboos in Kenya

In Kenya's fishing communities, HIV infections are on the rise. Meet the enthusiastic young women forging a community of girls with HIV and see how peer support is helping them challenge stereotypes, manage their condition and reduce transmission.



This film is presented by ViiV Healthcare, as part of the Healthier Together series presented by the WHO Foundation and produced by BBC StoryWorks.

Location: Kenya

Screened by: ViiV Healthcare



People and Culture



© WHO / HRP / Saliya Bashir

Shaping a Culture of Inclusivity

There is an intrinsic link between the WHO Foundation's mission and commitment to global health equity, and the principles of diversity, equity, and inclusion (DEI). In 2023, we deepened our DEI policies and practices, to integrate DEI into our values, hiring policies, team-building, staff training, communication, and funding initiatives.

DEI at the Center

Appointment of Special Adviser, DEI

Staff training on how equity, inclusion, power, privilege, and bias can affect our work and workplace relationships.

Rollout of inclusive policies, and a new, staff-led committee to examine and revise organizational values.

DEI workstream established

Affinity group sessions held across the year for team members to reflect on key DEI topics.

We focused on building the capability of all staff to address issues such as systemic discrimination and bias in responsible ways, and developing staff skills to address problematic areas with managers and co-workers. In 2023, we held five DEI workshops attended by team members.

We also reviewed our employment policies and processes during the year to ensure salary equity. This project will be completed in 2024, with all roles evaluated, benchmarked externally, and checked for internal parity. Following this review, we will adjust salaries as needed to meet our equity standard.

“This DEI training helped me to recognize my own biases and understand the importance of fostering an inclusive environment where everyone feels valued and respected.”

WHO Foundation employee

Prioritizing Workforce Diversity

Our diverse team, which reflects the global communities we serve, brings rich perspectives and ideas, which are essential for us to understand and fund solutions to complex, global health challenges. We are committed to monitoring and measuring diversity across a range of markers, and we started in 2023 by looking at the gender split of the workforce, which showed that:

- At assistant and coordinator level 100% of our employee are female
- While the majority of our employees at specialist and management levels are female (77% and 75%, respectively), there are more male employees at this level than in entry-level positions
- In our leadership positions, there is a slight majority of female employees at director level (74%) yet a higher proportion of males at executive level (60%).

DEI audit to develop and sequence the rollout of policies, practices and feedback mechanisms to influence DEI strategy

Salary compensation framework design based on principles of equity.

Consultations on aligning DEI goals with annual organizational objectives.

Our Growth

In 2023, the WHO Foundation recruited an additional 22 exceptional people, increasing our number of employees to approximately 50 in order to better support fundraising and advocacy efforts on behalf of the people we serve. Most staff members are based in Geneva, but we take pride in our international staff based in Africa, the UK, Europe, the Middle East, Saudi Arabia and the United States.

In 2023 we developed a comprehensive approach to attract, recruit, and retain candidates from diverse backgrounds. Key steps included:

- Using inclusive job descriptions focused on essential qualifications and skills, free from biased language
- Advertising on a range of job boards, such as Devex, Impact pool, Idealist, and Women of Color in Philanthropy and Fundraising, to reach a broad cross-section of candidates
- Sourcing strategies to attract candidates from historically disadvantaged communities, encompassing racial and ethnic minorities, women, and LGBTQ+ individuals
- Conducting blind recruitment practices to remove bias from the initial screening process, using skills-based assessments and anonymized assessment results
- Engaging diverse interview panelists that represent a range of backgrounds, perspectives, and experiences to help reduce bias and provide a more holistic evaluation of candidates





Policies and Procedures

At the WHO Foundation, we are committed to acting with integrity, transparency and accountability in everything we do. In 2023 we rolled out our Code of Conduct, defining the principles and criteria for acceptable behaviors for all our staff and associates. Recognizing the paramount importance of fostering a safe and inclusive environment and well-being for our employees and associates, we also drafted a comprehensive set of safeguarding policies, including Anti-Harassment and Bullying, and Anti-Discrimination policies.

Governance

Board of Directors

The WHO Foundation is governed by an eight-person Board of Directors which steers the overall direction of the Foundation and approves the annual budget. In 2023, the board met quarterly to approve policies and budgets, assess progress, and to give advice on fundraising efforts and strategic direction.

Board members represent their respective fields of public health, tech entrepreneurship, public relations, philanthropy, policy-making, finance, law and business.

Raul Thomas, WHO Assistant Director, Business Operations attends meetings of the board as an observer.

Chair: Thomas Zeltner
Vice Chair: Rebecca Enonchong

Directors

Prof. Dr. Thomas Zeltner
Founder and Chair of the Board

Rebecca Enonchong
Vice Chair of the Board

Clare Akamanzi
Board member

Bob Carter
Board member

Senait Fisseha, MD, JD
Board member

Dr. Silvia Gold
Board member

Prof. Thulisile “Thuli” Madonsela
Board member

Nahed Mohammed Taher, PhD
Board member

Raul Thomas
WHO Observer & Representative

Finance and Audit Committee

This committee is tasked with the financial management of the Foundation which includes monitoring its framework of risk management and control, internal and external financial auditing as well as its compliance with financial good practice and ethics.

Finance and Audit Committee Members

Listed below are members of the Finance and Audit Committee 2023

Rebecca Enonchong
Bob Carter
Nahed Taher

Board Selection Committee

The Board Selection Committee is responsible for nominating, assessing and recommending new board members for appointment to the board. The Committee is charged with identifying and vetting potential candidates to ensure alignment with the values of the Foundation, maintaining the diversity of skills and experience of the board and its subcommittees as well as reviewing the performance, contributions and ethics of board members, particularly before reappointment terms or at the request of two appointed board members.

Board Selection Committee Members

Below are the members of the Board Selection Committee 2023

Thomas Zeltner
Clare Akamanzi
Silvia Gold
Raul Thomas

Executive Management Team 2023

Anil Soni,
Chief Executive

Emanuele Capobianco,
Chief Strategy and Impact Officer

Karen Hitschke,
Chief Operating Officer (until September 2023)

Regina Lewis,
Chief Communications Officer (from February 2023)

Eric Kostegan,
Chief Development Officer

Geetha Tharmaratnam,
Chief Impact Investment Officer

Audit and Supervision

The WHO Foundation's statutory auditor for the financial year January 1 to December 31, 2023 is PricewaterhouseCoopers SA.

The WHO Foundation is regulated by the Swiss Federal Supervisory Board for Foundations in Bern, Switzerland.

Fiduciary Partners

A network of not-for-profit fiduciary partners allows overseas supporters in more than 15 countries to make tax-deductible contributions. Fiduciary partners receive donations intended for the WHO Foundation in the respective countries and transfer them to the Foundation. In Luxembourg and in the Netherlands the WHO Foundation is registered as a Public Benefit Organization (known as an ANBI) and can receive direct donations from contributors in those countries.

- **Canada:** Myriad Canada
- **Hong Kong:** Give2Asia
- **Europe:** Thanksgiving Europe (Belgium, Bulgaria, Croatia, Estonia, Greece, Hungary, Italy, Luxembourg, Poland, Slovakia, Slovenia, Spain, UK)
- **Germany:** Maecenata
- **Japan:** JCIE
- **USA:** Myriad KBF US, UN Foundation

Financial Overview 2023

Income

WHO Foundation exists to mobilize greater funds from the private capital and individuals to advance the mission of the World Health Organization (WHO). The Foundation's vision and focus is to enable catalytic impact on the people whose lives rely on WHO's work and in facilitating innovation to maximize the impact of the resources we invest. In order to successfully deliver on this important mission, we pay close attention to the overall financial health of our organization.

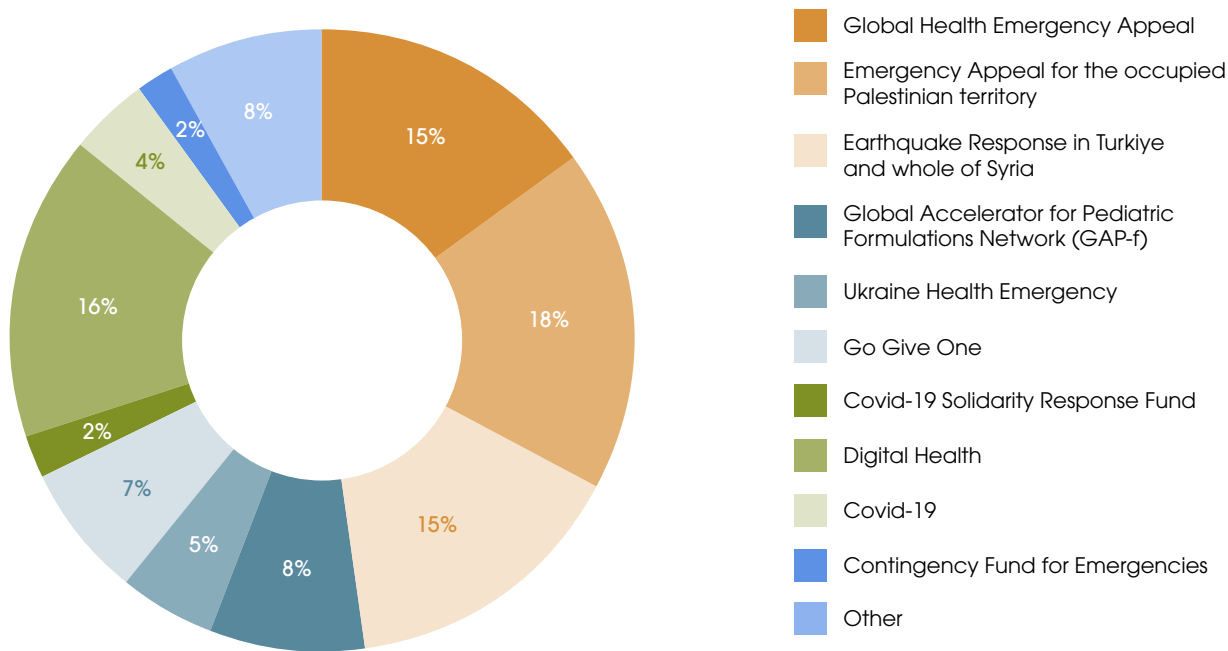
WHO Foundation abides by the principles of sound financial management as they apply to non-profit corporations. We leverage reporting methods that are supported by documentation as well as review and approval processes. We have maintained the highest level of ethical, business and financial practices, allowing the Foundation to remain financially sound. With the support of the

Finance and Audit Committee of the board of directors, the Foundation's executive management has enhanced its internal controls to strengthen its compliance and accountability as well as the reliability and security of its information technology systems, and data security to further minimize risks that could impact the Foundation's operations.

We believe our financial management practices are sound and provide a reasonable assurance that our financial reports and statements are reliable and comply with globally accepted accounting principles. The financial summary in this annual report is a highlight of our 2023 financial statement, which has been audited by PricewaterhouseCoopersSA. A complete set of our financial statements, including the related notes with the auditor's unqualified opinion, is available upon request and can also be found on our website <https://who.foundation>

Program Funds 2023

The WHO Foundation received US\$ 4,400,646 in fiscal year 2023 to support a range of programs implemented by WHO. Funds to WHO partners were received in the form of final contributions to the Go Give One campaign.

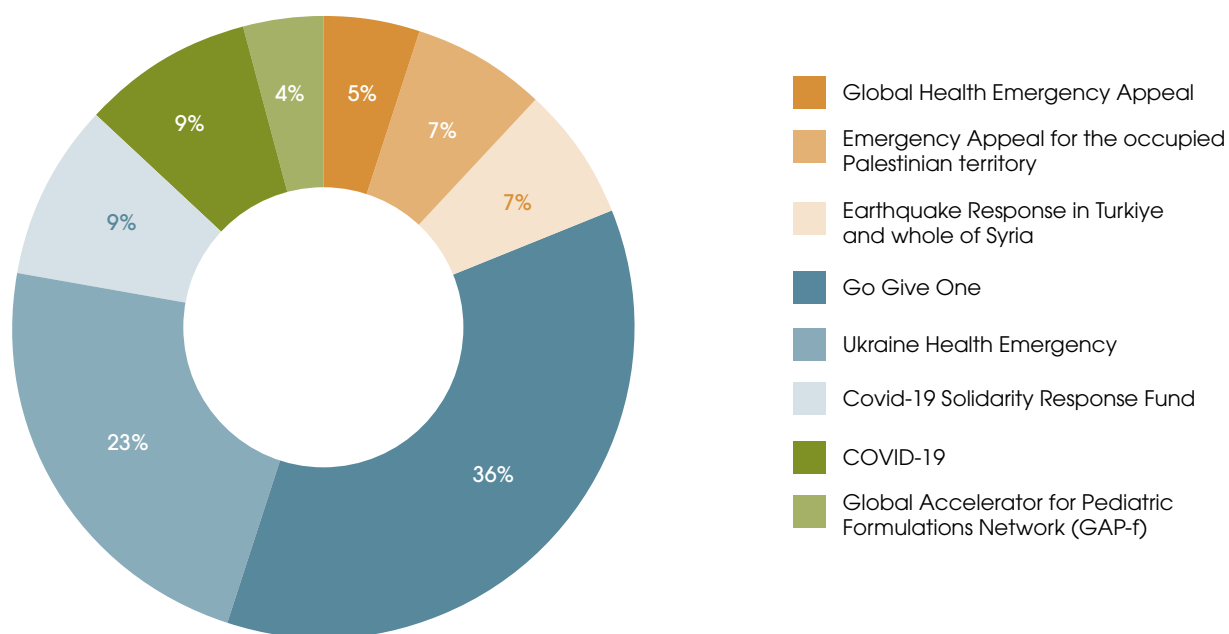


We received US\$ 53,738 as gifts-in-kind. In addition, the Foundation raised US\$ 12,909,331 to cover its operating expenses.

Expenditure

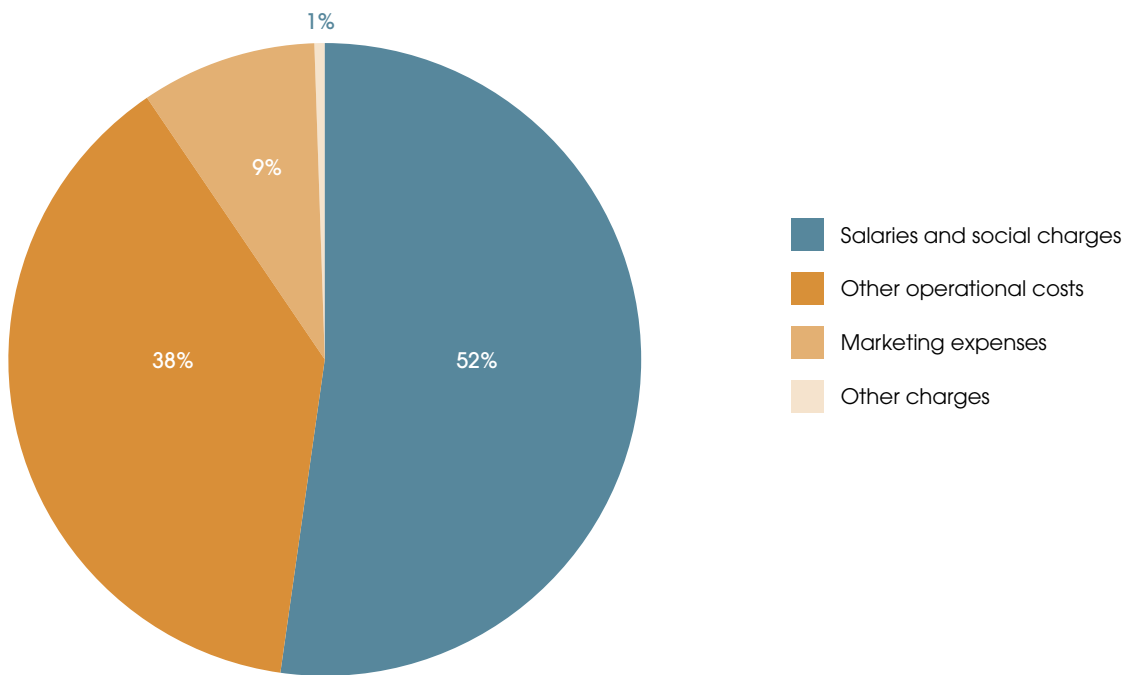
A total of US\$ 10,361,677 was disbursed, going to the World Health Organisation and, in the case of Go Give One, to GAVI, the Vaccine Alliance.

Funds Transferred



Operational Expenses

The total operational expenses in 2023 were US\$ 15,299,117 coming in at US\$ 1,960,495 under budget. The breakdown of the spend is as follows:



Thank you
for all
your
support

The WHO Foundation would like to thank all our donors for their generous contributions; those who have agreed to be listed below, those who prefer not to be named publicly, and the thousands of people who responded to health emergency appeals in 2023 with generosity and solidarity.

Foundation S - The Sanofi Collective
Merck & Co. Inc.
Pfizer Inc.
Spotify
Meta Platforms Inc.

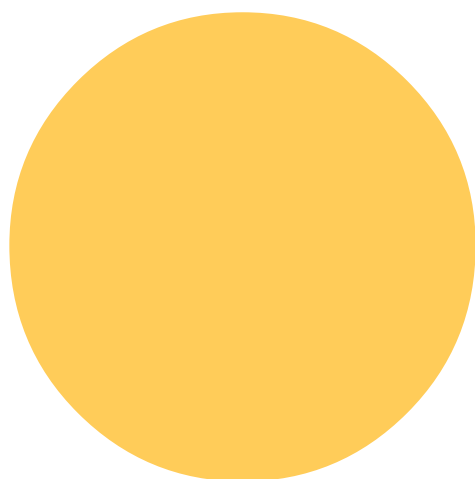
Each donation helps to bring the world closer to the vision of health for all.


what

The WHO Foundation is changing. As we enter year four, we're growing. Our teams are bigger, our goals are bolder. It's time for a brand that captures this momentum...



next





**Together we
have so much
to achieve**

Watch this space!





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