



ANNUAL REPORT 2023




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CHAIR'S LETTER
RICHARD DEUTSCH

It was an honour to become Chair of Movember. First, I want to take the opportunity to thank Nick Reece for his huge contribution to Movember over so many years.

Getting to know Nick through this transition period has been a highlight for me, and his love for all things Movember comes through in every discussion and action.

As a Mo Bro, fundraiser, board member and Chair, Nick has been entwined with Movember from the beginning and we are going to keep him close going forward – thank you Nick for all that you have contributed to the organisation in your various roles.

Before I joined, I knew of Movember's reputation as a highly regarded and respected homegrown Australian charity. But I had little idea of the true extent of its global impact, the numbers of men reached, the lives we positively impact, and the millions of dollars raised every year that are funnelled into men's mental health, prostate cancer, and testicular cancer projects.

Since taking the position of Chair in December 2022, I have learnt that through the efforts of our Mo community, Movember has been able to invest \$350 million in over six hundred biomedical research projects globally. Our supporters are walking, talking billboards for men's health, sparking millions of important conversations every day. Hundreds of thousands of people have taken part in our face-to-face mental health programs or accessed our digital resources. Our research has helped build a solid evidence base and scale programs that connect with men and support their mental health and wellbeing.

We have reached millions of men and boys around the world with our powerful health messaging. In partnership with world-leading brands, including L'Oréal, Lululemon and Gillette and large sporting organisations such as the AFL, Formula One and the Rugby League World Cup, we have challenged outdated stereotypes and encouraged men to take action on their physical and mental health.

I have been blown away by what Movember has achieved over the past 19 years. But there is so much more work to do. I genuinely believe there has never been a more important time to focus on men's health.

In an increasingly polarised and complex world, we need to have the courage of our convictions and go where others do not. We need to be prepared to be able to have



tough conversations about how a man's relationship with his masculinity can have a positive or negative impact on his health. We need to be able to talk about what happy, healthy, well-adjusted men look like and how that can impact those around them. We know that healthier men and boys mean healthier relationships, families, communities and societies. Healthy men positively impact the whole of society. They are great for diversity and inclusion in all its forms and help drive progress in gender parity which, in turn, reduces instances of domestic and family violence.

I would like to take the opportunity to thank my fellow Board Members, our CEO Michelle and her team, and our Mo community around the globe who drive and support such a wonderful organisation making real change on the ground all over the world. I am looking forward to working with Movember to forge new achievements, to build on that amazing legacy and solid foundations, to work towards a future where men, and their communities, live healthier and longer lives.



RICHARD DEUTSCH
CHAIRMAN


CEO LETTER
MICHELLE TERRY

This is my fourth letter to the Movember community as CEO. Thankfully, COVID-19 lockdowns and isolation are now behind us, and it has been wonderful to be able to connect with our community in person again at face-to-face fundraising events this year. Thanks to the generosity of our dedicated Movember community, we have raised more than \$128 million for men's health projects around the world, in our last financial year.



As we approach Movember's 20th anniversary, it is time to reflect on what has been achieved in the last two decades and set a course for the future. Since 2003, Movember has built a men's health movement and challenged the status quo.

We have delivered groundbreaking health projects for boys and men, sparked conversations, funded lifesaving diagnostic tests and treatments, and raised millions to continue our work in changing the face of men's health.

Movember has put men's health on the map, rallying participants through the cause of better men's health. Through promoting healthier and longer lives for men, we have lifted the profile of men's health as something worthy of focus and action and as a result, men are living healthier, longer lives.

We've united experts from around the world to collaborate on projects that have fundamentally changed the way men in need are treated and supported. We have developed partnerships within government, research and healthcare sectors – a global network that has allowed Movember to share research and results across borders, extending our reach and accelerating progress.

We have fast tracked the way in which research is done and transformed the way that health projects and services reach and support men. We have taken risks by investing early on leading to significant advancements

in diagnostics and breakthroughs in prostate cancer treatment and quality improvement.

We have invested in research to better understand men, what masculinity means to them, the barriers to them seeking help, and what can be done to better inform and engage them on their health.

We have supported programs reaching some of the most socially deprived communities and groups at greater risk of poor health. Our investments have supported men and boys of colour, the LGBTQIA+ community, members of the military, veterans, first responders and their families and Indigenous populations across Canada, Australia, and New Zealand.

We have scaled proven programs so that they can reach more men and boys. By going to where men and their communities are and giving them evidence-based, engaging health information and resources, we have empowered men to act across all key life stages.

We've made incredible progress and there's so much to celebrate and be proud of.

Now it's time to grow and accelerate that movement to have an even greater impact. Despite the advances we've made in research, improvements in men's health outcomes are still unacceptably slow. Men's health remains in crisis with men dying on average 4.5 years earlier than women, and for largely preventable reasons.



We need to drive progress faster, propelling more of the discoveries we make into interventions that will lead to healthier, happier, longer lives for men and help build thriving communities around them.

But we know we can't do this alone. We will need to inspire and connect partners, allies and influential organizations, and motivate millions more to take action and join our movement.

Together, we'll advocate for healthcare systems and societal change so that we can have the biggest possible impact. And everyone can share progress equally, regardless of who they are and where they're from.

Men's health directly impacts half the population, and indirectly impacts the other half. In today's complex world we must be a positive disruptor, connector and tireless advocate for men and their communities.

Movember's ambition is to make a difference to men's health and leave a legacy for generations to come. Undoubtedly, we can expect a few challenges along the way, and we'll need to evolve and grow, but I'm confident that together we'll overcome these challenges and deliver lasting change.

I would also like to take a moment to thank everyone for the immense amount of work that goes on behind the scenes to keep Movember running smoothly. We are the sum of our parts, and we wouldn't be able to deliver this critical work if it wasn't for the efforts of everyone across the organisation.

Together we are changing the face of men's health. It is not always easy, but it is always a privilege. To do meaningful work that changes the world, to collaborate with extraordinary people and engage with our exceptional partners and members of our community, all while having fun, is something I feel grateful for each day.

MICHELLE TERRY
CEO


OUR PURPOSE

**TO CREATE POSITIVE
CHANGE, SO MEN
LIVE HEALTHIER,
LONGER LIVES.**



OUR VISION

To change the face of men's health: A future where men, and therefore their communities, live healthier and longer lives.

OUR MISSION

We are the leaders of the men's health movement.

We confront, challenge, and change individual behaviours, systems and gender norms to address health inequalities for men.



FUN
COURAGEOUSLY
KIND

ACCOUNTABLE

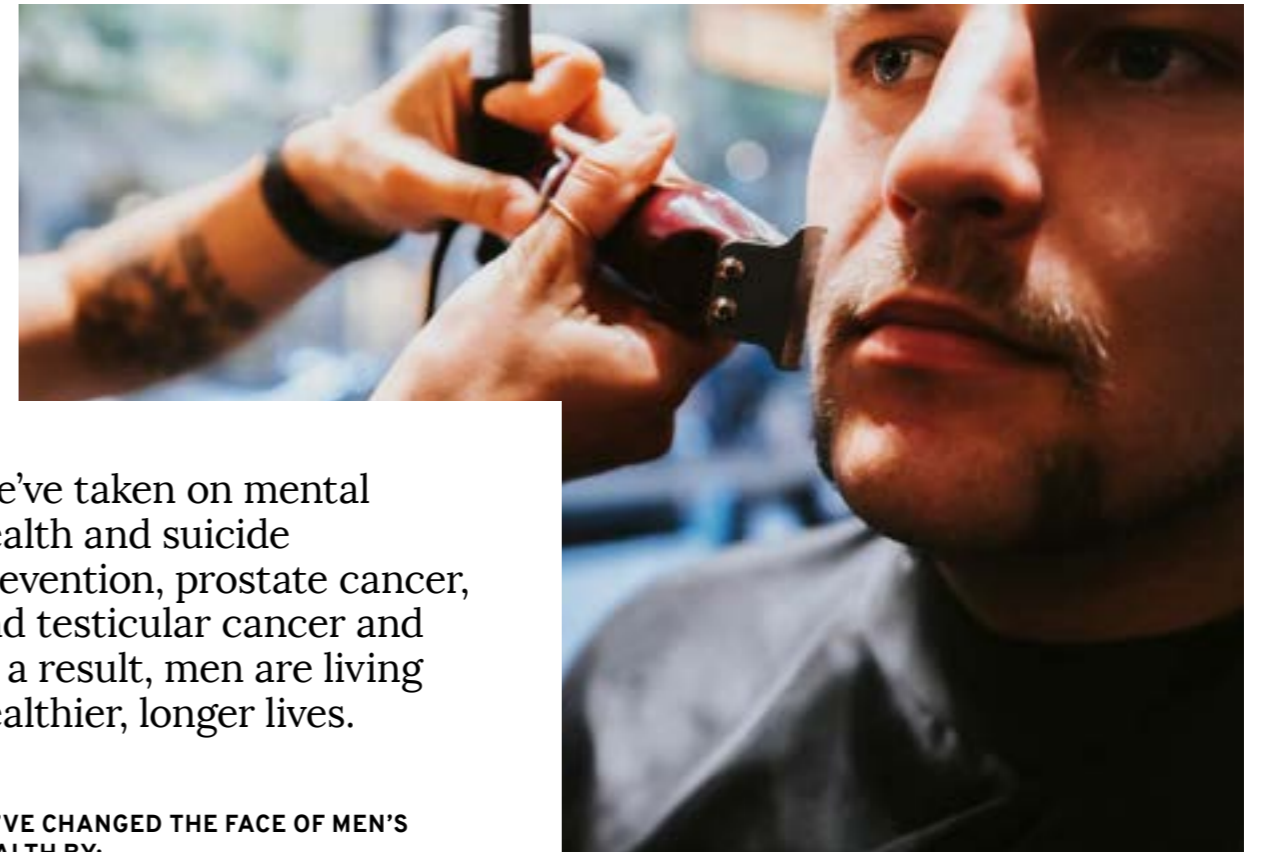
BETTER
TOGETHER

REMARKABLE

CHANGE AGENT

20 YEARS OF IMPACT

As we approach our 20th year, it is time to reflect on what has been achieved and plan for the future. Since 2003, we have created a men's health movement, funding men's health projects around the world, challenging the status quo, shaking up men's health research and transforming the way health services reach and support men.



We've taken on mental health and suicide prevention, prostate cancer, and testicular cancer and as a result, men are living healthier, longer lives.

WE'VE CHANGED THE FACE OF MEN'S HEALTH BY:

Putting men's health on the map

We have rallied Movember participants through the cause of better men's health. Through promoting healthier and longer lives for men, we've lifted the profile of men's health as something worthy of focus and action by millions of people worldwide.

Convening and connecting across borders

We've united experts from around the world to collaborate on projects that have fundamentally changed the way men in need are treated and supported. We have developed partnerships within government and the research and healthcare sectors – a global network that has allowed Movember to share research and results across borders, extending our reach and accelerating progress.

Fostering innovation and challenging the status quo: We have fast tracked the way research is done and transformed the way health projects and services reach and support men. We have taken risks by investing early on (where many organisations can't or won't). The outcome? Significant advancements in diagnostics and breakthroughs in prostate cancer treatment and quality improvement.

Listening to men

We have invested in research to better understand men, what masculinity means to them, the barriers to them seeking help, and what can be done to better inform and engage them on their health.

Transforming treatments and care

We have done what others couldn't – challenging the way things are traditionally done. We have collected information on the care and outcomes of men diagnosed with prostate cancer to find the best ways to treat the disease and improve their quality of life. We have also pioneered work to ensure that mental health practitioners are better equipped to respond to the needs of men.

Proving what works (and what doesn't)

We have demonstrated whether the initiatives we invest in are effective or not. We have accelerated new ideas into practice, sharing information as we go and encouraging others to do the same.

Gone to where men need us

We have supported programs reaching some of the most socially deprived communities and groups at greater risk of poor health. Our investments have supported men and boys of colour, the LGBTQIA+ community, members of the military, veterans, first responders and their families, and Indigenous populations all around the world.

Putting positive, healthy masculinity on a pedestal:

More men are taking action on their health because we have broken down stigmas that hinder health seeking behaviours.

Giving men the tools to lead healthier, longer lives

We have scaled proven programs so that they can reach more men and boys. By going to where men (and their communities) are, and giving them evidence-based, engaging health information and resources, we have empowered men to act across all key life stages.

👨

**GLOBALLY, TWO
IN EVERY THREE
DEATHS BY SUICIDE
ARE BY MEN.**



MENTAL HEALTH AND SUICIDE PREVENTION



On average, across the world, we lose one man every minute to suicide – that’s over half a million men every year. Men who should still be here with us.

Movember is working towards a world where men of all ages understand what mental health is, what they need to do to manage their own mental wellbeing and feel comfortable asking for support when they need it.

THROUGH OUR WORK IN MENTAL HEALTH, WE ARE:

- Giving men the facts about mental health
- Inspiring and motivating men to take action on their mental health through behaviour change campaigns
- Building evidence for and sustainably scaling community-based programs that improve men’s mental health
- Championing mental fitness in sport. Working with partners to reach more young men and get them to understand how to talk about their mental health and ask for help when they need it
- Working to better understand the relationship between masculinity and young men’s mental health
- Providing digital health tools that support men in key stages in their lives
- Leading gender responsive initiatives with mental health practitioners to ensure that all men and boys get the best possible treatment



AHEAD OF THE GAME

Movember's Ahead of the Game (AOTG) is a series of mental fitness workshops which have been proven to increase mental health literacy and boost resilience in adolescent athletes who take part.

The evidence-based program is being scaled through sporting partners in the UK and Australia and is achieving real-world outcomes.

As the Official Mental Fitness Partner for the Rugby League World Cup 2021, workshops were delivered to more than 8,000 teenage rugby league players, their parents, and sports coaches in the host town and cities of the World Cup. In addition, every elite player, team official, match official, RLWC staff member, and volunteer were also supported to look after their own mental fitness and the mental fitness of those around them.

The partnership culminated in the dedicated Movember Mental Fitness Matchday at the DW Stadium in Wigan on 5th November 2022 for an England men and women's double header. Over 25,000 spectators – led by Her Royal Highness The Princess of Wales – were urged to make as much noise as possible in a pre-match 'moment against silence' to encourage people to reach out, speak up and ask for help when they need it.

To build on the success of the partnership, our delivery partner Rugby League Cares have been commissioned as the implementation partner for AOTG in England and Wales. Additional professional sport club foundations – including Fulham FC Foundation, Everton in the Community, Leeds Rhinos Foundation, and Harlequins Foundation – have been trained to deliver AOTG in their own communities. Similar approaches to scale the program further are being developed in Scotland with the Scottish Association for Mental Health and in Ireland through a partnership with the Gaelic Athletic Association.

In July 2022, Movember announced a landmark partnership with the Australian Football League (AFL) to deliver AOTG to 60,000 participants in community football clubs across the country. The AFL have engaged 16 community, sport, and mental health organisations to deliver AOTG into junior football clubs in Victoria, Tasmania, Queensland, New South Wales and the Northern Territory, with the aim of reaching all states and territories by 2024. Movember is continuing to work with New Zealand Rugby helping to embed evidence from AOTG into New Zealand Rugby's HeadFirst program. A pilot study for AOTG in schools is planned for 2023.



UK INFLUENCER CAMPAIGN 2022

Global research conducted by Movember early in the pandemic identified that younger men from lower-income backgrounds were among those suffering the lowest levels of wellbeing and highest levels of distress.

Using insights gathered from the research, Movember partnered with high-profile YouTubers from this demographic to create a content series which ran throughout 2021, demonstrating the importance of talking openly about mental health with friends.

Building on the successful launch of content series in 2022, Movember continued to launch content with creators and measure the impact of this work. Aimed at supporting young men from lower-income backgrounds to have more meaningful conversations with a close friend, eight UK-based creators modelled vulnerable conversations with a friend and delivered health messaging.

The video series exceeded all expectations, reaching over 13 million people, and prompting an overwhelmingly positive response to the creators' vulnerability. It proved to be some of the most successful content made at that time by our YouTubers and led to two trending UK videos on the platform. Most importantly, through our research, we were able to track statistically significant increases in knowledge on the importance of conversations with friends, a statistically significant increase in young men's attitudes to talking to friends and a positive change in behaviour with 28% of young men who had not had prior conversations, reporting having at least one conversation after seeing the content.

MEN IN MIND

In 2019, Movember funded the development of a world-first online training program for mental health practitioners, specifically designed to improve their confidence and competence to engage and respond to men in therapy.

Men in Mind provides an evidence-based, interactive guide on effective delivery of psychotherapy and counselling with men. Delivered over five modules, the training covers strategies for improved engagement and motivating male clients, understanding, and responding to men's distress, and identifying and intervening in male suicidality. The aim of the program is to ensure that when men seek help, they receive care that they want and need, reducing the chance of premature dropout and disengagement from therapy. Since 2019, Men in Mind has been evaluated in partnership with Orygen at the University of Melbourne.

An initial pilot study provided strong evidence that Men in Mind significantly improves practitioners' confidence and competence to engage and respond to help seeking men, particularly men experiencing suicidality. The success of this intervention has already led to the inclusion of the Men in Mind training program within Tasmania's Suicide Prevention Strategy for 2023-2024. With strong support for the efficacy of Men in Mind, Movember is now funding the scaling and international roll-out of the training beyond Australia. Target markets for the next phase include the UK, US, and Canada.

SCALING WHAT WORKS

Scaling What Works is a £5.7M grant that aims to supercharge mental health initiatives that have shown real promise in improving mental health and wellbeing for young boys and men, across community or workplace settings.

Projects from the UK, Australia and Canada will receive between £200,000 - £400,000 of funding over two years, allowing them to scale their reach and impact, to fast-track mental health outcomes in local communities.

The Centre for Evidence and Implementation (CEI) will evaluate the programs to ensure they are delivering the best possible outcomes in communities that may be more disproportionately affected by poor mental wellbeing. Some of the initiatives target men and boys from culturally diverse backgrounds, LGBTQ+ communities, Indigenous communities, and those living in socially disadvantaged areas.

Projects receiving funding include The Mental Health Foundation's Becoming A Man program that enables teenage boys to overcome difficult circumstances and reach their potential and Australia's Western Sydney Men's Mental Health & Gambling Harm Prevention Program delivers targeted sports and recreation programs to those experiencing gambling harm, social isolation, and poor mental health.

MOVEMBER SPEAKEASY

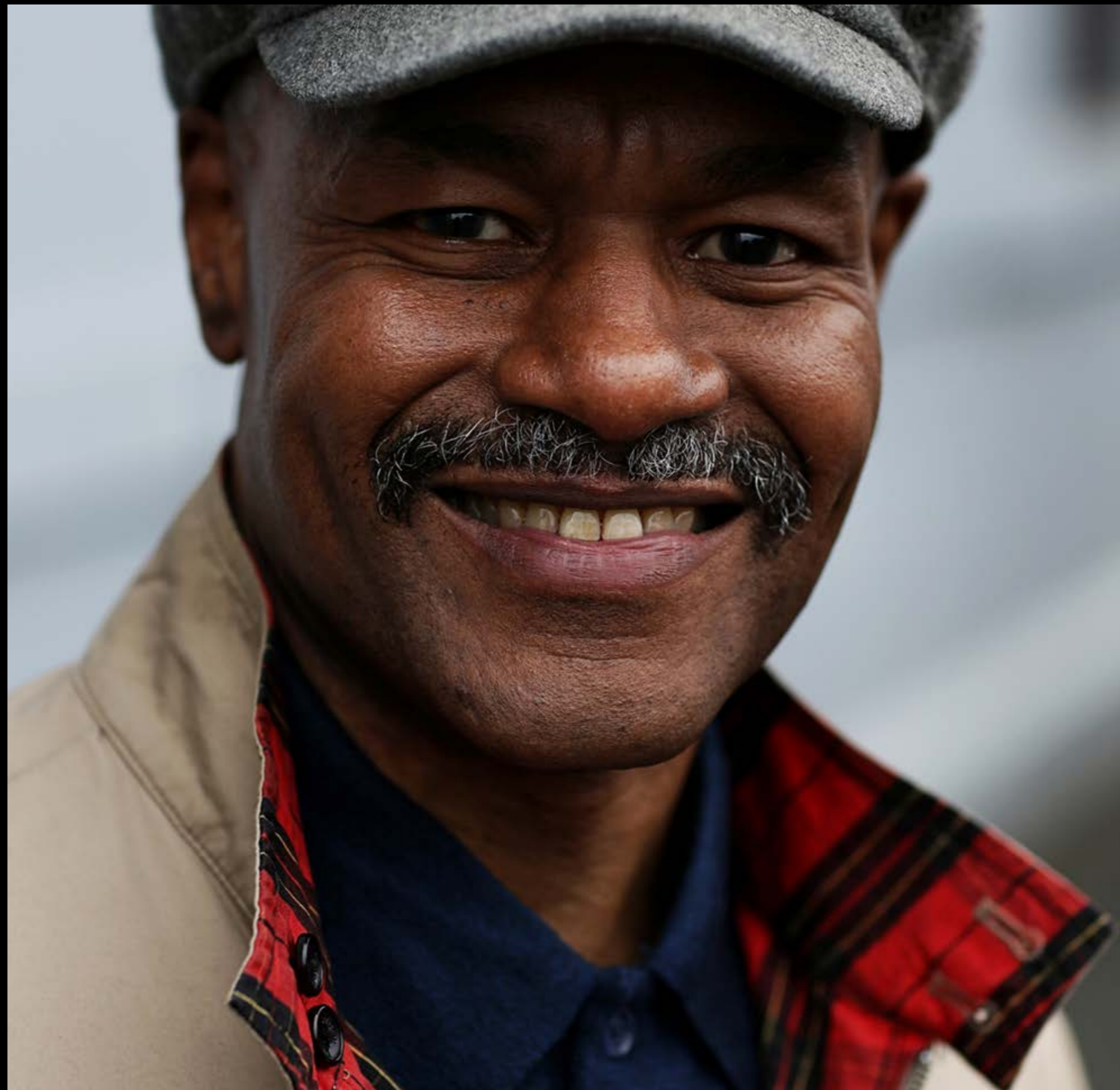
Movember SpeakEasy facilitated workshops aim to normalise everyday challenges and encourage attendees to be more open, especially when they are going through a tough time.

Designed with men in mind, the 90-minute workshops, which are delivered face-to-face or virtually, build skills that foster better social connection and help friends and family to support each other through active listening. The workshop format was built in partnership with The Man Cave, a preventative mental health charity that works with men and young men, helping them to explore their emotional intelligence. Originally piloted in Australia as a community-focused project, SpeakEasy has now been rolled out across Australia, New Zealand, Canada, and the UK.

An evaluation report delivered by First Person Consulting in 2019 found that 99% of participants were planning to implement what they learned in their day to day lives and 98% of participants intended to go out and start a conversation using what they learned in the workshop.



**PROSTATE CANCER
IS THE MOST
COMMON CANCER
IN MEN OVER 45.**



PROSTATE CANCER

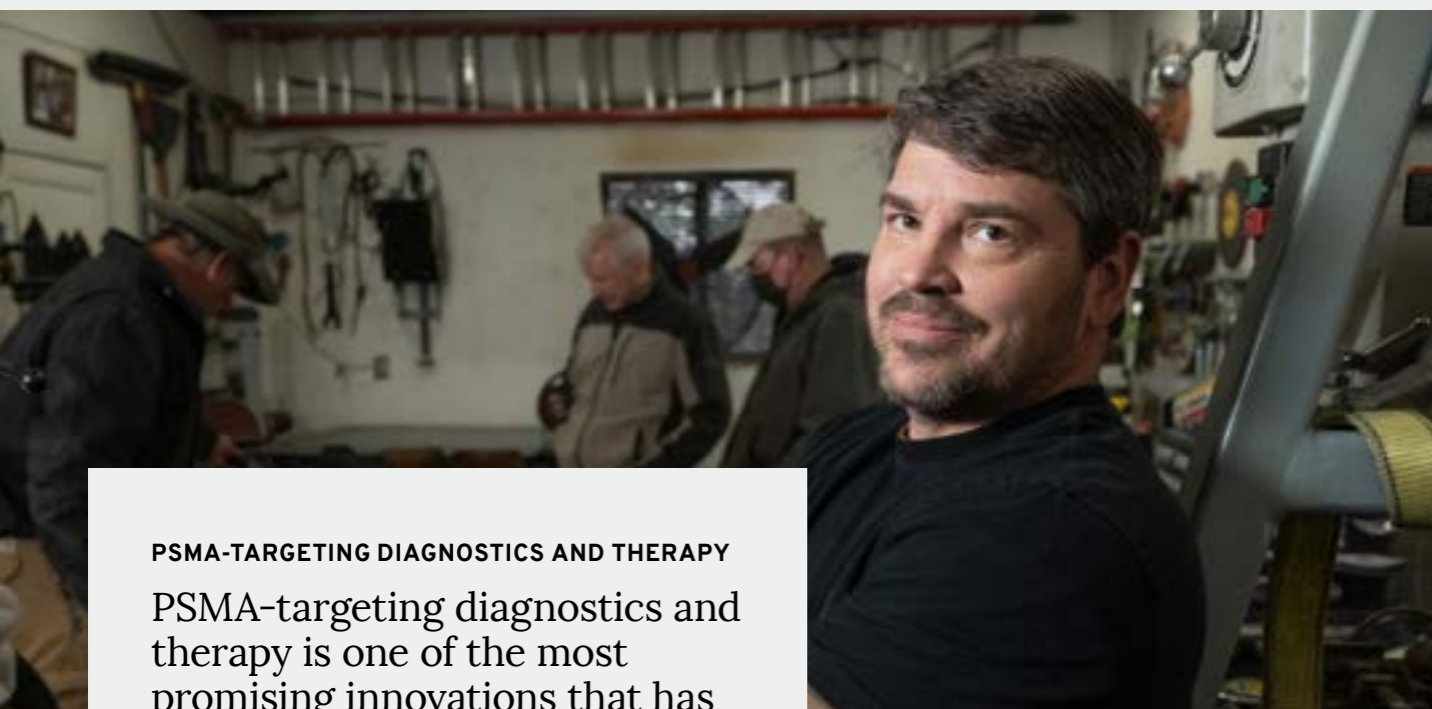
Prostate cancer is the most common cancer in men over 45. Globally, close to 11 million men were living with or beyond prostate cancer in 2019.

More than 375,000 men around the world died from prostate cancer in 2020 – 1,028 men every day.

THROUGH OUR WORK IN PROSTATE CANCER, WE ARE:

- Giving men the facts about prostate cancer to enable them to understand their own risk
- Investing in world-class biomedical research that leads to new tests and treatments, particularly those which slow or prevent the progression of high-risk prostate cancer to advanced fatal disease
- Helping to drive that research into clinical practice
- Working to improve the quality and care and quality of life for men with prostate cancer, including improving sexual health outcomes for those with prostate cancer and their partners
- Advocating for better treatment and care for men
- Building the world's largest cancer real world evidence network across 560 hospitals in 32 countries with the aim of accelerating improvements in the survival and quality of life of men living with cancer.
- Developing digital health tools and telehealth systems that improve quality of life for men with prostate cancer





PSMA-TARGETING DIAGNOSTICS AND THERAPY

PSMA-targeting diagnostics and therapy is one of the most promising innovations that has changed the way the men with advanced prostate cancer are treated and managed.

By targeting a protein called the Prostate Specific Member Antigen (PSMA), which exists in high levels on prostate cancer cells, tumours as small as 2-3mm from anywhere in the body can be identified and treated.

Movember-funded research has shown that PSMA PET/CT scans are more accurate and cheaper than CT and bone scans in detecting tumours that have spread outside of the prostate. PSMA PET/CT scans are now available for some men through Medicare in Australia. The same technology has been approved for use in Canada, with the first patients receiving PSMA PET/CT scans in May 2023.

Even more exciting is PSMA-targeting therapy. For men whose prostate cancer tumours carry a sufficient level of PSMA, small radioactive payloads can be deployed to destroy the prostate cancer tumours while minimising the damage to healthy surrounding tissue.

Movember has been at the forefront of funding the development of PSMA-targeting therapy. While this new therapy has been approved for some men with advanced prostate cancer, we are continuing to support new research that explores the use of this technology. In March 2023, results of the LuTectomy trial, co-funded by Movember and the Australian Government, showed that PSMA-targeting therapy plus surgery is a safe and effective option for men with high-risk localised prostate cancer.

Movember continues to actively campaign for the Australian Government to fund PSMA-targeting therapy through Medicare for up to 1,800 Australian men who could benefit from it every year. At present, the therapy is still being reviewed by the Medical Services Advisory committee with a decision expected later in 2023.

TWO NEW IMAGING TECHNIQUES FOR PROSTATE CANCER

Movember’s vision is to reduce the number of men whose prostate cancer progresses to lethal disease. For that to happen, more accurate diagnostic tests are urgently needed.

This year, there have been two exciting breakthroughs made by Movember-funded teams. First, the INNOVATE study has shown that a new imaging technique could potentially help thousands of men avoid invasive tests to check if they have prostate cancer.

A research team from University College London found that a new type of scan – the VERDICT MRI scan – alongside standard imaging techniques, could help doctors rule out prostate cancer more accurately. As a result, thousands of men could safely avoid having a biopsy to test for the disease. It is hoped that the new technique could potentially reduce the number of unnecessary biopsies carried out by 90%.

The new technique can be done on MRI scanners already in use, so would be relatively easy to roll out into clinical practice across the NHS once it has been validated in a larger trial.

Meanwhile, a team from the University of Dundee found that combining ultrasound and MRI in a prostate biopsy detected more clinically significant cancer tumours than existing detection methods.

Results of the MULTIPROS study, funded by Movember, Prostate Cancer UK, and the Scottish Government’s Chief Scientist’s Office, have already changed the detection and management of prostate cancer in the NHS Tayside area, and should inform future diagnosis guidelines.



PERSONALISED ACTIVE SURVEILLANCE PROGRAM

Many men with prostate cancer are diagnosed with localised, low-risk disease. Most can be carefully monitored using an approach called Active Surveillance (AS) which could potentially spare them the long-term side effects associated with active treatments such as surgery.

However, up to a quarter of men on AS will opt for active treatment despite their test results showing no signs of disease progression.

A ‘personalised’ approach to AS is a move away from current clinical guidelines. Understanding how to best develop such an approach, where a person’s risk of disease progression is taken into consideration, could help to keep more men on AS when it is clinically safe to do so.

A new program, which has an investment of AUD \$3-5 million is being developed, in response to work commissioned by Movember, to identify the top priorities for Active Surveillance (AS) research.

The work was carried out in partnership with Professor Caroline Moore of University College London, with the help of a diverse group of experts in AS, including healthcare professionals and people with lived experience of prostate cancer. They agreed that the highest research priority is the development of a personalised, dynamic, risk-adapted approach to AS.

A call went out to the prostate cancer research community in 2022 and after an extensive review process, a program team was selected and work is now underway to develop the program, which includes 29 global research teams and people with lived experience of AS contributing to the program design and delivery. The program will be launched in early 2024.

CLINICAL GUIDELINES FOR SEXUAL HEALTH FOR PROSTATE CANCER

Movember not only wants to see a future where fewer men die from male cancers, but we also want to see fewer men suffering life-changing side effects due to their treatment.

We know sexual health is a huge unmet need but unfortunately, it is a problem that is not routinely addressed in prostate cancer care. To tackle the problem, Movember supported the Guidelines for Sexual Health Care for Prostate Cancer Patients: Recommendations of an International Panel.

The 47 statements and recommendations of the panel provide an expert opinion-based framework that introduce a new standard of excellence for sexual healthcare in prostate cancer.

The aim is to support healthcare teams to assess and manage the sexual side effects of prostate cancer therapies and facilitate shared decision-making between clinicians, patients, and their partners.

The guidelines have been endorsed by the International Society of Sexual Medicine (ISSM) and Sexual Medicine Society of North America (SMSNA), with finalisation of endorsement underway with the American Psychosocial Oncology Society (APOS), and Society of Urological Nurses and Associates (SUNA). To date, a targeted healthcare professional audience of over 390,000 have been reached and the guidelines have been downloaded 2,471 times.

To find out more about the Guidelines for Sexual Health Care for Prostate Cancer Patients: Recommendations of an International Panel visit programs.movember.com/clinical-guideline-sexual-health-prostate-cancer.

TRUE NORTH SEX AND INTIMACY AFTER PROSTATE CANCER

Sexual dysfunction is the most commonly reported side effect following prostate cancer treatment, and for men it is the issue that causes them the most bother.

Globally, 56% of men say they have not been offered any support to improve their sexual wellbeing after their treatment, while 11% reported that support they were offered was 'ineffective'.

Following three Movember-funded research pilots led by sexual health experts, aimed at better understanding how to best support men and their partners, Movember developed Sex and Intimacy After Prostate Cancer. The evidence-based guide was built to support men and their partners in navigating their sex lives after prostate cancer treatment.

The guide covers common issues such as erectile dysfunction, dealing with physical changes after surgery, connecting with a partner and restoring intimacy, dealing with relationship breakdowns, and coping with stress and anxiety.

An evaluation in May 2023 showed that nearly 5,000 visitors had accessed the resource, with 20% returning within a month. Visitors to the site reported that it had prompted them to speak to their partner about their sexual wellbeing.

TRUE NORTH GLOBAL REGISTRY

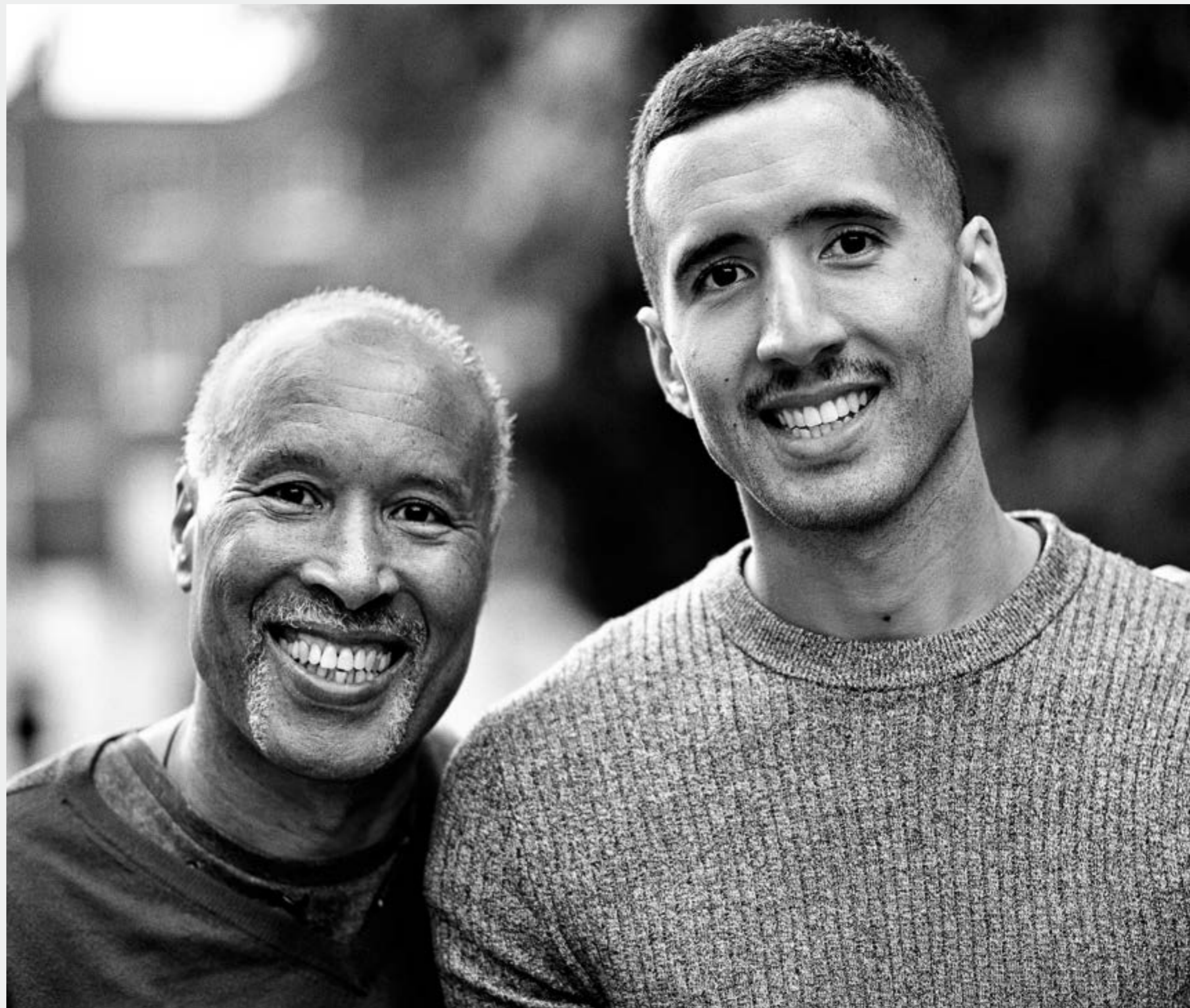
Operating internationally across 14 countries (Australia, Austria, Canada, Czech Republic, Germany, Hong Kong, Italy, Luxembourg, Netherlands, New Zealand, Spain, Switzerland, UK and US), the TrueNTH Global Registry (TNGR) is a project that aims to significantly improve the physical and mental health of men with prostate cancer.

The registry collects clinical data and detailed information about the daily lives and challenges of thousands of men to try and positively impact their quality of life.

To capture men's experiences now and over time, men are asked to fill in questionnaires called Patient Reported Outcome Measures (PROMs) when they are first diagnosed and again after 12 months. They are asked about their urinary, bowel and sexual health, pain and fatigue, about the quality of their sleep, anxiety, and depression. We also ask about brain function and memory decline.

As of April 2023, over 98,000 men with prostate cancer were registered in TNGR, with almost 60,000 men completing PROMs at diagnosis and almost 40,000 men completing PROMs 12 months following their diagnosis. In 2022-2023, over 400 Quality Indicator reports were circulated to participating hospitals. These reports summarise and benchmark the quality of care and outcomes for men treated at participating hospitals and are an important way of supporting improved quality of life, and survival for men living with prostate cancer.

To find out more about TNGR visit tng.movemberhealth.org.





**GLOBALLY,
TESTICULAR
CANCER IS THE
MOST COMMON
CANCER IN
YOUNG MEN**



TESTICULAR CANCER

Almost 300 men a day are diagnosed with testicular cancer globally. It is the most common cancer in men aged 15-40.

At 95%, the odds of survival for men with testicular cancer are high – but for some men who experience long-term treatment-related side effects, quality of life is severely compromised.

Globally, more than 836,000 men were living with, or beyond testicular cancer in 2019.

THROUGH OUR WORK IN TESTICULAR CANCER, WE ARE:

- Giving men the facts about testicular cancer to enable them to understand their own risk
- Encouraging men to understand what is normal for them, through a targeted global campaign
- Investing in world-class biomedical research that will optimise treatment for men with a high-risk form of the disease
- Providing digital health tools that improve quality of life for men living with and beyond testicular cancer



NUTS & BOLTS

A core part of Movember’s mission is to ensure that no man goes through testicular cancer without the information and support they need and a community to reach out to.

However, Movember research has shown that although getting a testicular cancer diagnosis is tough, men find the period following surgery more difficult. Anxiety about what type of testicular cancer they might have, isolation from being off work and alone at such a stressful time and unease about what the future might hold were common concerns.

With the help of men who have lived through testicular cancer and an international panel of experts, we designed and created a digital resource called Nuts & Bolts focused on supporting men beyond their diagnosis and communicated in a way that resonates with men. It allows users to find relevant information, get helpful advice from experts as well as hear from and talk to men who have lived experience of the disease. The Talk to a Guide function, which is available in Australia, New Zealand, Canada, Spain, UK, and the US, provides the opportunity for any man going through testicular cancer to be connected to someone who has lived through the disease for support. Since April 2021, Nuts & Bolts has received over 88,000 visitors, with 95% of users reporting they had learned something new.

TESTICULAR CANCER AWARENESS MONTH

Testicular cancer is the most common cancer in young men but there is currently a lack of awareness and knowledge about the disease among young men aged 15–40. Movember’s mission is to get men to understand what is normal for them and take action if something doesn’t feel right.

Movember’s annual ‘Know Thy Nuts’ awareness campaign takes place in April during Testicular Cancer Awareness Month. The 2023 campaign, which ran across six major markets (Australia, New Zealand, Canada, US, UK, and Ireland), was aimed at improving men’s knowledge and awareness of testicular cancer, teaching them how to perform a check and getting to know what’s normal and what isn’t for them.

Building on the success of the previous year’s campaign, the 2023 campaign successfully reached 20.4million people globally, with 4.1 million completing a video on self-checking, ensuring maximum impact.

After watching the Know Thy Nuts self-check video, 54.9% of young men reported they would check themselves within the next week, compared to only 32.8% of young men who were surveyed prior to TCAM. It also led to a greater proportion of young men (68%) being aware that testicular cancer is the most common cancer in young men, when compared to young men who had not seen the campaign.

THE TIGER TRIAL

Movember is funding the European and Australian contribution to a large, multi-national clinical trial investigating the impact of high dose chemotherapy against conventional chemotherapy on overall survival and quality of life in men with relapsing testicular cancer.

The trial is managed in the US and Canada by the Alliance for Clinical Trials in Oncology. The European and Australian contribution is organised and managed by the European Organisation for Research and Treatment of Cancer (EORTC) and the Australian and New Zealand Urogenital and Prostate Clinical Trials Group (ANZUP), both funded by Movember. Recruitment of 420 men and boys – 254 of whom from the EU – has now been completed. All patients will be followed up for several years, but we anticipate that the data analysis and resulting publications will provide significant guidance in the clinical care of this rare group of men with testicular cancer.





OUR COMMUNITY



Movember started with 30 guys and has grown into a global movement – millions have taken part since 2003, raising awareness of men’s health issues and funds for breakthrough biomedical research, survivorship programs and mental health projects.

Last year, some 322,346 Mo’s registered to take part in Movember, raising an incredible \$128.2 million AUD for men’s health.

OUR FUNDRAISERS

Our men’s health movement is fuelled by our community fundraisers like Gareth Cox, who pedalled 660km in five days from London to Bristol, after losing his dad to cancer in 2021 and Michael Fierke, who has held an annual disc golf tournament in Chicago since 2015. Or ambassador Jeff Hartman who believes Movember is in his DNA after supporting us for 12 years.

Year after year, they proudly grow their Mo’s, run marathons, jump in freezing lakes, cycle up mountains, or host epic events to support our cause. They are our walking, talking billboards for men’s health and why it matters.

Sometimes that relationship comes full circle, and we get to support our fundraising community through tough times. Movember team captain Craig Jermyn discovered he had testicular cancer just before last year’s campaign. He contacted Movember and was introduced to a guide through our online Nuts&Bolts resource who was able to support Craig through his treatment. Craig says he can’t wait to ‘be the guy on the other end of the line’ when he becomes a Nuts & Bolts guide himself.

OUR CORPORATE PARTNERS

Our men’s health movement is boosted by our corporate partners who are instrumental in helping us to raise funds and awareness. Movember has a long history of successfully joining forces with other organisations which enables us make change happen more quickly and at a greater scale than we would on our own. In 2022, we continued to grow and develop our strategic partnerships across the world with the likes of Amazon, L’Oréal, Gillette, Philips, Lamborghini, Pringles and lululemon.

These partnerships have enabled Movember to reach more men with vital health messaging through campaigns like Pop, Share, Chat with Pringles and our annual testicular cancer awareness campaign “Know Thy Nuts” which has been supported by KP Nuts since 2019. Through our Gillette Partnership, we have been able to directly support vital projects like the University of Leicester’s Resilient Senior Leaders Program (RESLEAPS), a mental health prevention program for police superintendents approaching retirement and the RUPERT project, a mental health platform aimed at German emergency service workers and their families. By working together with our corporate partners, we achieve greater impact for more men.

OUR RESEARCH COMMUNITY

The global research community is an integral part of the Movember family. Over the years, Movember has built strong and lasting relationships with scientists, clinicians, nurses, and health experts, bringing them together to collaborate on projects that have allowed Movember to share research and results across borders, extending our research and accelerating progress. Those relationships work both ways, with some of our Movember-funded clinicians such as Professor Michael Hofman of the Peter Mac Cancer Centre in Melbourne – a crucial contributor to PSMA research – becoming our most loyal supporters.

We’ve also supported cancer researchers such as Dr Joaquin Mateo from early on in their careers, and we’ve invested in testing new ideas, which have led to significant breakthroughs in prostate cancer treatment and quality improvements in care.

Our work is overseen by two Global Advisory Committees of international experts who all give their time and expertise to shape the direction of Movember’s investment strategy.

THE MEN WE SERVE

Last but not least are the men we serve - those who have lived with poor mental health or prostate cancer or testicular cancers. They are at the heart of everything we do. They are the men who have signed up for one of our funded clinical trials or cancer registries to help the next man down the line who is facing the same diagnosis. Or they might have taken part in a mental health project to help build evidence for new approaches that work for men. For some men, taking part in a Movember-funded men’s health project like The Changing Room, has been lifesaving.

They are all part of our global community who are all contributing to changing the face of men’s health.

Globally raised

\$128.2 MILLION

Registered participants

322,346





OUR FUTURE

While great progress has been made in the last 20 years, too many men are still living in poor health and dying too young. Our future direction will see us continue to lead the charge in supporting healthy behaviours in men, but we will also do more to challenge healthcare systems and confront gender norms.

We know we cannot do this alone, so we will be partnering with others to create positive change together. We will lead research and bring together health experts and gender-based organisations. We will work with governments to advocate for new and improved policies while raising the profile of men's health, contributing to healthier societies and lasting generational change. Our five goals will inform our activities and strategy for the next five years:

- Goal 1** — **LIFT THE PROFILE OF MEN'S HEALTH**
Despite being a challenge that affects half the population directly and everyone in our community indirectly, the men's health landscape is underdeveloped. Our goal is to strengthen and convene the international men's health sector to raise the profile, build capacity, and investment in the outcomes of boys and men's health so that the links between healthier boys and men and healthier communities are better understood and embraced.

- Goal 2** — **STRENGTHEN MEN'S HEALTH LITERACY**
Many men don't recognise when they need help because of limited health knowledge and dominant Masculine norms. This is common across many areas of men's health, including Movember's cause areas of prostate cancer, testicular cancer, and mental health.
Our goal is that men have the knowledge to understand their own health and how and when to get support if there is a problem across all life stages.

- Goal 3** — **PROMOTE GENDER RESPONSIVE HEALTHCARE FOR MEN**
Healthcare providers aren't supported enough to provide gender responsive care to boys and men in all their diversities. Our goal will be to ensure that gender-responsive support is provided for prioritised healthcare providers.

- Goal 4** — **IMPROVE YOUNG MEN'S MENTAL HEALTH**
Many young men experience distress and marginalisation during adolescence, leading to increased risk of suicide. During this life transition, young men are more likely than women to choose unhealthy coping behaviours such as gambling, alcohol, and drugs. Our goal will be to enhance the mental health of young men by improving their ability to successfully navigate the stressors of adolescence and reduce the likelihood of men turning to unhealthy coping mechanisms.

- Goal 5** — **IMPROVE PROSTATE CANCER MORTALITY AND QUALITY OF LIFE**
Prostate cancer remains the second highest cause of cancer related deaths for men. Many men diagnosed and living with prostate cancer have poor physical and mental health, often as a result of their treatment or as a result of variation in care practices and healthcare systems that fail to support their needs.
Our goal is to reduce the number of men progressing to lethal prostate cancer. We will aim to deliver more consistent and improved personalised care to reduce variation in prostate cancer treatment and outcomes and reduce the number of men experiencing severe and bothersome side effects.



OUR FINANCIALS



The Movember Foundation delivered a strong result in the year ended 30 April 2023 and proudly raised \$128.2 million.

Our global campaign donation income decreased by \$2.6 million; this was driven by decreases in all markets except the UK.

The seventh year of the partnership with the Distinguished Gentleman's Ride generated revenue of \$9.3 million (2022: \$6.2 million) with a hugely successful fundraising campaign with rides around the world. We also saw the second year of the Distinguished Gentleman's Drive which generated revenue of almost half a million dollars.

Interest income on our cash balances increased significantly during the financial year with the rise of interest rates globally. As a result, the interest income contributed \$4.6 million in the financial year (2022: \$0.8 million).

It was also our first year as one of the beneficiary partners of The Push Up Challenge in Australia generating revenue of \$1.6 million.

During the year, the Foundation expended \$77.1 million (2022: \$62.1 million) in our key investment areas of Prostate and Testicular Cancer biomedical research and survivorship, Men's Health and Suicide Prevention, and Men's Health promotion including awareness and education.

FUNDRAISING AND ADMINISTRATION COSTS

The work that Movember carries out and the health benefits achieved for men cannot happen without the associated costs of fundraising and administration.

From each dollar raised, we spend 15.8 cents on fundraising (2022: 14.6 cents), staying in the same range as last year.

We strive to minimise administration and finance costs and have managed to keep those within a similar range as last year, 5.6 cents (2022: 5.7 cents) through global efficiencies and resource sharing.

The increase of fundraising costs was driven by the global inflationary pressures on prices that have not all been offset by our fundraising revenue increase year on year.

To further minimise expenditure our shared costs structure avoids duplicating functions such as finance, human resources, legal and technology across the world while making the necessary investments in technology and our people to keep pace with the global economy. We aim to spend every dollar wisely and achieve maximum value from every investment decision made.

FUNDS RETAINED

To ensure the long-term continuity of the organisation, the Board has adopted a general reserves policy of holding funds for 9 to 12 months' operating costs for the year ahead. This policy is reviewed annually, with consideration of our income diversification levels and the external operating environment.

With the general reserves remaining the same in dollar value, there has been no funds retained in the current financial year, increasing the value of the funds invested in Men's Health programs.

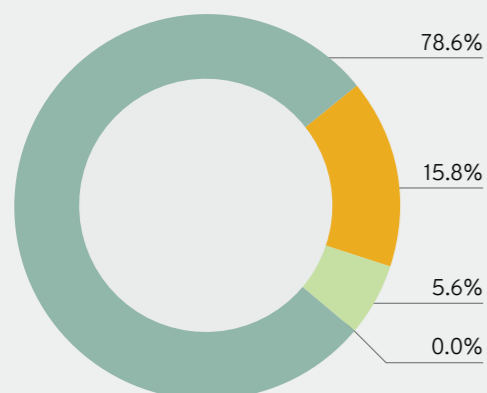
FUNDS RAISED AND REGISTERED PARTICIPANTS 2022-23 CAMPAIGN RAISED THROUGH TO APRIL 2023

	Funds raised in \$AUD millions	Registered participants	Year of first fundraising campaign
Australia	30.9	67,392	2004
Canada	28.8	57,517	2007
UK	29.4	95,621	2007
USA	24.7	42,599	2007
Mainland Europe Countries	6.3	29,289	2011
Ireland	3.5	10,755	2008
New Zealand	3.5	13,309	2006
Asia	0.8	1,528	2012
Rest of World	0.3	4,336	2012
Total	128.2	322,346	

PROGRAMS INVESTMENTS

In the year to 30 April 2023, Movember has achieved net funds raised for investment in men’s health programs of 78.6 cents for every dollar raised. In dollar terms, this was AUD \$100.8 million raised for investment in programs that will benefit men worldwide. Movember continues to invest its net funds into programs that support prostate cancer, testicular cancer, cancer survivorship, suicide prevention and mental health. These investments are made via our Men’s Health Partners and through our own direct global collaborative programs and our awareness and education program.

Refer to earlier pages of this annual report for further details of our program investments and to the ‘projects we fund’ section of the Movember website.



THE FOUNDATION’S TOTAL FUNDS RAISED HAVE BEEN ALLOCATED FOR USE AS FOLLOWS:

2022 Campaign consolidated pie chart (FY23)

Men’s health programs	78.6%
Fundraising costs	15.8%
Administration and Finance costs	5.6%
Retained funds	0.0%

CASH HOLDINGS

At 30 April 2023, Movember held the following in cash and cash related assets:

Cash and cash equivalents	\$173m
Term deposits, bonds and investments	\$130m
Total	\$303m

The majority (\$239 million / 79%) of these cash assets are held for investment in men’s health programs and the balance of \$64 million / 21% is retained to fund ongoing operating costs.

The cash assets will be used as follows:

Payments for programs being carried out by Men’s Health Partners	\$16m
Restricted reserves for current Movember managed programs	\$223m
Retained for working capital / operating costs	\$64m
Total	\$303m

Movember invests only in world class programs that are aligned with our strategic goals, and only where it is demonstrated that we can have the greatest impact on men’s health. We undertake a rigorous approach to program investment that involves a peer reviewed process, due diligence on selected implementation partners and the establishment of independent governance committees. All Men’s Health Partners and implementation partners for Movember managed programs, are held accountable for driving outcomes that ensure current and future funding achieves significant results.

These rigorous investment processes together with the linking of partner payments to milestone achievements, are key to ensuring that Movember’s accumulated cash assets are both invested wisely and spent on a timely basis. The majority of the above listed amounts will be spent on programmatic work within the next three years.

After meeting the above noted program commitments, the balance of our cash holdings (\$64 million) will be retained in a general reserve to provide working capital and ensure that the organisation has adequate funds for investment in future fundraising activities.

As the majority of Movember’s revenue is currently derived from one annual campaign, the Board has adopted a fiscally conservative general reserves policy, working towards the accumulation of 9 to 12 months’ coverage of costs. Movember manages its cash holdings within a conservative treasury policy adopted by the Foundation’s global board. We select financial institutions with reference to external credit ratings. Cash Investments are held with financial institutions with at least an AA or A rating and exposure is minimised by spreading cash holdings across a number of institutions. Currently our cash and financial investments are held across a large number of institutions globally.

CONSOLIDATED STATEMENT OF SURPLUS OR DEFICIT AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 APRIL 2023

	Notes	2023	2022
REVENUE			
Revenue from contracts with customers and income		127,615,361	120,398,762
Program expenditures	1	(77,114,153)	(62,111,037)
Fundraising expenditure		(20,217,880)	(17,697,762)
Administration expenditure		(6,781,870)	(6,637,956)
Finance cost		(376,230)	(370,115)
Loss on financial assets at fair value through profit or loss		(1,063,248)	-
Surplus	2	22,061,980	33,581,892
Other comprehensive income			
<i>Items that are or may be reclassified to surplus or deficit</i>			
Exchange differences on translation of foreign operations		10,404,544	3,743,811
Total comprehensive surplus for the year		32,466,524	37,325,703

CONSOLIDATED STATEMENT OF FINANCIAL POSITION
 AS AT 30 APRIL 2023

	Notes	2023	2022
ASSETS			
Current assets			
Cash and cash equivalents	3	173,444,079	156,835,620
Other investments	3	125,004,682	103,429,599
Trade and other receivables		9,493,903	7,504,392
Total current assets		307,942,664	267,769,611
Non-current assets			
Other financial assets	3	4,343,713	11,248,284
Trade and other receivables		-	403,006
Plant and equipment		1,458,153	1,387,605
Right-of-use asset		8,921,049	9,661,413
Total non-current assets		14,722,915	22,700,308
Total assets		322,665,579	290,469,919
LIABILITIES			
Current liabilities			
Trade and other payables	4	27,260,854	26,920,375
Provisions		2,182,470	1,785,284
Lease liabilities		1,933,414	1,991,605
Total current liabilities		31,376,738	30,697,264
Non-current liabilities			
Trade and other payables	4	246,501	231,081
Lease liabilities		8,603,899	9,689,165
Provisions		536,896	389,947
Other payables		-	27,441
Total non-current liabilities		9,387,296	10,337,634
Total liabilities		40,764,034	41,034,898
Net assets		281,901,545	249,435,021
EQUITY			
Restricted reserves for programs		222,740,936	200,754,430
Retained surplus (unrestricted reserves)		38,614,247	38,538,773
Foreign currency translation reserve		20,546,362	10,141,818
Total equity		281,901,545	249,435,021

NOTE 1: MEN'S HEALTH PROGRAM INVESTMENT

	2023	2022
PROGRAMS EXPENDITURE		
Prostate and Testicular Cancer Biomedical Research	5,591,876	9,951,873
Prostate and Testicular Cancer Survivorship and Health Outcomes	20,961,798	14,827,363
Mental Health & Suicide Prevention	25,403,108	16,763,022
Men's Health Programs and Health Promotion	25,157,371	20,568,779
Total	77,114,153	62,111,037

NOTE 2: NET SURPLUS

In the year to 30 April 2023, a net surplus after operating expense for the period of \$22,061,980 (2022: \$33,581,892) was recorded. The net surplus resulted from a timing gap between raising funds and the associated programs expenditure outflows which will occur in future years.

NOTE 3: CASH AND INVESTMENTS

	2023	2022
Cash at bank and on hand	110,779,535	89,138,466
Short term deposits	62,664,544	67,697,154
	173,444,079	156,835,620
Current term deposits, treasury bills and bonds	125,004,682	103,429,599
Non-current term deposits and bonds	3,278,297	9,119,620
Financial assets at fair value through profit or loss (FVTPL)	1,065,416	2,128,664
	4,343,713	11,248,284
Total cash and investments	302,792,474	271,513,503

Cash and investment assets are held primarily for investment in men's health programs and to fund ongoing operating costs. Cash and investment assets held as at 30 April 2023 have been retained for use as follows:

	2023	2022
Grant distributions awarded to men's health partners	16,426,022	16,833,725
Restricted for Movember managed programs	221,675,520	198,625,766
Retained for working capital / operating costs	63,625,516	53,925,348
Financial assets at fair value through profit or loss (FVTPL)	1,065,416	2,128,664
Total	302,792,474	271,513,503

NOTE 4: TRADE AND OTHER PAYABLES

	2023	2022
Current		
Trade payables	1,438,444	1,923,561
Accrued expenses	7,359,519	5,679,009
Deferred revenue	1,186,864	1,737,817
Other payables	850,005	746,263
Distributions Payable	16,426,022	16,833,725
	27,260,854	26,920,375
Non-current		
Other payables	246,501	231,081
Total	27,507,355	27,151,456

NOTE 5: BASIS OF PREPARATION

These summary financial statements have been prepared on an accruals basis under the historical cost convention and have been prepared in accordance with the measurement, recognition and presentation requirements of applicable Australian Accounting Standards and accounting policies as set out in the audited financial report of the Movember Foundation Trust upon which an unmodified audit report was issued on 6 September 2023.

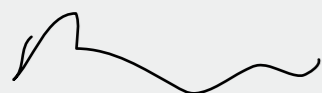
TRUSTEE’S DECLARATION

These summary financial statements have been derived from the audited financial report of the Movember Foundation Trust for the year ended 30 April 2023 in accordance with accounting policies described in Note 1 to the audited financial report. The summary financial statements should be read in conjunction with the audited financial report, available upon request at our registered office at Level 4, 21-31 Goodwood Street, Richmond VIC 3121.

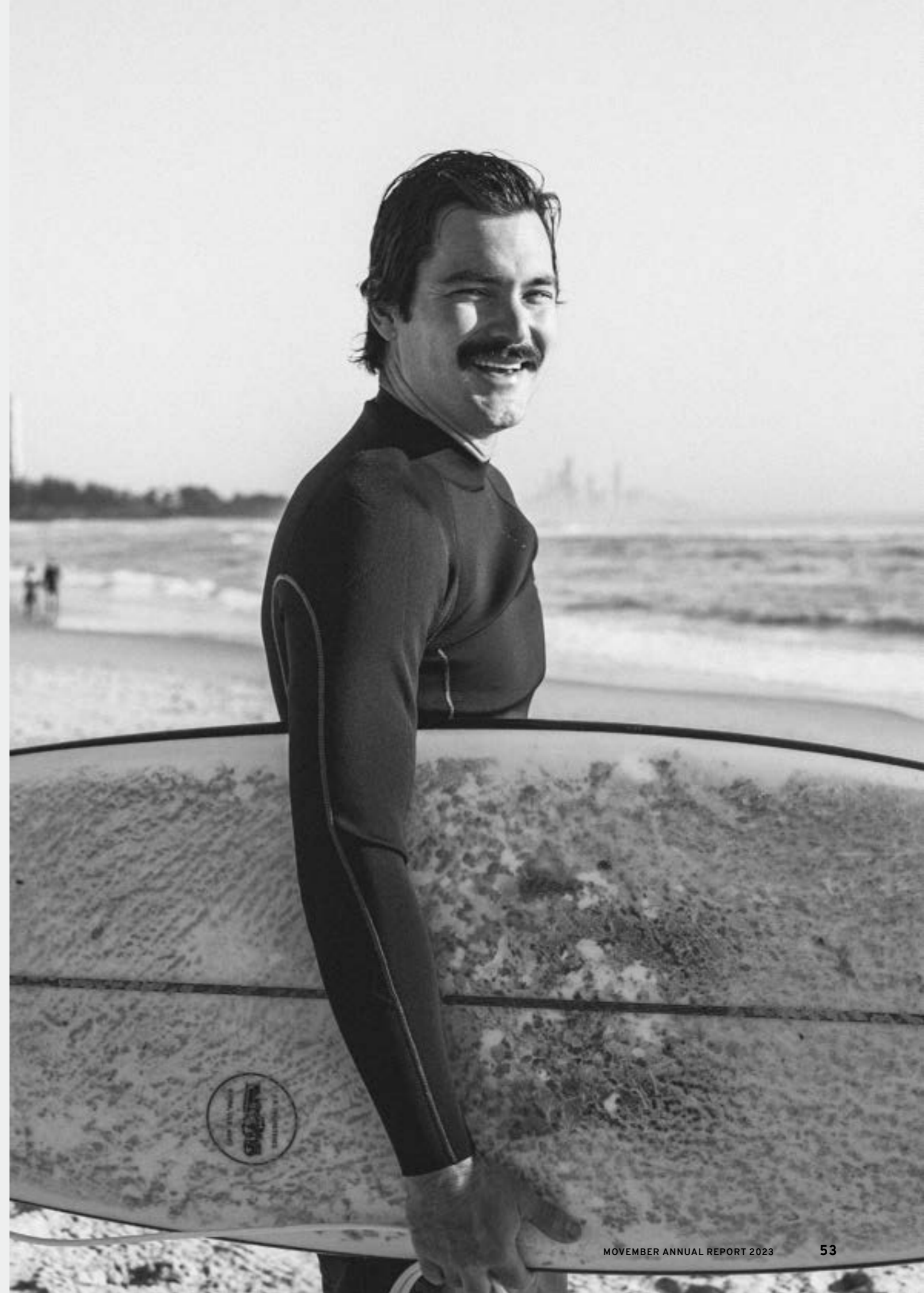
In the Trustee company directors’ opinion:

- a. The summary financial statements:
 - i. are consistent with the audited financial report of the Movember Foundation Trust for the year ended 30 April 2023;
 - ii. presents fairly the Foundation’s financial position as at 30 April 2023 and its performance for the financial year ended on that date.
- b. There are reasonable grounds to believe that the Foundation will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with the resolution of the directors.



RICHARD DEUTSCH
CHAIRMAN





Independent Auditor's Report

To the Trustee of The Movember Foundation Trust

Report on the Summary Financial Statements

Opinion

We report on the **Summary Financial Statements** of The Movember Foundation Trust the **Group** as at and for the year ended 30 April 2023. The Summary Financial Statements are derived from the audited financial report of the **Group** (the Audited Financial Report).

In our opinion, the accompanying Summary Financial Statements of the Movember Foundation Trust are consistent, in all material respects, with the Audited Financial Report, in accordance with the basis of preparation described in Note 5 to the Summary Financial Statements.

The **Summary Financial Statements** comprise:

- Summary consolidated statement of financial position as at 30 April 2023;
- Summary consolidated statement of surplus or deficit and other comprehensive income for the year then ended 30 April 2023;
- Related notes.

The Summary Financial Statements are contained in The Movember Foundation Annual Report on pages 49 to 52.

The **Group** consists of The Movember Foundation Trust (the Trust) and the entities it controlled at the year end or from time to time during the financial year.

Scope of the Summary Financial Statements

The Summary Financial Statements do not contain all the disclosures required by *Australian Accounting Standards – Simplified Disclosure Requirements* applied in the preparation of the Audited Financial Report. Reading the Summary Financial Statements and this Auditor's Report thereon, therefore, is not a substitute for reading the Audited Financial Report and our auditor's report thereon.

The Summary Financial Statements and the Audited Financial Report do not reflect the effects of events that occurred subsequent to the date of our auditor's report on the Audited Financial Report.

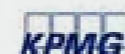
The Audited Financial Report and our auditor's report thereon

We expressed an unmodified audit opinion on the Audited Financial Report in our auditor's report dated 6 September 2023.

Emphasis of matter – basis of preparation and restriction on use and distribution

We draw attention to Note 5 to the Summary Financial Statements, which describes the basis of preparation.

The Summary Financial Statements have been prepared to assist the Trustee of The Movember



Foundation Trust for the purpose of presenting the Movember Foundation Annual Report 2023. As a result, the Summary Financial Statements and this Auditor's Report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

This Auditor's Report is intended solely for the Trustee of The Movember Foundation Trust and should not be used by or distributed to parties other than the Trustee of The Movember Foundation Trust. We disclaim any assumption of responsibility for any reliance on this Auditor's Report, or on the Summary Financial Statements to which it relates, to any person other than the Trustee of The Movember Foundation Trust or for any other purpose than that for which it was prepared.

Other Information

Other Information is financial and non-financial information in The Movember Foundation's Annual Report 2023 which is provided in addition to the Summary Financial Statements and this Auditor's Report. The Trustee is responsible for the Other Information.

Our opinion on the Summary Financial Statements does not cover the Other Information and, accordingly, we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the Summary Financial Statements, our responsibility is to read the Other Information. In doing so, we consider whether the Other Information is materially inconsistent with the Summary Financial Statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

We are required to report if we conclude that there is a material misstatement of this Other Information, and based on the work we have performed on the Other Information that we obtained prior to the date of this Auditor's Report we have nothing to report.

Responsibility of the Trustee for the Summary Financial Statements

The Trustee is responsible for the preparation of the Summary Financial Statements in accordance with the basis of preparation described in Note 5 to the Summary Financial Statements, including their derivation from the Audited Financial Report of the Group as at and for the year ended 30 April 2023.

Auditor's responsibility for the Summary Financial Statements

Our responsibility is to express an opinion on whether the Summary Financial Statements are consistent, in all material respects, with the Audited Financial Report based on our procedures, which were conducted in accordance with *Australian Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements*.

KPMG

KPMG



Kate Rowswell
Partner
Melbourne
10 October 2023

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OUR GOVERNANCE



The Movember Foundation is a charity registered with the Australian Charities and Not-for-profits Commission.

As a charity operating across the globe, we must comply with a range of regulatory and governance obligations. Movember takes these obligations very seriously, and our governance framework has been designed to reflect our commitment to best-practice levels of transparency, accountability, and governance.

GLOBAL BOARD OF DIRECTORS

The Board is the custodian of Movember's purpose and ensures that organisational strategies are developed and delivered to fulfil Movember's mission.

The Board is accountable for Movember's performance; directors consider every Mo, donor, partner and the men that Movember serves as key stakeholders to whom that accountability is owed.

The Board's primary functions include:

- Providing reporting, transparency and accountability to Movember's stakeholders
- Setting Movember's strategic direction, and monitoring and supporting management's delivery of Movember's strategic plan
- Selecting, appointing and managing the performance of the CEO
- Defining Movember's risk appetite and overseeing Movember's risk management practices
- Monitoring Movember's compliance with legal and regulatory requirements, including external financial reporting

Our Board is skills-based, with Directors bringing a wide range of collective expertise and experience to their roles.

There are two Directors roles reserved for Founder Representative Directors. This ensures that the perspective of Movember's Founders on Movember's mission and founding principles are represented at the Board table.

BOARD COMMITTEES

The Board has established the following committees to assist it in discharging its responsibilities with reference to particular areas of specialist expertise.

From time to time the Board may establish any committee or advisory group it considers necessary, but has convened the following committees on a standing basis:

The Finance, Risk & Audit Committee

The Finance, Risk and Audit Committee's purpose is to assist the Board in fulfilling its responsibilities regarding oversight of the quality, adequacy and integrity of Movember's finance, audit (internal and external) and risk and compliance management practices.

People & Culture Committee

The People & Culture Committee's purpose is to assist the Board in fulfilling responsibilities regarding oversight of matters relating to the composition, succession planning and performance of the Board, matters relating to the appointment and performance of the CEO, workplace health and safety, culture and strategic workforce issues.

Programs Strategy & Investment Committee

The Board's Programs Strategy & Investment Committee's purpose is to assist the Board in fulfilling its responsibilities regarding oversight of matters relating to Movember's health programs strategy and portfolio management, and the monitoring and evaluation of outcomes from the implementation of that strategy and portfolio.

The Programs Strategy & Investment Committee also receives detailed advice from the following specialist advisory committees:

- Global Men's Health Advisory Committee
- Global Cancer Advisory Committee

GLOBAL BOARD OF DIRECTORS AS AT 30 APRIL 2023

Richard Deutsch CHAIR, AU

Richard is a Non-Executive Director of Bendigo & Adelaide Bank Limited and Chair of the Board Audit Committee. He is a Non-Executive Director of AUB Group Limited and a member of the Audit & Risk Committee. Richard is the Chair of the Stephenson Mansell Group, a Champions of Change Coalition Convenor and Advisor to CEOs and Boards.

Richard brings extensive experience delivering complex audit and advisory services to Australia's leading public, private, government and not-for-profit organisations for more than 30 years, including more than 25 years working with PwC, and serving as the Chief Executive Officer of Deloitte Australia from 2018 to 2021.

Richard is passionate about supporting organisations that have a positive impact in the community. He is a former Chairman of OzHarvest and a former Director of Adara Group, a charitable organisation focusing on international development in emerging economies.

Kellie Johnston Non-Executive Director, AU

Kellie has over 25 years' marketing, brand and communication experience across multiple categories including finance, publishing, broadcasting, banking, insurance and aged care. She also brings more than 10 years of fundraising, strategy and leadership experience working with major Australian philanthropic figures and global non-profits, including Red Cross and Make-A-Wish. Kellie currently holds executive responsibility for the marketing and brand function at Australian Unity, a national member-owned health, wealth and care business. She is a graduate of the Australian Institute of Company Directors.

OUR GOVERNANCE

Damien Angus
Non-Executive Director, AU

A healthcare strategy consultant with over 20 years' experience, Damien specialises in working with governments and businesses to develop and implement their strategies to meet their health and care needs. A long-time Movember supporter (he grew his first Mo in 2008), Damien brings previous not-for-profit board experience as well as expertise gained from earning a PhD in Physiology and an MBA.

Linnsey Caya
Non-Executive Director, USA

With over 20 years' experience providing legal and strategic counsel for public and private companies across a variety of sectors, Linnsey brings her expertise in corporate governance, government affairs, risk management, human resources, and international commercial transactions to Movember. She also has extensive experience supporting not-for-profit enterprises through her work with the Boardriders Foundation (formerly the Quiksilver Foundation) and the Beckstrand Cancer Foundation, which supports families experiencing financial strain due to a cancer diagnosis.

Rob Moodie
Non-Executive Director, AU

Rob trained as a medical doctor, working as a clinician in rural Australia and in Africa before moving into public health, focusing on HIV/AIDS for the Victorian Department of Health, the World Health Organisation, the Burnet Centre and the Joint UN Program on AIDS (UNAIDS). He is currently Professor of Public Health at the Melbourne School of Population and Global Health. Rob has worked for numerous not-for-profit organisations including Save the Children Fund and Médecins Sans Frontières. He has a keen interest in the prevention of non-communicable diseases, health promotion and health inequalities. Rob has chaired the National Preventative Health Taskforce and the Federal Minister's Men's Health Reference Group – the only Federal body that has ever existed focusing on men's health.

Deanna Lomas
Non-Executive Director, AU

Deanna has 20 years' experience in operations and transformation in Australia, UK, Asia and Africa, which has included holding a number of commercial and operations executive roles in mining, oil, gas, FMCG and retail. Deanna has also supported several not-for-profits including volunteering for 15 years at the Make-A-Wish Foundation, and she is currently a mentor for Kilfinan Australia, a cause-focused on building not-for-profit leadership capability.

Travis Garone
Non-Executive Director, AU
(Founder Representative Director)

Travis is a Creative and Brand Consultant with over 30 years' experience and has been named in the

Qantas Most Influential Australians List. While being a co-founder and brand creator of Movember, Travis has also founded several highly successful companies, from his global creative agency Urchin, to cult street wear and skate brand Doomsday. Travis has performed many roles across famous brands such as YETI, Tony Hawk, DC, Quiksilver, Roxy, Fosters, CUB, Corona, Carlsberg, Asahi, Kronenbourg 1664, Millers, F1 and the World Surfing Tour. Travis has both a strategic, business and creative mind and has been working on special projects with market leading brands his entire career.

Cassandra Vujovich-Dunn
Non-Executive Director, CA
(Founder Representative Director)

Cass is an epidemiologist and public health researcher. She holds a doctorate in Epidemiology and a Master of International Public Health. She brings 15 years' experience in community based social and health programs. She has worked for several non-profit organisations, including co-founding the Waves of Wellness Foundation in 2016.

Rochelle Webb
Non-Executive Director, USA

Rochelle has over 20 years of global marketing experience working with Fortune 500 brands and start-ups. Her category experience span across, Technology, Financial Services, Gaming, Fashion, and Consumer Product. Rochelle has held several board seats and has made an impact in the marketing and advertising industry, academia, environmental, and Health & Wellness focused non-profits. Rochelle is also a professor of Entrepreneurship and Marketing at Loyola Marymount University in Los Angeles.

FINANCE, RISK & AUDIT COMMITTEE

Deanna Lomas
CHAIR
Non-Executive Director,

Richard Deutsch
Chair of The Board

David Bryant
Committee Member

PEOPLE AND CULTURE COMMITTEE

Linnsey Caya
CHAIR
Non-Executive Director

Kellie Johnston
Non-Executive Director

Moana Weir
Committee Member

PROGRAMS STRATEGY & INVESTMENT COMMITTEE

Damien Angus
Non-Executive Director

Rob Moodie
Non-Executive Director

Cassandra Vujovich-Dunn
Non-Executive Director

Travis Garone
Non-Executive Director

GLOBAL CANCER ADVISORY COMMITTEE

Caroline Moore
CHAIR
NIHR Research Professor & Head of Urology
University College London, UK

Andrew Matthew
Associate Professor, Department of Surgery and
Psychiatry, University of Toronto, CA

Benjamin (Ben) Reade
Movember Ambassador & Patient Advocate, AU

Brandon Mahal
Assistant Professor & Assistant Director of Community
Outreach and Engagement, University of Miami Health
System, USA

Brian Rivers
Director, Cancer Health Equity Institute, USA

Cassandra Vujovich-Dunn
Movember Board Director, CA

Christopher (Chris) Sweeney
Director, South Australian immunoGENomics
Cancer Institute, University of Adelaide, Australia

Colleen Nelson
Professor, School of Biomedical Science, Queensland
University of Technology, AU

Damien Angus
Movember Board Director, AU

Jessica Corner
Professor Dame & Pro-Vice-Chancellor (Research and
Knowledge Exchange), University of Nottingham, UK

Margaret (Marg) Fitch
Head of Oncology Nursing, Odette Cancer Centre, CA

Neil Fleshner
Chair & Professor of Urology, University of Toronto, CA

Westley (Wes) Sholes
Patient advocate, USA

GLOBAL MEN'S HEALTH ADVISORY COMMITTEE

Judy Y. Chu
CHAIR
Lecturer in Human Biology and Affiliate of the Clayman
Institute for Gender Research, Stanford University

Dr. Don McCreary
PAST-CHAIR
Senior Consultant in Men's Health and Workplace Mental
Health at Donald McCreary Scientific Consulting, CA

Jaelea Skehan
Conjoint appointment with the School of Medicine and
Public Health, University of Newcastle, AU

Kathryn Page
Senior Manager, People Advisory – Digital, Data and
Analytics at NAB, AU

Peter Norman Levesque
Retired. Past-President of the Institute for Knowledge
Mobilization, Ottawa, CA

Rob Moodie
Professor of Public Health, Melbourne School of
Population and Global Health, AU

Travis Garone
Movember Board Director, AU

EXECUTIVE LEADERSHIP TEAM

Michelle Terry
Chief Executive Officer

Paul Villanti
Executive Director, Programs

Korey Allchin
Chief Growth Officer

Caroline Quinn
Chief Operations Officer

Jeremy MacVean
Chief Experience Officer

Tahir Tanveer
Chief Information Officer

Andrew Gerkens
Chief People Officer

Rachel Carr
Country Director APAC

Anne-Cecile Berthier
Country Director, UK & Europe

Todd Minerson
Country Director, Canada

Cate Bennett
General Counsel & Company Secretary

Virginie Lafougere
Chief Financial Officer

Gautam Raju
Global Director, Policy & Advocacy

POLICIES THAT MAKE UP OUR GOVERNANCE FRAMEWORK

The detail of Movember's governance framework and the policies that it comprises are available on our website. Every Director and Officer at Movember is committed to working within the letter and spirit of our governance framework.

MEETINGS

Seven Board meetings were held in the 2022-23 financial year. The Finance, Risk and Audit Committee met five times, the People & Culture Committee met four times, and the Programs Strategy & Investment Committee met four times during the financial year.

STRUCTURE

Australia

The Movember Foundation is an Australian based not-for-profit, unincorporated trust, Australian Business Number 48 894 537 905 which is run by The Movember Group Pty Ltd as Trustee (ACN 119 012 243). There are nine shares issued in the Movember Group Pty Ltd – held by nine members: Travis Garone, Adam Garone, Justin Coghlan, Andrew Gibbins, Anthony Power, Jacinta Phelan, Sandy Goodman, Cassandra Dunn and Nathan Appo. In addition to being shareholding Members, Travis Garone and Cassandra Dunn are appointed to the Board as Founder Representative Directors.

The Movember Foundation has been granted Deductible Gift Recipient status in Australia, and as such, all donors are entitled to a tax receipt and a full tax deduction for their donations. During the 2021-22 financial year, the Movember Group Pty Ltd as trustee for the Movember Foundation ran the Movember campaign in Australia, and in New Zealand, South Africa, Hong Kong, and Singapore.

Movember Foundation uses intellectual property under an exclusive licence agreement with Movember IP Pty Ltd. The licence includes the right to use the 'Movember' and associated trademarks. Movember IP Pty Ltd is owned by four shareholders – the original Founders of Movember Foundation: Travis Garone, Luke Slattery, Adam Garone and Justin Coghlan.

USA

Movember Foundation is a registered US entity (EIN 77-0714052) and runs the Movember campaign in the US. Movember Foundation is a not-for-profit organisation that is exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code and contributions to Movember in the US are deductible under section 170 of the Code. The Movember Group Pty Ltd as trustee for the Movember Foundation is the sole member of the Movember Foundation.

Europe

Movember Europe runs the Movember campaign in the UK and Europe. Movember Europe is a company limited by guarantee in England and Wales (company no. 7275694). It is a registered charity in England and Wales (charity no. 1137948), in Scotland (charity no. SC041981) and in Ireland (charity no. 20105280). The Movember Group Pty Ltd as Trustee for the Movember Foundation is the sole member of Movember Europe. Movember Europe Trading Limited is a company limited by share capital (company number 7604578) and is used for the trading activities associated with the UK campaign. Movember Foundation e.V. is a registered association in Germany.

Canada

Movember Canada runs the Movember campaign in Canada. Movember Canada is a not-for-profit corporation (company no. 767531-3) and is a registered charity (charity no. 84821 5604 RR0001). The Movember Group Pty Ltd as Trustee for the Movember Foundation is the sole member of Movember Canada.





OFFICIAL PARTNERS

Our corporate partners and major philanthropic donors play an essential role in helping us to achieve our mission of enabling men to live healthier, happier, longer lives.

They help us reach new audiences, spread vital messages that get men talking about their health and raise much-needed funds which are invested back into game-changing men's health projects.

In what has been the strangest and most difficult of times, we are truly thankful for their ongoing support and commitment to changing the face of men's health.

We couldn't do what we do without them.

