

# **TAX RETURN FILING INSTRUCTIONS**

FORM 990

**FOR THE YEAR ENDING**  
DECEMBER 31, 2024

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**PREPARED FOR:**

MOZILLA FOUNDATION  
149 NEW MONTGOMERY STREET, 4TH FLOOR  
SAN FRANCISCO, CA 94105

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**PREPARED BY:**

DELOITTE TAX LLP  
695 TOWN CENTER DRIVE, SUITE 1200  
COSTA MESA, CA 92626-1924

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**AMOUNT DUE OR REFUND:**

NOT APPLICABLE

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**MAKE CHECK PAYABLE TO:**

NOT APPLICABLE

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**MAIL TAX RETURN AND CHECK (IF APPLICABLE) TO:**

NOT APPLICABLE

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**RETURN MUST BE MAILED ON OR BEFORE:**

NOT APPLICABLE

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**SPECIAL INSTRUCTIONS:**

THIS COPY OF THE RETURN IS PROVIDED ONLY FOR PUBLIC DISCLOSURE PURPOSES. ANY CONFIDENTIAL INFORMATION REGARDING LARGE DONORS HAS BEEN REMOVED.

Form 990

Department of the Treasury  
Internal Revenue Service

## Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)  
Do not enter social security numbers on this form as it may be made public.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

2024

Open to Public  
Inspection

## A For the 2024 calendar year, or tax year beginning \_\_\_\_\_ and ending \_\_\_\_\_

B Check if applicable:	C Name of organization  MOZILLA FOUNDATION		D Employer identification number  20-0097189
<input type="checkbox"/> Address change	Doing business as		E Telephone number (650) 903-0800
<input type="checkbox"/> Name change	Number and street (or P.O. box if mail is not delivered to street address) 149 NEW MONTGOMERY STREET, 4TH FLOOR		F Gross receipts \$ 37,165,545.
<input type="checkbox"/> Initial return	City or town, state or province, country, and ZIP or foreign postal code SAN FRANCISCO, CA 94105		G Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<input type="checkbox"/> Final return/terminated	F Name and address of principal officer: MARK SURMAN SAME AS C ABOVE		H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No
<input type="checkbox"/> Amended return	I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) ( ) (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		If "No," attach a list. See instructions
<input type="checkbox"/> Application pending	J Website: WWW.MOZILLA.ORG		K Form of organization: <input type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other
			L Year of formation: 2003 M State of legal domicile: CA

## Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: PROTECT AND IMPROVE THE INTERNET AS A PUBLIC RESOURCE, OPEN AND ACCESSIBLE TO ALL.		
	2 Check this box <input type="checkbox"/> 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 (Part VI, line 1a)	3 10	
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4 8	
	5 Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5 73	
	6 Total number of volunteers (estimate if necessary)	6 10000	
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a 2,099,195.	
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b 1,736,562.		
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 7,821,194. Current Year 6,513,893.	
	9 Program service revenue (Part VIII, line 2g)	19,254,387. 23,896,509.	
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	41,352,647. 6,848,710.	
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	10,370. -93,567.	
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	68,438,598. 37,165,545.	
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	5,981,253. 2,336,028.	
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0. 0.	
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	17,097,934. 18,423,412.	
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0. 0.	
	b Total fundraising expenses (Part IX, column (D), line 25)	3,052,246.	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	16,766,097. 20,439,910.	
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	39,845,284. 41,199,350.	
19 Revenue less expenses. Subtract line 18 from line 12	28,593,314. -4,033,805.		
Net Assets or Fund Balances	Beginning of Current Year	End of Year	
	20 Total assets (Part X, line 16)	124,157,331. 123,347,649.	
	21 Total liabilities (Part X, line 26)	6,199,575. 5,800,053.	
	22 Net assets or fund balances. Subtract line 21 from line 20	117,957,756. 117,547,596.	

## 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	Document signed by: Mark Surman Signature of officer MARK SURMAN, PRESIDENT Type or print name and title	Date 11/17/25
Paid	Preparer's name JOHN W. SADOFF JR.	Preparer's signature <i>John W. Sadoff Jr.</i> Date 11/16/25 Check <input type="checkbox"/> if self-employed PTIN P00540589
Preparer	Firm's name DELOITTE TAX LLP	Firm's EIN 86-1065772
Use Only	Firm's address 695 TOWN CENTER DRIVE, SUITE 1200 COSTA MESA, CA 92626-1924	Phone no. (714) 436-7100

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:

MOZILLA FOUNDATION WORKS WITH A BROAD MOVEMENT OF PEOPLE, PROJECTS,  
AND ORGANIZATIONS TO PROTECT AND IMPROVE THE INTERNET AS A PUBLIC  
RESOURCE. WE STRIVE TO KEEP THE INTERNET OPEN AND ACCESSIBLE TO ALL,  
AND TO PROMOTE MORE TRUSTWORTHY TOOLS, INNOVATION, AND PRACTICES

- 2** Did the organization undertake any significant program services during the year which were not listed on the

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 \$ 750,102. including grants of \$ 0. ) (Revenue \$ 0. )  
**AGENDA SETTING**

MOZILLA RESEARCHES ISSUES AT THE INTERSECTION OF TECHNOLOGY AND SOCIETY  
AND THEN PROPELS THEM INTO THE PUBLIC CONVERSATION. IN 2024, MOZILLA  
PROVIDED RESEARCH, COMMENTARY, AND ANALYSIS ON TOPICS LIKE OPENNESS IN  
AI, THE ENVIRONMENTAL IMPACTS OF AI, PROTECTING CONSUMER PRIVACY, AND  
UPHOLDING ONLINE INFORMATION INTEGRITY ON MAJOR PLATFORMS. IN 2024,  
MOZILLA SPENT \$750,102 TO SUPPORT ITS AGENDA-SETTING WORK.

**4b** (Code: \_\_\_\_\_ ) (Expenses \$ 10,984,792. including grants of \$ 2,069,427. ) (Revenue \$ 75,000. )  
**LEADERSHIP DEVELOPMENT**

MOZILLA SUPPORTS PEOPLE AND PROJECTS MAKING AI MORE TRUSTWORTHY AND THE  
INTERNET HEALTHIER. IN 2024, MOZILLA WELCOMED SEVERAL NEW FELLOWS AND  
AWARDEES WORKING AT THE INTERSECTION OF AI AND CLIMATE JUSTICE, PUBLIC  
POLICY, ETHICS, ART, AND A RANGE OF OTHER TOPICS. IN 2024, MOZILLA  
SPENT \$10,984,792 TO SUPPORT ITS LEADERSHIP DEVELOPMENT WORK.

**4c** (Code: \_\_\_\_\_ ) (Expenses \$ 15,633,446. including grants of \$ 266,600. ) (Revenue \$ 0. )  
**MOVEMENT BUILDING**

MOZILLA FUELS THE MOVEMENT FOR A BETTER INTERNET, BUILDING BRIDGES  
BETWEEN DIGITAL RIGHTS ACTIVISTS, OPEN-SOURCE CHAMPIONS, AND OTHER  
COMMUNITIES. IN 2024, MOZILLA PUBLISHED OUR \* PRIVACY NOT INCLUDED  
GUIDE WITH A FOCUS ON PRIVACY IN DATING APPS, AS WELL AS AI CHATBOTS,  
PUBLISHED A RANGE OF PETITIONS AND OPEN LETTERS ABOUT PLATFORM  
TRANSPARENCY, AND HELD SIGNATURE MOZFEST CONVENINGS IN THE NETHERLANDS  
AND ZAMBIA. IN 2024, MOZILLA SPENT \$15,633,446 TO SUPPORT ITS  
MOVEMENT-BUILDING WORK.

- 4d** Other program services (Describe on Schedule O.)

(Expenses \$ \_\_\_\_\_ including grants of \$ \_\_\_\_\_ ) (Revenue \$ 23,037,218. )

**4e** Total program service expenses 27,368,340.

Form 990 (2024)

**Part IV Checklist of Required Schedules**

	<b>Yes</b>	<b>No</b>
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i> .....	1 X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors?</i> See instructions .....	2 X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i> .....	3 X	
4 <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i> .....	4 X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i> .....	5 X	
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i> .....	6 X	
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i> .....	7 X	
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i> .....	8 X	
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i> .....	9 X	
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i> .....	10 X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable. <ul style="list-style-type: none"> <li>a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i> .....</li> <li>b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i> .....</li> <li>c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i> .....</li> <li>d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i> .....</li> <li>e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i> .....</li> <li>f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i> .....</li> </ul>	11a X 11b X 11c X 11d X 11e X 11f X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i> .....	12a X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i> .....	12b X	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i> .....	13 X	
14a Did the organization maintain an office, employees, or agents outside of the United States? <ul style="list-style-type: none"> <li>b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i> .....</li> </ul>	14a X 14b X	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i> .....	15 X	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i> .....	16 X	
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I. See instructions</i> .....	17 X	
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i> .....	18 X	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i> .....	19 X	
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i> .....	20a X	
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? .....	20b X	
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i> .....	21 X	

**Part IV Checklist of Required Schedules (continued)**

	<b>Yes</b>	<b>No</b>
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III .....	22 X	
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J .....	23 X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a .....	24a X	
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? .....	24b	
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? .....	24c	
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? .....	24d	
25a <b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I .....	25a X	
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I .....	25b X	
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or 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? If "Yes," complete Schedule L, Part II .....	26 X	
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III .....	27 X	
28 Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV .....	28a X	
b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV .....	28b X	
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV .....	28c X	
29 Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M .....	29 X	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M .....	30 X	
31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I .....	31 X	
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II .....	32 X	
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I .....	33 X	
34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 .....	34 X	
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? .....	35a X	
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 .....	35b X	
36 <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2 .....	36 X	
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI .....	37 X	
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	38 X	

Note: All Form 990 filers are required to complete Schedule O .....

**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 .....

	<b>Yes</b>	<b>No</b>
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable .....	1a 78	
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable .....	1b 0	
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? .....	1c X	

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

	Yes	No
<b>2a</b> 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 .....	<b>2a</b>	73
<b>b</b> If at least one is reported on line 2a, did the organization file all required federal employment tax returns? .....	<b>2b</b>	<input checked="" type="checkbox"/>
<b>3a</b> Did the organization have unrelated business gross income of \$1,000 or more during the year? .....	<b>3a</b>	<input checked="" type="checkbox"/>
<b>b</b> If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i> .....	<b>3b</b>	<input checked="" type="checkbox"/>
<b>4a</b> 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)? .....	<b>4a</b>	<input checked="" type="checkbox"/>
<b>b</b> If "Yes," enter the name of the foreign country <u>SEE SCHEDULE O</u> See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR). .....		
<b>5a</b> Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? .....	<b>5a</b>	<input checked="" type="checkbox"/>
<b>b</b> Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? .....	<b>5b</b>	<input checked="" type="checkbox"/>
<b>c</b> If "Yes" to line 5a or 5b, did the organization file Form 8886-T? .....	<b>5c</b>	
<b>6a</b> 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? .....	<b>6a</b>	<input checked="" type="checkbox"/>
<b>b</b> If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? .....		
<b>7 Organizations that may receive deductible contributions under section 170(c).</b>		
<b>a</b> 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? .....		
<b>b</b> If "Yes," did the organization notify the donor of the value of the goods or services provided? .....		
<b>c</b> Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? .....		
<b>d</b> If "Yes," indicate the number of Forms 8282 filed during the year .....	<b>7d</b>	
<b>e</b> Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? .....		
<b>f</b> Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? .....		
<b>g</b> If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? .....		
<b>h</b> If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? .....		
<b>8 Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? .....		N/A
<b>9 Sponsoring organizations maintaining donor advised funds.</b>		
<b>a</b> Did the sponsoring organization make any taxable distributions under section 4966? .....		N/A
<b>b</b> Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? .....		N/A
<b>10 Section 501(c)(7) organizations.</b> Enter:		
<b>a</b> Initiation fees and capital contributions included on Part VIII, line 12 .....	N/A	<b>10a</b>
<b>b</b> Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities .....	N/A	<b>10b</b>
<b>11 Section 501(c)(12) organizations.</b> Enter:		
<b>a</b> Gross income from members or shareholders .....	N/A	<b>11a</b>
<b>b</b> Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.) .....	N/A	<b>11b</b>
<b>12a Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041? .....		<b>12a</b>
<b>b</b> If "Yes," enter the amount of tax-exempt interest received or accrued during the year .....	N/A	<b>12b</b>
<b>13 Section 501(c)(29) qualified nonprofit health insurance issuers.</b>		
<b>a</b> Is the organization licensed to issue qualified health plans in more than one state? .....		N/A
<b>Note:</b> See the instructions for additional information the organization must report on Schedule O.		
<b>b</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 .....	<b>13b</b>	
<b>c</b> Enter the amount of reserves on hand .....	<b>13c</b>	
<b>14a</b> Did the organization receive any payments for indoor tanning services during the tax year? .....		<b>14a</b>
<b>b</b> If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i> .....		<b>14b</b>
<b>15</b> 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? .....		<b>15</b>
If "Yes," see the instructions and file Form 4720, Schedule N.		
<b>16</b> Is the organization an educational institution subject to the section 4968 excise tax on net investment income? .....		<b>16</b>
If "Yes," complete Form 4720, Schedule O.		
<b>17 Section 501(c)(21) organizations.</b> 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? .....		N/A
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 line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on 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

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year .....	1a	10
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
1b	.....	1b	8
2	Enter the number of voting members included on line 1a, above, who are independent .....	2	X
3	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? .....	3	X
4	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person? .....	4	X
5	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? .....	5	X
6	Did the organization become aware during the year of a significant diversion of the organization's assets? .....	6	X
7a	Did the organization have members or stockholders? .....	7a	X
b	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? .....		
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? .....	8a	X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:	8b	X
a	The governing body? .....		
b	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 on Schedule O .....	9	X

### Section B. Policies

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

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates? .....	10a	X
b	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? .....	11a	X
b	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 .....	12a	X
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? .....	12b	X
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done .....	12c	X
13	Did the organization have a written whistleblower policy? .....	13	X
14	Did the organization have a written document retention and destruction policy? .....	14	X
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?		
a	The organization's CEO, Executive Director, or top management official .....	15a	X
b	Other officers or key employees of the organization .....	15b	X
	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? .....	16a	X
b	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? .....	16b	X

### Section C. Disclosure

17	List the states with which a copy of this Form 990 is required to be filed	AL, AR, CA, CT, FL, GA, HI, IL, KS, KY, MA, MD
18	Section 6104 requires an organization to make its Forms 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.	
	<input checked="" type="checkbox"/> Own website	<input type="checkbox"/> Another's website
	<input type="checkbox"/> Upon request	<input type="checkbox"/> Other (explain on Schedule O)
19	Describe on 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	ANGELA PLOHMAN - (650) 903-0800
	149 NEW MONTGOMERY STREET, 4TH FLOOR, SAN FRANCISCO, CA 94105	

**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."

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, and 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 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) MITCHELL BAKER, CHAIR PAID ONLY BY A RELATED FOR-PROFIT	1.00	X					0.	6,098,858.	35,307.
	40.00								
(2) MARK SURMAN PRESIDENT, DIRECTOR	40.00	X	X				610,704.	0.	47,754.
	0.00								
(3) J. BOB ALOTTA SVP, GLOBAL PROGRAMS	40.00			X			434,746.	0.	82,621.
	0.00								
(4) ANGELA PLOHMAN COO, SECRETARY & TREASURER	40.00		X				363,756.	0.	28,339.
	0.00								
(5) ASHLEY BOYD SVP, GLOBAL ADVOCACY	40.00			X			309,984.	0.	73,123.
	0.00								
(6) LAINIE DECOURSY DIR., ORGANIZATIONAL EFFECTIVENESS	40.00			X			281,271.	0.	72,952.
	0.00								
(7) NABIHA SYED EXECUTIVE DIRECTOR (BEG 04/2024)	40.00		X				310,566.	0.	29,075.
	0.00								
(8) JESSICA KEATING SR. LEAD, PARTNERSHIPS + FUNDRAISING	40.00			X			260,056.	0.	52,766.
	0.00								
(9) DAVID WALKER SENIOR COUNSEL	40.00			X			230,654.	0.	43,131.
	0.00								
(10) CANDICE MARTIN DIRECTOR, PEOPLE & CULTURE	40.00			X			223,893.	0.	40,142.
	0.00								
(11) SHING SUITER SR. DIRECTOR, TECHNOLOGY PLATFORMS	40.00			X			226,462.	0.	29,230.
	0.00								
(12) HELEN TURVEY DIRECTOR	3.75	X					78,785.	0.	0.
	0.00								
(13) BRIAN BEHLENDORFF DIRECTOR	3.25	X					60,828.	0.	0.
	0.00								
(14) NICOLE WONG DIRECTOR	3.50	X					59,696.	0.	0.
	0.00								
(15) AMY KEATING DIRECTOR	2.50	X					44,583.	0.	0.
	0.00								
(16) ZAIN HABBOO DIRECTOR	2.50	X					43,388.	0.	0.
	0.00								
(17) EDWIN MACHARIA DIRECTOR	3.00	X					43,216.	0.	0.
	0.00								

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

**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.

65

	<b>Yes</b>	<b>No</b>
<b>3</b> Did the organization list any <b>former</b> officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual .....	3	X
<b>4</b> 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? If "Yes," complete Schedule J for such individual .....	4	X
<b>5</b> Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person .....	5	X

## **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
MISSION NORTH, INC. 45 MAIN STREET, STE 718, BROOKLYN, NY 11201	STRATEGIC COMMUNICATIONS	1,357,688.
MAUVE CORPORATE SYSTEMS, BLAKE HOUSE, 18 - BLAKE STREET, YORK, ENGLAND, UNITED KINGDO	CONTRACT EMPLOYEES	1,040,250.
AYAB INC., 1148 MAIN STREET, MALDEN ON HUDSON, NY 12453	TECHNICAL STRATEGY AND MANAGEMENT	809,859.
BEE AGENCY B.V., SCATTENHAGESTREET 14, NAARDEN, NETHERLANDS 1411 CT	EVENT MANAGEMENT SERVICES	520,759.
RSM US LLP 5155 PAYSPHERE CIRCLE, CHICAGO, IL 60674	ACCOUNTING AND FINANCIAL MANAGEMENT	507,101.
<b>2</b> Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization	32	

**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 32

32

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Form 990 (2024)

**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
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	<b>1 a Federated campaigns .....</b>	<b>1a</b>			
	<b>b Membership dues .....</b>	<b>1b</b>			
	<b>c Fundraising events .....</b>	<b>1c</b>			
	<b>d Related organizations .....</b>	<b>1d</b>			
	<b>e Government grants (contributions) .....</b>	<b>1e</b> 469,046.			
	<b>f All other contributions, gifts, grants, and similar amounts not included above ...</b>	<b>1f</b> 6,044,847.			
	<b>g Noncash contributions included in lines 1a-1f .....</b>	<b>1g</b> \$			
	<b>h Total. Add lines 1a-1f .....</b>		<b>6,513,893.</b>		
<b>Program Service Revenue</b>		<b>Business Code</b>			
	<b>2 a LICENSING ROYALTIES .....</b>	<b>900099</b>	23,037,218.		20,938,023.
	<b>b SERVICE AGREEMENT .....</b>	<b>900099</b>	303,307.		303,307.
	<b>c .....</b>				
	<b>d .....</b>				
	<b>e .....</b>				
	<b>f All other program service revenue .....</b>	<b>900099</b>	555,984.		555,984.
	<b>g Total. Add lines 2a-2f .....</b>		<b>23,896,509.</b>		
<b>Other Revenue</b>	<b>3 Investment income (including dividends, interest, and other similar amounts) .....</b>		<b>6,847,292.</b>		<b>6,847,292.</b>
	<b>4 Income from investment of tax-exempt bond proceeds .....</b>				
	<b>5 Royalties .....</b>				
	<b>6 a Gross rents .....</b>	<b>(i) Real</b>			
		<b>6a</b>			
	<b>b Less: rental expenses .....</b>	<b>(ii) Personal</b>			
		<b>6b</b>			
	<b>c Rental income or (loss) .....</b>	<b>6c</b>			
	<b>d Net rental income or (loss) .....</b>				
	<b>7 a Gross amount from sales of assets other than inventory .....</b>	<b>(i) Securities</b>			
		<b>7a</b>	1,418.		
	<b>b Less: cost or other basis and sales expenses .....</b>	<b>(ii) Other</b>			
		<b>7b</b>	0.		
	<b>c Gain or (loss) .....</b>	<b>7c</b>	1,418.		
	<b>d Net gain or (loss) .....</b>				
	<b>8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18 .....</b>	<b>8a</b>			
	<b>b Less: direct expenses .....</b>	<b>8b</b>			
	<b>c Net income or (loss) from fundraising events .....</b>				
	<b>9 a Gross income from gaming activities. See Part IV, line 19 .....</b>	<b>9a</b>			
	<b>b Less: direct expenses .....</b>	<b>9b</b>			
	<b>c Net income or (loss) from gaming activities .....</b>				
	<b>10 a Gross sales of inventory, less returns and allowances .....</b>	<b>10a</b>			
	<b>b Less: cost of goods sold .....</b>	<b>10b</b>			
	<b>c Net income or (loss) from sales of inventory .....</b>				
<b>Miscellaneous Revenue</b>		<b>Business Code</b>			
	<b>11 a FOREIGN EXCHANGE LOSS .....</b>	<b>900099</b>	-93,567.	0.	0.
	<b>b .....</b>				
	<b>c .....</b>				
	<b>d All other revenue .....</b>				
	<b>e Total. Add lines 11a-11d .....</b>		<b>-93,567.</b>		
	<b>12 Total revenue. See instructions .....</b>		<b>37,165,545.</b>	<b>0.</b>	<b>2,099,195.</b>
					<b>28,552,457.</b>

**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

<i>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</i>	(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 .....	661,741.	661,741.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22 .....	73,592.	73,592.		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 .....	1,600,695.	1,600,695.		
4 Benefits paid to or for members .....				
5 Compensation of current officers, directors, trustees, and key employees .....	3,268,605.	1,219,244.	1,519,028.	530,333.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) .....				
7 Other salaries and wages .....	11,347,498.	7,457,056.	2,791,563.	1,098,879.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) .....	886,581.	531,316.	257,582.	97,683.
9 Other employee benefits .....	1,826,052.	1,070,311.	573,654.	182,087.
10 Payroll taxes .....	1,094,676.	693,049.	285,247.	116,380.
11 Fees for services (nonemployees):				
a Management .....	11,317,392.	9,176,023.	1,833,933.	307,436.
b Legal .....	891,181.		882,717.	8,464.
c Accounting .....	691,077.		691,077.	
d Lobbying .....				
e Professional fundraising services. See Part IV, line 17 .....				
f Investment management fees .....	216,116.		216,116.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.) .....				
12 Advertising and promotion .....	1,880,828.	1,185,918.	348,007.	346,903.
13 Office expenses .....	438,318.	173,456.	149,863.	114,999.
14 Information technology .....	596,931.	355,472.	175,856.	65,603.
15 Royalties .....				
16 Occupancy .....	64,280.	38,279.	18,937.	7,064.
17 Travel .....	2,019,201.	1,344,437.	572,406.	102,358.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .....				
19 Conferences, conventions, and meetings .....	1,816,562.	1,491,610.	305,549.	19,403.
20 Interest .....				
21 Payments to affiliates .....				
22 Depreciation, depletion, and amortization .....				
23 Insurance .....	10,725.		10,725.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.) .....				
a FEDERAL AND STATE TAX .....	473,982.	282,256.	139,635.	52,091.
b BAD DEBT .....	23,317.	13,885.	6,869.	2,563.
c .....				
d .....				
e All other expenses .....				
<b>25 Total functional expenses.</b> Add lines 1 through 24e .....	41,199,350.	27,368,340.	10,778,764.	3,052,246.
<b>26 Joint costs.</b> 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 X 

		(A) Beginning of year		(B) End of year
<b>Assets</b>	1 Cash - non-interest-bearing .....	30,340.	1	52,450.
	2 Savings and temporary cash investments .....	6,208,965.	2	4,979,409.
	3 Pledges and grants receivable, net .....	2,925,500.	3	748,000.
	4 Accounts receivable, net .....	7,075,927.	4	8,006,351.
	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 .....		5	
	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) .....		6	
	7 Notes and loans receivable, net .....		7	
	8 Inventories for sale or use .....		8	
	9 Prepaid expenses and deferred charges .....	339,091.	9	344,023.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D .....	10a   6,531.		
	b Less: accumulated depreciation .....	10b   6,531.	0.	10c   0.
	11 Investments - publicly traded securities .....	50,837,710.	11	52,491,774.
	12 Investments - other securities. See Part IV, line 11 .....	37,071,434.	12	37,057,278.
	13 Investments - program-related. See Part IV, line 11 .....	18,668,364.	13	18,668,364.
	14 Intangible assets .....		14	
	15 Other assets. See Part IV, line 11 .....	1,000,000.	15	1,000,000.
	<b>16 Total assets.</b> Add lines 1 through 15 (must equal line 33) .....	124,157,331.	16	123,347,649.
<b>Liabilities</b>	17 Accounts payable and accrued expenses .....	4,650,790.	17	5,199,818.
	18 Grants payable .....		18	
	19 Deferred revenue .....	0.	19	281,227.
	20 Tax-exempt bond liabilities .....		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D .....		21	
	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 .....		22	
	23 Secured mortgages and notes payable to unrelated third parties .....		23	
	24 Unsecured notes and loans payable to unrelated third parties .....		24	
	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 .....	1,548,785.	25	319,008.
	<b>26 Total liabilities.</b> Add lines 17 through 25 .....	6,199,575.	26	5,800,053.
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27, 28, 32, and 33.</b>			
	27 Net assets without donor restrictions .....	113,094,846.	27	115,199,009.
	28 Net assets with donor restrictions .....	4,862,910.	28	2,348,587.
	<b>Organizations that do not follow FASB ASC 958, check here</b> <input type="checkbox"/> <b>and complete lines 29 through 33.</b>			
	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 .....	117,957,756.	32	117,547,596.
	33 Total liabilities and net assets/fund balances .....	124,157,331.	33	123,347,649.

Form 990 (2024)

**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	37,165,545.
2 Total expenses (must equal Part IX, column (A), line 25) .....	2	41,199,350.
3 Revenue less expenses. Subtract line 2 from line 1 .....	3	-4,033,805.
4 Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A)) .....	4	117,957,756.
5 Net unrealized gains (losses) on investments .....	5	3,623,645.
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 on Schedule O) .....	9	0.
10 Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B)) .....	10	117,547,596.

**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? .....	2a	x
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		
b Were the organization's financial statements audited by an independent accountant? .....	2b	x
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 type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		
c 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? .....	2c	x
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.		
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? .....	3a	x
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits .....	3b	

Form **990** (2024)

**SCHEDULE A**  
(Form 990)

Department of the Treasury  
Internal Revenue Service

# Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section

4947(a)(1) nonexempt charitable trust.

Attach to Form 990 or Form 990-EZ.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2024**

Open to Public  
Inspection

Name of the organization

MOZILLA FOUNDATION

Employer identification number

20-0097189

**Part I Reason for Public Charity Status.** (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1  A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2  A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990).)
- 3  A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4  A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state: \_\_\_\_\_
- 5  An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6  A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7  An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8  A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9  An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: \_\_\_\_\_
- 10  An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 11  An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 12  An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
  - a  **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
  - b  **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
  - c  **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
  - d  **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
  - e  Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
  - f Enter the number of supported organizations .....
  - g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
<b>Total</b>						

**Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....	9,564,873.	9,931,949.	9,075,862.	7,821,194.	6,513,893.	42,907,771.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
3 The value of services or facilities furnished by a governmental unit to the organization without charge .....						
4 <b>Total.</b> Add lines 1 through 3 .....	9,564,873.	9,931,949.	9,075,862.	7,821,194.	6,513,893.	42,907,771.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) .....						4,639,100.
<b>6 Public support.</b> Subtract line 5 from line 4.						38,268,671.

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4 .....	9,564,873.	9,931,949.	9,075,862.	7,821,194.	6,513,893.	42,907,771.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources ...	457,113.	532,734.	20,900,277.	37,574,982.	6,847,232.	66,312,338.
9 Net income from unrelated business activities, whether or not the business is regularly carried on ...	596,068.	1,642,233.	2,233,203.	2,235,568.	2,099,195.	8,806,267.
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....			8,328.	10,370.		18,698.
<b>11 Total support.</b> Add lines 7 through 10						118,045,074.
<b>12 Gross receipts from related activities, etc. (see instructions)</b> .....					12	90,838,850.
<b>13 First 5 years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> .....						<input type="checkbox"/>

**Section C. Computation of Public Support Percentage**

14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f)) .....	14	32.42	%
15 Public support percentage from 2023 Schedule A, Part II, line 14 .....	15	34.87	%
<b>16a 33 1/3% support test - 2024.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here</b> . The organization qualifies as a publicly supported organization .....			
<input type="checkbox"/>			
<b>b 33 1/3% support test - 2023.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and <b>stop here</b> . The organization qualifies as a publicly supported organization .....			
<input checked="" type="checkbox"/>			
<b>17a 10% -facts-and-circumstances test - 2024.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and <b>stop here</b> . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization .....			
<input type="checkbox"/>			
<b>b 10% -facts-and-circumstances test - 2023.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and <b>stop here</b> . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization .....			
<input type="checkbox"/>			
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions .....			
<input type="checkbox"/>			

Schedule A (Form 990) 2024

**Part III Support Schedule for Organizations Described in Section 509(a)(2)**

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose .....						
3 Gross receipts from activities that are not an unrelated trade or business under section 513 .....						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
5 The value of services or facilities furnished by a governmental unit to the organization without charge .....						
<b>6 Total.</b> Add lines 1 through 5 .....						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons .....						
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year .....						
<b>c</b> Add lines 7a and 7b .....						
<b>8 Public support.</b> (Subtract line 7c from line 6.)						

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
9 Amounts from line 6 .....						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 .....						
<b>c</b> Add lines 10a and 10b .....						
<b>11</b> Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on .....						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....						
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)						

**14 First 5 years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

**Section C. Computation of Public Support Percentage**

15 Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f)) .....	15	%
16 Public support percentage from 2023 Schedule A, Part III, line 15 .....	16	%

**Section D. Computation of Investment Income Percentage**

17 Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f)) .....	17	%
18 Investment income percentage from 2023 Schedule A, Part III, line 17 .....	18	%

**19a 33 1/3% support tests - 2024.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

**b 33 1/3% support tests - 2023.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

**20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

**Part IV Supporting Organizations**

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

**Section A. All Supporting Organizations**

- | 1   | Yes | No |
|---|-----|----|
| Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in <b>Part VI</b> how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.  | 1   |    |
| Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in <b>Part VI</b> how the organization determined that the supported organization was described in section 509(a)(1) or (2).   | 2   |    |
| Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.   | 3a  |    |
| Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in <b>Part VI</b> when and how the organization made the determination.   | 3b  |    |
| Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in <b>Part VI</b> what controls the organization put in place to ensure such use.  | 3c  |    |
| Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.  | 4a  |    |
| Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in <b>Part VI</b> how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.  | 4b  |    |
| Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in <b>Part VI</b> what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.   | 4c  |    |
| Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in <b>Part VI</b> , including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document). | 5a  |    |
| Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?   | 5b  |    |
| Substitutions only. Was the substitution the result of an event beyond the organization's control?  | 5c  |    |
| Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in <b>Part VI</b> .   | 6   |    |
| Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete <b>Part I</b> of Schedule L (Form 990).  | 7   |    |
| Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? If "Yes," complete <b>Part I</b> of Schedule L (Form 990).  | 8   |    |
| Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in <b>Part VI</b> .   | 9a  |    |
| Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in <b>Part VI</b> .   | 9b  |    |
| Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in <b>Part VI</b> .  | 9c  |    |
| Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below.   | 10a |    |
| Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)  | 10b |    |

**Part IV Supporting Organizations (continued)**

	Yes	No
<b>11</b> Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?	11a	
b A family member of a person described on line 11a above?	11b	
c A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.	11c	

**Section B. Type I Supporting Organizations**

	Yes	No
<b>1</b> Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	1	
<b>2</b> Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.	2	

**Section C. Type II Supporting Organizations**

	Yes	No
<b>1</b> Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).	1	

**Section D. All Type III Supporting Organizations**

	Yes	No
<b>1</b> Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?	1	
<b>2</b> Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).	2	
<b>3</b> By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.	3	

**Section E. Type III Functionally Integrated Supporting Organizations**

**1** Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).

- a  The organization satisfied the Activities Test. Complete line 2 below.
- b  The organization is the parent of each of its supported organizations. Complete line 3 below.
- c  The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).

**2** Activities Test. Answer lines 2a and 2b below.

- a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.

- b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.

**3** Parent of Supported Organizations. Answer lines 3a and 3b below.

- a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If "Yes" or "No," provide details in Part VI.
- b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.

	Yes	No
2a		
2b		
3a		
3b		

**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations**

**1**  Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). See instructions.  
All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
<b>1</b>	Net short-term capital gain	<b>1</b>	
<b>2</b>	Recoveries of prior-year distributions	<b>2</b>	
<b>3</b>	Other gross income (see instructions)	<b>3</b>	
<b>4</b>	Add lines 1 through 3.	<b>4</b>	
<b>5</b>	Depreciation and depletion	<b>5</b>	
<b>6</b>	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	<b>6</b>	
<b>7</b>	Other expenses (see instructions)	<b>7</b>	
<b>8</b>	<b>Adjusted Net Income</b> (subtract lines 5, 6, and 7 from line 4)	<b>8</b>	
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
<b>1</b>	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
<b>a</b>	Average monthly value of securities	<b>1a</b>	
<b>b</b>	Average monthly cash balances	<b>1b</b>	
<b>c</b>	Fair market value of other non-exempt-use assets	<b>1c</b>	
<b>d</b>	<b>Total</b> (add lines 1a, 1b, and 1c)	<b>1d</b>	
<b>e</b>	<b>Discount</b> claimed for blockage or other factors ( <i>explain in detail in Part VI</i> ):		
<b>2</b>	Acquisition indebtedness applicable to non-exempt-use assets	<b>2</b>	
<b>3</b>	Subtract line 2 from line 1d.	<b>3</b>	
<b>4</b>	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	<b>4</b>	
<b>5</b>	Net value of non-exempt-use assets (subtract line 4 from line 3)	<b>5</b>	
<b>6</b>	Multiply line 5 by 0.035.	<b>6</b>	
<b>7</b>	Recoveries of prior-year distributions	<b>7</b>	
<b>8</b>	<b>Minimum Asset Amount</b> (add line 7 to line 6)	<b>8</b>	
Section C - Distributable Amount			Current Year
<b>1</b>	Adjusted net income for prior year (from Section A, line 8, column A)	<b>1</b>	
<b>2</b>	Enter 0.85 of line 1.	<b>2</b>	
<b>3</b>	Minimum asset amount for prior year (from Section B, line 8, column A)	<b>3</b>	
<b>4</b>	Enter greater of line 2 or line 3.	<b>4</b>	
<b>5</b>	Income tax imposed in prior year	<b>5</b>	
<b>6</b>	<b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	<b>6</b>	
<b>7</b>	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Schedule A (Form 990) 2024

**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)**

Section D - Distributions		Current Year
<b>1</b>	Amounts paid to supported organizations to accomplish exempt purposes	<b>1</b>
<b>2</b>	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	<b>2</b>
<b>3</b>	Administrative expenses paid to accomplish exempt purposes of supported organizations	<b>3</b>
<b>4</b>	Amounts paid to acquire exempt-use assets	<b>4</b>
<b>5</b>	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i> )	<b>5</b>
<b>6</b>	Other distributions (describe in <b>Part VI</b> ). See instructions.	<b>6</b>
<b>7</b>	<b>Total annual distributions.</b> Add lines 1 through 6.	<b>7</b>
<b>8</b>	Distributions to attentive supported organizations to which the organization is responsive ( <i>provide details in Part VI</i> ). See instructions.	<b>8</b>
<b>9</b>	Distributable amount for 2024 from Section C, line 6	<b>9</b>
<b>10</b>	Line 8 amount divided by line 9 amount	<b>10</b>

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2024	(iii) Distributable Amount for 2024
<b>1</b> Distributable amount for 2024 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2024 (reasonable cause required - <i>explain in Part VI</i> ). See instructions.			
<b>3</b> Excess distributions carryover, if any, to 2024			
<b>a</b> From 2019			
<b>b</b> From 2020			
<b>c</b> From 2021			
<b>d</b> From 2022			
<b>e</b> From 2023			
<b>f</b> <b>Total</b> of lines 3a through 3e			
<b>g</b> Applied to under distributions of prior years			
<b>h</b> Applied to 2024 distributable amount			
<b>i</b> Carryover from 2019 not applied (see instructions)			
<b>j</b> Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
<b>4</b> Distributions for 2024 from Section D, line 7: \$			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2024 distributable amount			
<b>c</b> Remainder. Subtract lines 4a and 4b from line 4.			
<b>5</b> Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
<b>6</b> Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
<b>7</b> <b>Excess distributions carryover to 2025.</b> Add lines 3j and 4c.			
<b>8</b> Breakdown of line 7:			
<b>a</b> Excess from 2020			
<b>b</b> Excess from 2021			
<b>c</b> Excess from 2022			
<b>d</b> Excess from 2023			
<b>e</b> Excess from 2024			

Schedule A (Form 990) 2024

**Part VI**

**Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

**Schedule B  
(Form 990)**(Rev. December 2024)  
Department of the Treasury  
Internal Revenue Service**Schedule of Contributors**Attach to Form 990, 990-EZ, or 990-PF.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

Name of the organization

MOZILLA FOUNDATION

Employer identification number

20-0097189

**Organization type** (check one):**Filers of:**

Form 990 or 990-EZ

 501(c)( 3 ) (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 foundationCheck 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 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 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), 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 (entering "N/A" in column (b) instead of the contributor name and address), 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), 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 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

For Paperwork Reduction Act Notice, see the instructions for Form 990, 990-EZ, or 990-PF.

Schedule B (Form 990) (Rev. 12-2024)

Name of organization

MOZILLA FOUNDATION

Employer identification number

20-0097189

**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
1		\$ 503,483.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2		\$ 450,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3		\$ 400,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization

**Employer identification number**

MOZILLA FOUNDATION

20-0097189

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

Name of organization

MOZILLA FOUNDATION

Employer identification number

20-0097189

**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 info. once.) \$ \_\_\_\_\_  
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
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee

## **SCHEDULE C**

**(Form 990)**

# **Political Campaign and Lobbying Activities**

OMB No. 1545-0047

2024

Open to Public  
Inspection

Department of the Treasury  
Internal Revenue Service

### **For Organizations Exempt From Income Tax Under Section 501(c) and Section 527**

**Complete if the organization is described below. Attach to Form 990 or Form 990-EZ.**  
**Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

If the organization answered "Yes" on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then:

- Section 501(c)(3) organizations: Complete Parts I-A and I-B. Do not complete Part I-C.
  - Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and I-C below. Do not complete Part I-B.
  - Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then:

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
  - Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, line 5 (Proxy Tax) (see separate instructions), or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then:

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

---

Name of organization

**Employer identification number (EIN)**

20-0097189

**Part I-A** Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1** Provide a description of the organization's direct and indirect political campaign activities in Part IV.

- 2** Political campaign activity expenditures ..... \$ \_\_\_\_\_  
**3** Volunteer hours for political campaign activities ..... \_\_\_\_\_

**Part I-B Complete if the organization is exempt under section 501(c)(3).**

- 1** Enter the amount of any excise tax incurred by the organization under section 4955 ..... \$ \_\_\_\_\_  
**2** Enter the amount of any excise tax incurred by organization managers under section 4955 ..... \$ \_\_\_\_\_  
**3** If the organization incurred a section 4955 tax, did it file Form 4720 for this year? .....  Yes  No  
**4a** Was a correction made? .....  Yes  No  
**b** If "Yes," describe in Part IV.

**Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).**

- 1** Enter the amount directly expended by the filing organization for section 527 exempt function activities ..... \$ \_\_\_\_\_

**2** Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ..... \$ \_\_\_\_\_

**3** Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL,  
line 17b ..... \$ \_\_\_\_\_

**4** Did the filing organization file **Form 1120-POL** for this year?  Yes  No

**5** Enter the names, addresses, and EINs of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

---

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

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Schedule C (Form 990) 2024

**Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).**

- A Check  if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B Check  if the filing organization checked box A and "limited control" provisions apply.

<b>Limits on Lobbying Expenditures</b> (The term "expenditures" means amounts paid or incurred.)		<b>(a) Filing organization's totals</b>	<b>(b) Affiliated group totals</b>
<b>1a</b> Total lobbying expenditures to influence public opinion (grassroots lobbying) .....			
<b>b</b> Total lobbying expenditures to influence a legislative body (direct lobbying) .....			
<b>c</b> Total lobbying expenditures (add lines 1a and 1b) .....			
<b>d</b> Other exempt purpose expenditures .....			
<b>e</b> Total exempt purpose expenditures (add lines 1c and 1d) .....			
<b>f</b> Lobbying nontaxable amount. Enter the amount from the following table in both columns.			
<b>IF the amount on line 1e, column (a) or (b), is:</b>	<b>THEN the lobbying nontaxable amount is:</b>		
not over \$500,000	20% of the amount on line 1e.		
over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.		
over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.		
over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.		
over \$17,000,000	\$1,000,000.		
<b>g</b> Grassroots nontaxable amount (enter 25% of line 1f) .....			
<b>h</b> Subtract line 1g from line 1a. If zero or less, enter -0 .....			
<b>i</b> Subtract line 1f from line 1c. If zero or less, enter -0 .....			
<b>j</b> If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? .....		<input type="checkbox"/> Yes	<input type="checkbox"/> No

**4-Year Averaging Period Under Section 501(h)**

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below.

See the separate instructions for lines 2a through 2f.)

**Lobbying Expenditures During 4-Year Averaging Period**

Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) Total
<b>2a</b> Lobbying nontaxable amount					
<b>b</b> Lobbying ceiling amount (150% of line 2a, column(e))					
<b>c</b> Total lobbying expenditures					
<b>d</b> Grassroots nontaxable amount					
<b>e</b> Grassroots ceiling amount (150% of line 2d, column (e))					
<b>f</b> Grassroots lobbying expenditures					

Schedule C (Form 990) 2024

**Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).**

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers? .....		X	
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? .....		X	
c Media advertisements? .....	X		7,449.
d Mailings to members, legislators, or the public? .....	X		20,125.
e Publications, or published or broadcast statements? .....	X		82,352.
f Grants to other organizations for lobbying purposes? .....	X		603.
g Direct contact with legislators, their staffs, government officials, or a legislative body? .....	X		57,479.
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means? .....	X		20,439.
i Other activities? .....	X		98,460.
j Total. Add lines 1c through 1i .....			286,907.
2a Did the activities in line 1 cause the organization to not be described in section 501(c)(3)? .....		X	
b If "Yes," enter the amount of any tax incurred under section 4912 .....			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912 .....			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year? .....			

**Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).**

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members? .....	1	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less? .....	2	
3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year? .....	3	

**Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No;" OR (b) Part III-A, line 3, is answered "Yes."**

1 Dues, assessments, and similar amounts from members .....	1	
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid):		
a Current year .....	2a	
b Carryover from last year .....	2b	
c Total .....	2c	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .....	3	
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditures next year? .....	4	
5 Taxable amount of lobbying and political expenditures. See instructions .....	5	

**Part IV Supplemental Information**

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-B, lines 1 and 2 (see instructions); and Part II-B, line 1. Also, complete this part for any additional information.

**PART II-B, LINE 1, LOBBYING ACTIVITIES:**

IN 2024, MOZILLA MET WITH POLICYMAKERS AND REGULATORS IN THE UNITED STATES, UK, AND EU, AS WELL AS SEVERAL EU MEMBER STATES (INCLUDING FRANCE, GERMANY, AND SPAIN). THIS OCCURRED IN THE CONTEXT OF MOZILLA'S WORK ON A VARIETY OF POLICY ISSUES, PARTICULARLY WITH REGARD TO AI (FOR EXAMPLE, AROUND THE ADOPTION AND IMPLEMENTATION OF THE EU'S AI ACT) AND PLATFORM ACCOUNTABILITY (NOTABLY, THE EU'S DIGITAL SERVICES ACT).

MOZILLA ALSO ENGAGED WITH CIVIL SOCIETY GROUPS, INDUSTRY, RESEARCHERS, AND TECHNOLOGISTS IN THIS CONTEXT.

**SCHEDULE D**

(Form 990)

(Rev. December 2024)

Department of the Treasury  
Internal Revenue Service**Supplemental Financial Statements**

OMB No. 1545-0047

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](http://www.irs.gov/Form990) for instructions and the latest information.Open to Public  
Inspection**Name of the organization**

MOZILLA FOUNDATION

**Employer identification number**

20-0097189

**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.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year .....		
2 Aggregate value of contributions to (during year) .....		
3 Aggregate value of grants from (during year) .....		
4 Aggregate value at end of year .....		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? .....		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? .....		<input type="checkbox"/> Yes <input type="checkbox"/> No

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

- 1 Purpose(s) of conservation easements held by the organization (check all that apply).

<input type="checkbox"/> Preservation of land for public use (for example, recreation or education)	<input type="checkbox"/> Preservation of a historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> Preservation of open space	

- 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
2a	
2b	
2c	
2d	

- a Total number of conservation easements .....

- b Total acreage restricted by conservation easements .....

- c Number of conservation easements on a certified historic structure included on line 2a .....

- d Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register .....

- 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year .....

- 4 Number of states where property subject to conservation easement is located .....

- 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? .....

 Yes  No

- 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year .....

- 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year .....

- 8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? .....

 Yes No

- 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

**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.

- 1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

- b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items.

(i) Revenue included on Form 990, Part VIII, line 1 .....	\$ .....
(ii) Assets included in Form 990, Part X .....	\$ .....

- 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 .....	\$ .....
b Assets included in Form 990, Part X .....	\$ .....

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule D (Form 990) (Rev. 12-2024)

LHA 432051 01-02-25

**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 make significant use of its collection items (check all that apply).
- |  |   |
|--|---|
| a <input type="checkbox"/> Public exhibition                   | d <input type="checkbox"/> Loan or exchange program |
| b <input type="checkbox"/> Scholarly research                  | e <input type="checkbox"/> Other _____              |
| c <input type="checkbox"/> Preservation for future generations |   |
- 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 |
|----|--------|
| 1c |        |
| 1d |        |
| 1e |        |
| 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:

- (i) Unrelated organizations? .....
- (ii) Related organizations? .....

Yes	No
3a(i)	
3a(ii)	
3b	

- b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? .....

- 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 .....				
b Buildings .....				
c Leasehold improvements .....				
d Equipment .....	6,531.	6,531.	0.	
e Other .....				

**Total.** Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B)) ..... 0.

**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) OTHER SECURITIES AND HEDGE FUNDS	37,057,278.	END-OF-YEAR MARKET VALUE
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))	37,057,278.	

**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) INVESTMENT IN MOZILLA CORP, MZLA TECH		
(2) CORP, AND MZL.AI	18,668,364.	COST
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, line 13, col. (B))	18,668,364.	

**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, line 15, col. (B)) .....

**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	
(2) PAYABLE TO SUBSIDIARIES	319,008.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	

Total. (Column (b) must equal Form 990, Part X, line 25, col. (B)) .....

319,008.

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 FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ... 

Schedule D (Form 990) (Rev. 12-2024)

**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	
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	
e Add lines 2a through 2d .....	2e	
3 Subtract line 2e from line 1 .....	3	
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	
c Add lines 4a and 4b .....	4c	
5 Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.) .....	5	

**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	
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	
e Add lines 2a through 2d .....	2e	
3 Subtract line 2e from line 1 .....	3	
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	

**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.

**PART X, LINE 2:**

THE FOUNDATION QUALIFIES AS A PUBLIC BENEFIT CHARITABLE ORGANIZATION  
 EXEMPT FROM INCOME TAXES ON RELATED INCOME UNDER SECTION 501(C)(3) OF THE  
 INTERNAL REVENUE CODE AND APPLICABLE SECTIONS OF THE CALIFORNIA REVENUE  
 AND TAXATION CODE. THE FOUNDATION PROVIDES FOR TAX, IF ANY, ON UNRELATED  
 BUSINESS INCOME.

IN ACCORDANCE WITH THE ACCOUNTING STANDARD ON ACCOUNTING FOR UNCERTAINTY  
 IN INCOME TAXES, NO PORTION OF AN UNCERTAIN TAX POSITION WILL BE  
 RECOGNIZED IF THE POSITION HAS LESS THAN A 50% LIKELIHOOD OF BEING  
 SUSTAINED UPON AUDIT BY THE RELEVANT TAXING AUTHORITY. ALSO, INTEREST  
 EXPENSE, IF ANY, IS RECOGNIZED ON THE FULL AMOUNT OF DEFERRED BENEFITS FOR  
 UNCERTAIN TAX POSITIONS.

THE FOUNDATION'S CONSOLIDATED FINANCIAL STATEMENTS REPORTED SOME  
 UNRECOGNIZED TAX BENEFITS, BUT THOSE BENEFITS ALL RESULTED FROM TAX  
 POSITIONS TAKEN BY OTHER ENTITIES IN THE GROUP, NOT THE FOUNDATION.

**Part XIII** **Supplemental Information** *(continued)*

**SCHEDULE F**  
**(Form 990)**(Rev. December 2024)  
Department of the Treasury  
Internal Revenue Service**Statement of Activities Outside the United States**

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

OMB No. 1545-0047

Name of the organization  MOZILLA FOUNDATION	Employer identification number  20-0097189
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Open to Public  
Inspection

<b>Part I General Information on Activities Outside the United States.</b> Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.
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**1 For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? .....  Yes  No

**2 For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

**3 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 the 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
EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA, CAMBODIA,	0	29	PROGRAM SERVICES	AGENDA SETTING AND MOVEMENT BUILDING ACTIVITIES	194,997.
EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM	2	190	PROGRAM SERVICES	AGENDA SETTING AND MOVEMENT BUILDING ACTIVITIES	4,584,672.
MIDDLE EAST AND NORTH AFRICA - ALGERIA, BAHRAIN, DJIBOUTI, EGYPT,	0	5	PROGRAM SERVICES	AGENDA SETTING AND MOVEMENT BUILDING ACTIVITIES	10,080.
NORTH AMERICA - CANADA AND MEXICO, BUT NOT THE UNITED STATES	2	76	PROGRAM SERVICES	AGENDA SETTING AND MOVEMENT BUILDING ACTIVITIES	444,815.
SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLUMBIA, ECUADOR,	0	8	PROGRAM SERVICES	AGENDA SETTING AND MOVEMENT BUILDING ACTIVITIES	45,101.
SOUTH ASIA - AFGHANISTAN, BANGLADESH, BHUTAN, INDIA, MALDIVES,	0	37	PROGRAM SERVICES	AGENDA SETTING AND MOVEMENT BUILDING ACTIVITIES	143,897.
SUB-SAHARAN AFRICA - ANGOLA, BENIN, BOTSWANA, BURKINA FASO,	0	163	PROGRAM SERVICES	AGENDA SETTING AND MOVEMENT BUILDING ACTIVITIES	1,013,928.
EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA, CAMBODIA,	0	1	GRANT-MAKING	GRANTS, FELLOWSHIPS, AND AWARDS	25,691.
<b>3 a Subtotal .....</b>	<b>4</b>	<b>509</b>			<b>6,463,181.</b>
<b>b Total from continuation sheets to Part I .....</b>	<b>4</b>	<b>65</b>			<b>1,613,006.</b>
<b>c Totals (add lines 3a and 3b) .....</b>	<b>8</b>	<b>574</b>			<b>8,076,187.</b>

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule F (Form 990) (Rev. 12-2024)

**Part I Continuation of Activities per Region.** (Schedule F (Form 990), Part I, line 3)

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
EUROPE ( INCLUDING ICELAND & GREENLAND ) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM	2	19	GRANT-MAKING	GRANTS, FELLOWSHIPS, AND AWARDS	624,378.
MIDDLE EAST AND NORTH AFRICA - ALGERIA, BAHRAIN, DJIBOUTI, EGYPT,	0	3	GRANT-MAKING	GRANTS, FELLOWSHIPS, AND AWARDS	43,808.
NORTH AMERICA - CANADA AND MEXICO, BUT NOT THE UNITED STATES	2	5	GRANT-MAKING	GRANTS, FELLOWSHIPS, AND AWARDS	94,376.
SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLUMBIA, ECUADOR,	0	8	GRANT-MAKING	GRANTS, FELLOWSHIPS, AND AWARDS	179,911.
SOUTH ASIA - AFGHANISTAN, BANGLADESH, BHUTAN, INDIA, MALDIVES,	0	4	GRANT-MAKING	GRANTS, FELLOWSHIPS, AND AWARDS	186,084.
SUB-SAHARAN AFRICA - ANGOLA, BENIN, BOTSWANA, BURKINA FASO,	0	26	GRANT-MAKING	GRANTS, FELLOWSHIPS, AND AWARDS	484,449.
<b>Totals</b> .....	► 4	65			1,613,006.

**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 <b>(a)</b> Name of organization	<b>(b)</b> IRS code section and EIN (if applicable)	<b>(c)</b> Region	<b>(d)</b> Purpose of grant	<b>(e)</b> Amount of cash grant	<b>(f)</b> Manner of cash disbursement	<b>(g)</b> Amount of noncash assistance	<b>(h)</b> Description of noncash assistance	<b>(i)</b> Method of valuation (book, FMV, appraisal, other)
		SUB SAHARAN AFRICA	PROJECT SUPPORT FOR WEATHER TOOL.	25,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		EUROPE	PROJECT SUPPORT FOR AI FUND.	300,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		EUROPE	SPONSORSHIP FOR THE 2024 DEEP LEARNING INDABA CONVENING.	8,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SUB SAHARAN AFRICA	PROJECT SUPPORT FOR KIAZI BORA+ APP.	25,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SUB SAHARAN AFRICA	PROJECT SUPPORT FOR RESPONSIBLE COMPUTING CHALLENGE RENEWAL.	25,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SUB SAHARAN AFRICA	PROJECT SUPPORT FOR RESPONSIBLE COMPUTING CHALLENGE RENEWAL.	25,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SUB SAHARAN AFRICA	PROJECT SUPPORT FOR RESPONSIBLE COMPUTING CHALLENGE RENEWAL.	25,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SUB SAHARAN AFRICA	PROJECT SUPPORT FOR RESPONSIBLE COMPUTING CHALLENGE RENEWAL.	25,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		

**2** Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter ..... 35

**3** Enter total number of other organizations or entities ..... 26

<b>Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States.</b> (Schedule F (Form 990), Part II, line 1)								
<b>1 (a) Name of organization</b>	<b>(b) IRS code section and EIN (if applicable)</b>	<b>(c) Region</b>	<b>(d) Purpose of grant</b>	<b>(e) Amount of cash grant</b>	<b>(f) Manner of cash disbursement</b>	<b>(g) Amount of non-cash assistance</b>	<b>(h) Description of non-cash assistance</b>	<b>(i) Method of valuation (book, FMV, appraisal, other)</b>
		SUB SAHARAN AFRICA	PROJECT SUPPORT FOR RESPONSIBLE COMPUTING CHALLENGE RENEWAL.	25,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SUB SAHARAN AFRICA	PROJECT SUPPORT FOR RESPONSIBLE COMPUTING CHALLENGE RENEWAL.	25,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SUB SAHARAN AFRICA	EVENT SPONSORSHIP FOR AFRICA'S TALKING SUMMIT 2024.	30,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SOUTH ASIA	GENERAL OPERATING SUPPORT.	112,500.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SUB SAHARAN AFRICA	PROJECT SUPPORT FOR DATA LICENSES THAT CENTER PRIVACY/TRANSPARENCY.	9,890.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SOUTH AMERICA	PROJECT SUPPORT FOR BIAS ASSESSMENT IN LANGUAGE TECHNOLOGIES.	50,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		EUROPE	PROJECT SUPPORT FOR GREEN SCREEN COALITION AND CATALYST FUND.	25,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		EUROPE	PROJECT SUPPORT FOR TECH AND SOCIETY FUNDERS GROUP.	10,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		EUROPE	GENERAL OPERATING SUPPORT TO HELP EDRI BUILD ITS INTERNAL CAPACITY TO	40,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		

<b>Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States.</b> (Schedule F (Form 990), Part II, line 1)								
<b>1 (a) Name of organization</b>	<b>(b) IRS code section and EIN (if applicable)</b>	<b>(c) Region</b>	<b>(d) Purpose of grant</b>	<b>(e) Amount of cash grant</b>	<b>(f) Manner of cash disbursement</b>	<b>(g) Amount of non-cash assistance</b>	<b>(h) Description of non-cash assistance</b>	<b>(i) Method of valuation (book, FMV, appraisal, other)</b>
		SOUTH AMERICA	PROJECT SUPPORT FOR TECH FOR FORESTS AMAZONIA.	20,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		EUROPE	PROJECT SUPPORT FOR RESEARCH ON EUROPEAN DATA CENTRES TRANSPARENCY.	30,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		NORTH AMERICA	PROJECT SUPPORT FOR RIGHTS FORUM.	25,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		EUROPE	PROJECT SUPPORT FOR ONLINE CONSUMER ENVIRONMENTAL IMPACT RESEARCH.	15,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SUB SAHARAN AFRICA	PROJECT SUPPORT FOR ENVIRONMENTAL SENSING COMMUNITY DATA COLLECTION.	35,876.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		EUROPE	PROJECT SUPPORT FOR BUILDING ENERGY COST MODELS FOR LINUX KERNEL.	20,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		NORTH AMERICA	PROJECT SUPPORT FOR RESEARCH ON INFRASTRUCTURE SUSTAINABILITY.	20,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SOUTH AMERICA	PROJECT SUPPORT FOR COMMUNITY-LED GEOGRAPHIC DATASETS IN THE AMAZONIAN TIM.	20,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		EUROPE	PROJECT SUPPORT FOR BEST PRACTICE RESEARCH ON GREENING AI IMPACTS.	19,318.	ELECTRONIC FUND/WIRE TRANSFER	0.		

<b>Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States.</b> (Schedule F (Form 990), Part II, line 1)								
<b>1 (a) Name of organization</b>	<b>(b) IRS code section and EIN (if applicable)</b>	<b>(c) Region</b>	<b>(d) Purpose of grant</b>	<b>(e) Amount of cash grant</b>	<b>(f) Manner of cash disbursement</b>	<b>(g) Amount of non-cash assistance</b>	<b>(h) Description of non-cash assistance</b>	<b>(i) Method of valuation (book, FMV, appraisal, other)</b>
		SOUTH ASIA	PROJECT SUPPORT TO INTEGRATE RESPONSIBLE COMPUTING AND ETHICS.	25,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SOUTH ASIA	PROJECT SUPPORT TO INTEGRATE RESPONSIBLE COMPUTING AND ETHICS	25,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		EUROPE	SPONSORSHIP FOR THE CPDP.AI GATHERING.	28,833.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		EUROPE	PROJECT SUPPORT FOR TRANSATLANTIC DIGITAL RIGHTS WORK.	10,965.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SOUTH AMERICA	PROJECT SUPPORT FOR TECH & SOCIETY FELLOWSHIP HOST ORGANIZATION.	10,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		EUROPE	PROJECT SUPPORT FOR TECH & SOCIETY FELLOWSHIP HOST ORGANIZATION.	10,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		MIDDLE EAST AND NORTH AFRICA	PROJECT SUPPORT FOR TECH & SOCIETY FELLOWSHIP HOST ORGANIZATION.	10,569.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SUB SAHARAN AFRICA	PROJECT SUPPORT FOR TECH & SOCIETY FELLOWSHIP HOST ORGANIZATION.	10,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SUB SAHARAN AFRICA	PROJECT SUPPORT FOR TECH & SOCIETY FELLOWSHIP HOST ORGANIZATION.	10,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		

<b>Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States.</b> (Schedule F (Form 990), Part II, line 1)								
<b>1 (a) Name of organization</b>	<b>(b) IRS code section and EIN (if applicable)</b>	<b>(c) Region</b>	<b>(d) Purpose of grant</b>	<b>(e) Amount of cash grant</b>	<b>(f) Manner of cash disbursement</b>	<b>(g) Amount of non-cash assistance</b>	<b>(h) Description of non-cash assistance</b>	<b>(i) Method of valuation (book, FMV, appraisal, other)</b>
		SOUTH AMERICA	PROJECT SUPPORT FOR TECH & SOCIETY FELLOWSHIP HOST ORGANIZATION.	10,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		NORTH AMERICA	PROJECT SUPPORT FOR TECH & SOCIETY FELLOWSHIP HOST ORGANIZATION.	10,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		NORTH AMERICA	PROJECT SUPPORT FOR TECH & SOCIETY FELLOWSHIP HOST ORGANIZATION.	10,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SOUTH ASIA	PROJECT SUPPORT FOR TECH & SOCIETY FELLOWSHIP HOST ORGANIZATION.	5,500.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SUB SAHARAN AFRICA	EVENT SPONSORSHIP FOR MULTI STAKEHOLDER INITIATIVE ON AI.	20,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		EUROPE	EVENT SPONSORSHIP FOR OPEN TECH AFTERWORK AT OSPOS FOR GOOD.	10,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SUB SAHARAN AFRICA	EVENT SPONSORSHIP FOR THE FACT FORWARD MISINFORMATION WORKSHOP.	11,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		EUROPE	PROJECT SUPPORT TO FLAG PRIVACY RISK IN AI GENERATED SYNTHETIC DATA	25,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SUB SAHARAN AFRICA	EVENT SPONSORSHIP FOR GENDERING AI CONFERENCE AND PROJECT SUPPORT FOR	30,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		

<b>Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States.</b> (Schedule F (Form 990), Part II, line 1)								
<b>1 (a) Name of organization</b>	<b>(b) IRS code section and EIN (if applicable)</b>	<b>(c) Region</b>	<b>(d) Purpose of grant</b>	<b>(e) Amount of cash grant</b>	<b>(f) Manner of cash disbursement</b>	<b>(g) Amount of non-cash assistance</b>	<b>(h) Description of non-cash assistance</b>	<b>(i) Method of valuation (book, FMV, appraisal, other)</b>
		SUB SAHARAN AFRICA	EVENT SPONSORSHIP FOR FORUM ON INTERNET FREEDOM IN AFRICA.	10,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		MIDDLE EAST AND NORTH AFRICA	PROJECT SUPPORT FOR TECH & SOCIETY FELLOWSHIP HOST ORGANIZATION.	10,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SUB SAHARAN AFRICA	PROJECT SUPPORT FOR RESPONSIBLE COMPUTING CHALLENGE RENEWAL.	25,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
		SUB SAHARAN AFRICA	PROJECT SUPPORT FOR RESPONSIBLE COMPUTING CHALLENGE RENEWAL.	25,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		

**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)
PROJECT SUPPORT FOR AFRO-GRIDS AFRICAN FOLKLORE ART PROJECT.	EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA,	1	9,985.	ELECTRONIC FUND/WIRE TRANSFER	0.		
PROJECT SUPPORT FOR RISK FACTORS DOCUMENTARY.	EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA,	1	10,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
PROJECT SUPPORT FOR RESEARCH ON AI SUPPLY CHAIN IMPACTS.	EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA,	1	10,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
PROJECT SUPPORT FOR INDIGENOUS AUDIOVISUAL NARRATIVES IN YUCATAN.	EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA,	1	10,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
FELLOWSHIP EXPENSES	EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA,	2	691.	ELECTRONIC FUND/WIRE TRANSFER	0.		
FELLOWSHIP EXPENSES	EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA,	3	6,485.	ELECTRONIC FUND/WIRE TRANSFER	0.		
FELLOWSHIP EXPENSES	MIDDLE EAST AND NORTH AFRICA - ALGERIA, BAHRAIN, DJIBOUTI, EGYPT,	2	2,146.	ELECTRONIC FUND/WIRE TRANSFER	0.		
FELLOWSHIP EXPENSES	NORTH AMERICA - CANADA AND MEXICO, BUT NOT THE UNITED STATES	4	9,375.	ELECTRONIC FUND/WIRE TRANSFER	0.		
FELLOWSHIP EXPENSES	SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLOMBIA,	9	6,711.	ELECTRONIC FUND/WIRE TRANSFER	0.		

<b>Part III Continuation of Grants and Other Assistance to Individuals Outside the United States.</b> (Schedule F (Form 990), Part III)							
(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 non-cash assistance	(g) Description of non-cash assistance	(h) Method of valuation (book, FMV, appraisal, other)
FELLOWSHIP EXPENSES	SOUTH ASIA - AFGHANISTAN, BANGLADESH, BHUTAN, INDIA,	2	18,084.	ELECTRONIC FUND/WIRE TRANSFER	0.		
FELLOWSHIP EXPENSES	SUB-SAHARAN AFRICA - ANGOLA, BENIN, BOTSWANA, BURKINA FASO,	6	11,322.	ELECTRONIC FUND/WIRE TRANSFER	0.		
FELLOWSHIP	NORTH AMERICA - CANADA AND MEXICO, BUT NOT THE UNITED STATES	1	20,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
FELLOWSHIP	EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA,	1	20,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
FELLOWSHIP	SOUTH AMERICA - ARGENTINA, BOLIVIA, BRAZIL, CHILE, COLUMBIA,	3	60,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
FELLOWSHIP	SUB-SAHARAN AFRICA - ANGOLA, BENIN, BOTSWANA, BURKINA FASO,	2	40,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		
FELLOWSHIP	MIDDLE EAST AND NORTH AFRICA - ALGERIA, BAHRAIN, DJIBOUTI, EGYPT,	1	21,093.	ELECTRONIC FUND/WIRE TRANSFER	0.		
FELLOWSHIP	EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA,	1	25,000.	ELECTRONIC FUND/WIRE TRANSFER	0.		

**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 the 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 the 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 the 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 the 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 the 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 the Instructions for Form 5713; don't file with Form 990)* .....  Yes  No

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Schedule F (Form 990) (Rev. 12-2024)

**Part V Supplemental Information**

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

**PART I, LINE 2:**

WE MAINTAIN INFORMATION ON GRANTS, INCLUDING SUPPORTING DOCUMENTATION SUCH AS GRANT PROPOSALS, SIGNED AGREEMENTS, REPORTS FROM GRANTEES, ETC.

FOR FELLOWSHIP GRANTEES, GRANTS ARE MADE PURSUANT TO AGREEMENTS WITH THE FELLOWS AND/OR HOST INSTITUTIONS TO ENSURE THAT THE FELLOWSHIP RECIPIENTS WILL BE PURSUING A DEFINED RESEARCH PROGRAM THAT WILL AID THE DEVELOPMENT OF THE FELLOWSHIP RECIPIENT AS WELL AS ADVANCING RESEARCH IN AREAS MATCHING MOZILLA'S EXEMPT PURPOSES. IN OTHER CASES, WE ENTER INTO APPROPRIATE CONTRACTUAL AGREEMENTS WITH INDIVIDUAL OR CORPORATE GRANTEES REQUIRING THEM TO ACCOMPLISH CHARITABLE WORK OF DIRECT BENEFIT TO THE PUBLIC AND SPECIFICALLY DESCRIBED IN A STATEMENT OF WORK.

FOR GRANTS TO NON-U.S. ORGANIZATIONS, WE GENERALLY USE A GRANT AGREEMENT THAT RESTRICTS THE USE OF THE FUNDS TO SPECIFIC CHARITABLE PROJECTS AND INCLUDES REQUIREMENTS FOR RECORDKEEPING AND REPORTING ON THE USE OF FUNDS. IF WE WISH TO PROVIDE GENERAL UNRESTRICTED SUPPORT, WE GENERALLY DO SO ONLY AFTER DETERMINING THAT THE GRANTEE QUALIFIES AS THE EQUIVALENT OF A U.S. SECTION 501(C)(3) ORGANIZATION, TYPICALLY BY RELYING ON THE ADVICE OF A QUALIFIED TAX PRACTITIONER SUCH AS THAT PROVIDED BY NGOSOURCE.ORG. THE GRANT AGREEMENTS WE USE INCLUDE REQUIREMENTS FOR THE GRANTEE TO REPORT ON USE OF THE FUNDS.

**PART II, COLUMN (D):**

REGION: EUROPE

(D) PURPOSE OF GRANT: GENERAL OPERATING SUPPORT TO HELP EDRI BUILD ITS INTERNAL CAPACITY TO ARTICULATE STRATEGIC AND COLLABORATIVE INTERVENTIONS ON CLIMATE JUSTICE/DIGITAL RIGHTS.

REGION: SUB SAHARAN AFRICA

(D) PURPOSE OF GRANT: EVENT SPONSORSHIP FOR GENDERING AI CONFERENCE AND PROJECT SUPPORT FOR HAKI DES FEMMES.

**SCHEDULE I**  
**(Form 990)**(Rev. December 2024)  
Department of the Treasury  
Internal Revenue Service**Grants and Other Assistance to Organizations,  
Governments, and Individuals in the United States**

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

OMB No. 1545-0047

**Open to Public  
Inspection**

Name of the organization

MOZILLA FOUNDATION

**Employer identification number**  
20-0097189**Part I General Information on Grants and Assistance**

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? .....
- 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

 Yes     No**Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments.** Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

<b>1 (a) Name and address of organization or government</b>	<b>(b) EIN</b>	<b>(c) IRC section (if applicable)</b>	<b>(d) Amount of cash grant</b>	<b>(e) Amount of noncash assistance</b>	<b>(f) Method of valuation (book, FMV, appraisal, other)</b>	<b>(g) Description of noncash assistance</b>	<b>(h) Purpose of grant or assistance</b>
ACCESS NOW INC. 54 WEST 21ST STREET SUITE 404 NEW YORK, NY 10010	27-0597430	501(C)(3)	15,000.	0.			PROJECT SUPPORT FOR THE DIGITAL RIGHTS EMERGENCY FUND.
START SOMEWHERE, LLC 1629 K ST NW SUITE 300 WASHINGTON, DC 20006	27-4530493		25,000.	0.			SPONSORSHIP FOR THE SUMMIT EVENT.
ARTICLE 19, INC. 1350 AVENUE OF THE AMERICAS C/O CHAPEL AND YORK - NEW YORK CITY, NY 10019	27-1337098	501(C)(3)	15,000.	0.			SPONSORSHIP FOR 2024 GLOBAL GATHERING.
WINSTON-SALEM STATE UNIVERSITY FOUNDATION, INC. - 601 S. MLK JR. DRIVE 304 BLAIR HALL - WINSTON-SALEM, NC 27110	56-0989620	501(C)(3)	49,000.	0.			PROJECT SUPPORT FOR RENEWAL OF RESPONSIBLE COMPUTING CHALLENGE.
ASPIRATION PO BOX 880264 SAN FRANCISCO, CA 94188	91-2106274	501(C)(3)	60,000.	0.			PROJECT SUPPORT FOR AI NOW INSTITUTE'S AI BUSINESS MODELS RESEARCH.
ASPIRATION PO BOX 880264 SAN FRANCISCO, CA 94188	91-2106274	501(C)(3)	50,000.	0.			PROJECT SUPPORT FOR AI NOW INSTITUTE'S POLICY TRACKER.

- 2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ..... 16.
- 3 Enter total number of other organizations listed in the line 1 table ..... 3.

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule I (Form 990) (Rev. 12-2024)

**Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
HOWARD UNIVERSITY 2400 SIXTH ST NW WASHINGTON, DC 20059	53-0204707	501(C)(3)	49,000.	0.			PROJECT SUPPORT FOR RENEWAL OF RESPONSIBLE COMPUTING CHALLENGE.
THE ELEUTHERAL INSTITUTE 839 KENNEDY ST WASHINGTON, DC 20011	92-2215190	501(C)(3)	25,000.	0.			PROJECT SUPPORT FOR DATA PROVENANCE INITIATIVE TO DEVELOP DATA SECURITY TOOLS.
INDIGIGENIUS 522 W RIVERSIDE AVE. SUITE 4934 SPOKANE, WA 99201	92-0498044	501(C)(3)	25,000.	0.			PROJECT SUPPORT FOR FIRST LANGUAGES AI REALITY (FLAIR) INITIATIVE.
TRUSTEES OF COLUMBIA UNIVERSITY IN THE CITY OF NEW YORK - 622 WEST 113TH STREET MC4518 - NEW YORK, NY 10025	13-5598093	501(C)(3)	100,000.	0.			PROJECT SUPPORT FOR RESEARCH ON GREATER TRANSPARENCY AND ACCOUNTABILITY IN AI.
TRUSTEES OF COLUMBIA UNIVERSITY IN THE CITY OF NEW YORK - 622 WEST 113TH STREET MC4518 - NEW YORK, NY 10025	13-5598093	501(C)(3)	50,000.	0.			PROJECT SUPPORT FOR THE COLUMBIA CONVENING ON OPENNESS IN AI.
RHIZOMATICA COMMUNICATIONS 241 S 6TH STREET #605 UNIT 605 PHILADELPHIA, PA 19106	83-2312281	501(C)(3)	40,000.	0.			PROJECT SUPPORT FOR THE LATAM COALITION.
BETACAMPS, INC 29 LITTLE WEST 12TH STREET NEW YORK, NY 10014	82-1684364		30,000.	0.			SPONSORSHIP FOR AI CAMP.
THE ASSOCIATION FOR PROGRESSIVE COMMUNICATIONS - 1013 TORNEY AVENUE - SAN FRANCISCO, CA 94129	94-3287156	501(C)(3)	20,000.	0.			PROJECT SUPPORT FOR AFRICAN SCHOOL ON INTERNET GOVERNANCE (AFRISIG) 2024.
STILLMAN COLLEGE 3601 STILLMAN BLVD TUSCALOOSA, AL 35401	63-0315935	501(C)(3)	49,000.	0.			PROJECT SUPPORT FOR RENEWAL OF RESPONSIBLE COMPUTING CHALLENGE.

**Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments** (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
VANDERBILT UNIVERSITY 2301 VANDERBILT PL PMB 407727 NASHVILLE, TN 37240	62-0476822	501(C)(3)	12,000.	0.			PROJECT SUPPORT FOR RESEARCH ON PUBLIC AI NATIONAL SECURITY CASE.
PRAIRIE VIEW A&M UNIVERSITY 700 UNIVERSITY DRIVE PRAIRIE VIEW, TX 77446	74-6001078	GOVT	49,000.	0.			PROJECT SUPPORT FOR RENEWAL OF RESPONSIBLE COMPUTING CHALLENGE.
UNIVERSITY OF WASHINGTON 12455 COLLECTIONS DRIVE CHICAGO, IL 60693	91-6001537	GOVT	49,000.	0.			PROJECT SUPPORT FOR RENEWAL OF RESPONSIBLE COMPUTING CHALLENGE.

<b>Part III Grants and Other Assistance to Domestic Individuals.</b> Complete if the organization answered "Yes" on Form 990, Part IV, line 22. Part III can be duplicated if additional space is needed.					
(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
FELLOWSHIP	1	20,000.	0.		
FELLOWSHIP EXPENSES	5	10,591.	0.		
PROJECT SUPPORT FOR VISUAL PROTOTYPE OF ENVIRONMENTAL DATASETS.	1	20,000.	0.		
PROJECT SUPPORT FOR PACIFIC FUTURES, OCEANIC TRANSITIONS RESEARCH.	1	23,000.	0.		

**Part IV Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

PART I, LINE 2:

MOZILLA FOUNDATION MAINTAINS INFORMATION ON GRANTS, INCLUDING SUPPORTING DOCUMENTATION SUCH AS GRANT PROPOSALS, SIGNED AGREEMENTS, REPORTS FROM GRANTEES, ETC. FOR FELLOWSHIP GRANTEES, GRANTS ARE MADE PURSUANT TO AGREEMENTS WITH THE FELLOWS AND/OR HOST INSTITUTIONS TO ENSURE THAT THE FELLOWSHIP RECIPIENTS WILL BE PURSUING A DEFINED RESEARCH PROGRAM THAT WILL AID THE DEVELOPMENT OF THE FELLOWSHIP RECIPIENT AS WELL AS ADVANCING RESEARCH IN AREAS MATCHING MOZILLA FOUNDATION'S EXEMPT PURPOSES. ALTHOUGH MOST OF OUR OTHER GRANTS ARE TO IRS-RECOGNIZED 501(C)(3) ORGANIZATIONS, WE SOMETIMES MAKE GRANTS TO OTHER ENTITIES AND INDIVIDUALS TO ACCOMPLISH SPECIFIC WORK IN FURTHERANCE OF MOZILLA FOUNDATION'S PURPOSES. IN THOSE CASES, WE ENTER INTO APPROPRIATE CONTRACTUAL AGREEMENTS REQUIRING THE GRANTEE TO ACCOMPLISH CHARITABLE WORK OF DIRECT BENEFIT TO THE PUBLIC AND SPECIFICALLY DESCRIBED IN THE STATEMENT OF WORK. THESE AGREEMENTS REQUIRE THE GRANTEE TO REPORT ON THEIR USE OF FUNDS.

**SCHEDULE J**  
**(Form 990)**(Rev. December 2024)  
Department of the Treasury  
Internal Revenue Service**Compensation Information**

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](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**Open to Public Inspection**

Name of the organization

MOZILLA FOUNDATION

Employer identification number

20-0097189

**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 type="checkbox"/> First-class or charter travel             | <input type="checkbox"/> Housing allowance or residence for personal use   |
| <input type="checkbox"/> Travel for companions                     | <input type="checkbox"/> Payments for business use of personal residence   |
| <input type="checkbox"/> Tax indemnification 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 (such as 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, and officers, including the CEO/Executive Director, regarding the items checked on line 1a? .....

- 3** Indicate which, if any, of the following the 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 checked="" type="checkbox"/> Compensation committee              | <input type="checkbox"/> Written employment contract                     |
| <input checked="" type="checkbox"/> Independent compensation consultant | <input type="checkbox"/> Compensation survey or study                    |
| <input checked="" type="checkbox"/> Form 990 of other organizations     | <input 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 section 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 on 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)? .....

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) (Rev. 12-2024)

**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 aren't 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 and/or 1099-MISC and/or 1099-NEC compensation			(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) MITCHELL BAKER, CHAIR PAID ONLY BY A RELATED FOR-PROFIT	(i) 0.	0.	0.	0.	0.	0.	0.
	(ii) 450,000.	5,642,000.	6,858.	0.	35,307.	6,134,165.	0.
(2) MARK SURMAN PRESIDENT, DIRECTOR	(i) 610,704.	0.	0.	42,474.	5,280.	658,458.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
(3) J. BOB ALOTTA SVP, GLOBAL PROGRAMS	(i) 434,746.	0.	0.	26,727.	55,894.	517,367.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
(4) ANGELA PLOHMAN COO, SECRETARY & TREASURER	(i) 363,756.	0.	0.	25,237.	3,102.	392,095.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
(5) ASHLEY BOYD SVP, GLOBAL ADVOCACY	(i) 309,984.	0.	0.	21,385.	51,738.	383,107.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
(6) LAINIE DECOURSY DIR., ORGANIZATIONAL EFFECTIVENESS	(i) 188,659.	0.	92,612.	12,857.	60,095.	354,223.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
(7) NABIHA SYED EXECUTIVE DIRECTOR (BEG 04/2024)	(i) 310,566.	0.	0.	21,724.	7,351.	339,641.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
(8) JESSICA KEATING SR. LEAD, PARTNERSHIPS + FUNDRAISING	(i) 184,383.	0.	75,673.	12,714.	40,052.	312,822.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
(9) DAVID WALKER SENIOR COUNSEL	(i) 230,654.	0.	0.	15,760.	27,371.	273,785.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
(10) CANDICE MARTIN DIRECTOR, PEOPLE & CULTURE	(i) 166,635.	0.	57,258.	11,937.	28,205.	264,035.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
(11) SHING SUITER SR. DIRECTOR, TECHNOLOGY PLATFORMS	(i) 226,462.	0.	0.	15,747.	13,483.	255,692.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(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.

**PART I, LINE 4A:**

THE FOLLOWING INDIVIDUALS RECEIVED SEVERANCE PAYMENTS DURING 2024:

JESSICA KEATING - 75,673

LAINIE DECOURSY - 92,612

CANDICE MARTIN - 57,258

**PART I, LINE 8:**

THE NEW EXECUTIVE DIRECTOR'S COMPENSATION WAS SET BY ARM'S LENGTH

NEGOTIATION WITH HER AT A TIME WHEN SHE WAS NOT A DISQUALIFIED PERSON.

ALTHOUGH THE ORGANIZATION DID NOT UNDERTAKE A SEPARATE

REBUTTABLE PRESUMPTION BENCHMARKING OF THAT COMPENSATION THEN, THE

COMPENSATION WAS CONSISTENT WITH WHAT PREVIOUS COMPENSATION STUDIES FOR THE  
ROLE HAD FOUND TO BE REASONABLE. THE ORGANIZATION PLANS TO TAKE ALL STEPS

NECESSARY FOR ANY FUTURE INCREASES TO THE EXECUTIVE DIRECTOR'S COMPENSATION  
TO QUALIFY FOR THE REBUTTABLE PRESUMPTION OF REASONABILITY.

**SCHEDULE O  
(Form 990)**

(Rev. December 2024)

Department of the Treasury  
Internal Revenue Service**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 Form 990-EZ.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**Open to Public  
Inspection**

Name of the organization

MOZILLA FOUNDATION

**Employer identification number**

20-0097189

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

ONLINE.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

TRADEMARK LICENSE FEES.

EXPENSES \$ 0. INCLUDING GRANTS OF \$ 0. REVENUE \$ 23,037,218.

FORM 990, PART V, LINE 4B, LIST OF FOREIGN COUNTRIES:

AUSTRALIA, CANADA, CHINA, FRANCE,

GERMANY, JAPAN, LUXEMBOURG, NEW ZEALAND,

SPAIN, UNITED KINGDOM

FORM 990, PART VI, SECTION A, LINE 8B:

THE INVESTMENT AND AUDIT COMMITTEES PERIODICALLY MEET IN EXECUTIVE SESSION.

ALTHOUGH SEPARATE MEETING MINUTES ARE NOT KEPT, THEY REPORT BACK TO THE

FULL BOARD WHERE MINUTES ARE KEPT.

FORM 990, PART VI, SECTION B, LINE 11B:

SEVERAL INDIVIDUALS ASSOCIATED WITH THE ORGANIZATION DILIGENTLY GATHER AND

PREPARE ALL DATA AND NARRATIVE EXPLANATIONS TO ACCURATELY COMPLETE THE IRS

FORM 990. SEVERAL DRAFTS OF THE FORM 990 ARE REVIEWED AND EDITED BY

MANAGEMENT, OFFICERS, INTERNAL COUNSEL, OUTSIDE COUNSEL, AND ACCOUNTANTS.

ALL DIRECTORS RECEIVE A FINAL COPY OF THE 990 PRIOR TO FILING.

FORM 990, PART VI, SECTION B, LINE 12C:

UNDER THE CONFLICT OF INTEREST POLICY, INDIVIDUALS ARE TO REPORT ANY

POTENTIAL CONFLICTS WITH RESPECT TO PARTICULAR DECISIONS AS THEY ARISE,

AND IF THE BOARD DETERMINES THAT A CONFLICT EXISTS, THE CONFLICTED

INDIVIDUAL DOES NOT PARTICIPATE IN VOTING ON THAT DECISION (AND IN SOME

CASES THE FOUNDATION MAY NOT PURSUE THE TRANSACTION AT ALL). THIS POLICY

HAS BEEN CONSISTENTLY ENFORCED. IN ADDITION, THE FOUNDATION PERIODICALLY

ASKS BOARD MEMBERS AND KEY EMPLOYEES TO RESPOND TO A QUESTIONNAIRE

DETAILED POTENTIAL CONFLICTS OF INTEREST. IT DID NOT SEND THE QUESTIONNAIRE

OUT THIS YEAR BUT INTENDS TO DO SO IN 2025. WHILE THE FOUNDATION HAS NOT

ENGAGED IN ADDITIONAL MONITORING OR ENFORCEMENT BEYOND THIS, IT BELIEVES

ITS EXISTING MECHANISMS HAVE BEEN ADEQUATE TO PROTECT AGAINST CONFLICTS OF

INTEREST AFFECTING THE BOARD'S DECISION MAKING.

FORM 990, PART VI, SECTION B, LINE 15A:

THE BOARD OF DIRECTORS DETERMINED THE PRESIDENT'S COMPENSATION AFTER TAKING

INTO ACCOUNT ASSESSMENTS OF HIS INDIVIDUAL PERFORMANCE AND THAT OF THE

ORGANIZATION AS A WHOLE, ALONG WITH MARKET DATA ABOUT EXECUTIVE

COMPENSATION AT SIMILAR ORGANIZATIONS DRAWN FROM BOTH GENERAL SURVEYS AND

THE FORMS 990 FOR A SET OF PEER INSTITUTIONS. THE PRESIDENT AND INTERESTED

PARTIES WERE ABSENT FROM THE FINAL BOARD DISCUSSION, AND THE DETERMINATION

WAS ULTIMATELY APPROVED DURING A PART OF A MEETING OF THE BOARD OF

DIRECTORS NOT INCLUDING ANYONE WITH A CONFLICT OF INTEREST REGARDING THE

COMPENSATION PACKAGE. THE PROCESS AND THE DATA ON WHICH THE DECISION WAS

MADE IS DOCUMENTED IN THE MINUTES OF THE ORGANIZATION.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:

AL, AR, CA, CT, FL, GA, HI, IL, KS, KY, MA, MD, MI, MN, MS, NC, ND, NH, NJ, NM, NY, OR, PA, RI, SC

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990) (Rev. 12-2024)

LHA 432211 01-15-25

Name of the organization

MOZILLA FOUNDATION

Employer identification number

20-0097189

TN, UT, VA, WI, WV

## FORM 990, PART VI, SECTION C, LINE 19:

THE FORMS 990, 990-T, AND THE FORM 1023 IN THEIR ORIGINAL FORM ARE AVAILABLE UPON REQUEST. WE ALSO MAKE THESE FORMS AVAILABLE ONLINE, ALONG WITH OUR FINANCIAL STATEMENTS AND GOVERNING DOCUMENTS, EXCEPT THAT TO PROTECT INDIVIDUAL PRIVACY SOME PERSONAL ADDRESS INFORMATION IS REDACTED FROM THE VERSION MADE AVAILABLE ONLINE.

## FORM 990, PART X, COLUMN (A)

THE TY23 FORM 990 ERRONEOUSLY REPORTED A PORTION OF PROGRAM RELATED INVESTMENT AS TEMPORARY CASH INVESTMENT AND REPORTED A PORTION OF NET ASSETS WITHOUT DONOR RESTRICTIONS IN THE COUNT OF NET ASSETS WITH DONOR RESTRICTIONS. THESE AMOUNTS ARE NOW ACCURATELY REFLECTED IN THE BEGINNING BALANCES FOR TY24 AND IN THE RESPECTIVE SCHEDULES OF THIS RETURN.

**SCHEDULE R**  
**(Form 990)**

(Rev. January 2025)

Department of the Treasury  
Internal Revenue Service

### **Related Organizations and Unrelated Partnerships**

**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](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

Open to Public  
Inspection

Name of the organization

MOZILLA FOUNDATION

**Employer identification number**  
20-0097189

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

**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.

**For Paperwork Reduction Act Notice, see the Instructions for Form 990.**

Schedule R (Form 990) (Rev. 1-2025)

**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			
MOZILLA VENTURES I, LP - 38-4231846, 149 NEW MONTGOMERY STREET, 4TH FLOOR, SAN FRANCISCO, CA 94105	VENTURE FUND	CA	MOZILLA MANAGEMENT	EXCLUDED	1,041,586.	32,328,929.	X	N/A	X	100%	
MOZILLA VENTURES GP I, LP - 99-1774854, 149 NEW MONTGOMERY STREET, 4TH FLOOR, SAN FRANCISCO, CA 94105											
					0.	0.	X	N/A	X	100%	

**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
MOZILLA CORPORATION - 20-3226186 149 NEW MONTGOMERY STREET, 4TH FLOOR SAN FRANCISCO, CA 94105	INTERNET SERVICE	CA	MOZILLA FOUNDATION	C CORP	658,550,681.	1455069380.	100%	X	
MZLA TECHNOLOGIES CORPORATION - 84-3352661 149 NEW MONTGOMERY STREET, 4TH FLOOR SAN FRANCISCO, CA 94105									
MOZILLA VENTURES MANAGEMENT, PBC - 38-4241278, 149 NEW MONTGOMERY STREET, 4TH FLOOR, SAN FRANCISCO, CA 94105	VENTURE FUND MANAGEMENT	CA	MOZILLA FOUNDATION	C CORP	1,228,368.	417,093.	100%	X	
MZL.AI, PBC - 35-2775450 149 NEW MONTGOMERY STREET, 4TH FLOOR SAN FRANCISCO, CA 94105									
MZFO GERMANY GMBH SCHLESISCHE STRBE 27/GEBAUDE 3, 4. OBERGESCHO BERLIN, GERMANY 10997	ARTIFICIAL INTELLIGENCE R&D	CA	MOZILLA FOUNDATION	C CORP	285,562.	8,994,349.	100%	X	
	INTERNET TECHNOLOGIES	GERMANY	MOZILLA FOUNDATION	C CORP	2,084,527.	250,589.	100%	<td data-kind="parent" data-rs="2">X</td>	X

**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	X	
1b	X	
1c		X
1d		X
1e		X
1f	X	
1g		X
1h		X
1i		X
1j		X
1k	X	
1l	X	
1m	X	
1n	X	
1o		X
1p	X	
1q	X	
1r		X
1s		X

- 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
(1) MOZILLA CORP	A	22,622,178.	TRADEMARK LICENSE AGREEMENT
(2) MOZILLA CORP	M	514,296.	SERVICE AGREEMENT
(3) MOZILLA CORP	F	5,000,000.	CASH
(4) MOZILLA VENTURES I, LP	L	90,112.	SERVICE AGREEMENT
(5) MZFO GERMANY GMBH	M	2,171,160.	SERVICE AGREEMENT
(6) MZL.AI, PBC	L	95,797.	SERVICE AGREEMENT

**Part V Continuation of Transactions With Related Organizations** (Schedule R (Form 990), Part V, line 2)

(a) Name of other organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(7) MZLA TECHNOLOGIES CORP	L	117,400.	SERVICE AGREEMENT
(8) MZLA TECHNOLOGIES CORP	A	415,040.	TRADEMARK LICENSE AGREEMENT
(9) MZLA TECHNOLOGIES CORP	Q	150,582.	CASH
(10)			
(11)			
(12)			
(13)			
(14)			
(15)			
(16)			
(17)			
(18)			
(19)			
(20)			
(21)			
(22)			
(23)			
(24)			

**Part VI Unrelated Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

**Part VII Supplemental Information**

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

SCHEDULE R, PART V, LINE 1

THE FOUNDATION LICENSES CERTAIN TRADEMARKS TO ITS WHOLLY-OWNED

SUBSIDIARIES, MOZILLA CORPORATION AND MZLA TECHNOLOGIES CORPORATION, IN

RETURN FOR LICENSE FEES. THE AMOUNT ACTUALLY ACCRUED BY THE FOUNDATION

IS REPORTED ON PART V, LINE 2(1) AND PART V, LINE 2(12).

THE FOUNDATION ALSO HAS ADMINISTRATIVE SERVICES AGREEMENTS UNDER WHICH

MOZILLA CORPORATION AND MZFO GERMANY GMBH PROVIDE LEGAL AND CERTAIN

OTHER SERVICES. THE PAYMENTS FOR SERVICES ARE REPORTED ON PART V, LINE

2(2) AND PART V, LINE 2(9). THE COMPONENT OF THE PAYMENT FOR OFFICE

SPACE IN THE AGREEMENT WITH MOZILLA CORPORATION, IS REPORTED ON PART V,

LINE 2(3).

THE FOUNDATION PROVIDES CERTAIN LEGAL AND OTHER ADMINISTRATIVE SERVICES

TO MZLA TECHNOLOGIES CORPORATION, MOZILLA VENTURES I, AND MZL.AI PBC

WHICH ARE REPORTED ON PART V, LINE 2(7); PART V, LINE 2(10); AND PART

V, LINE 2(11).