

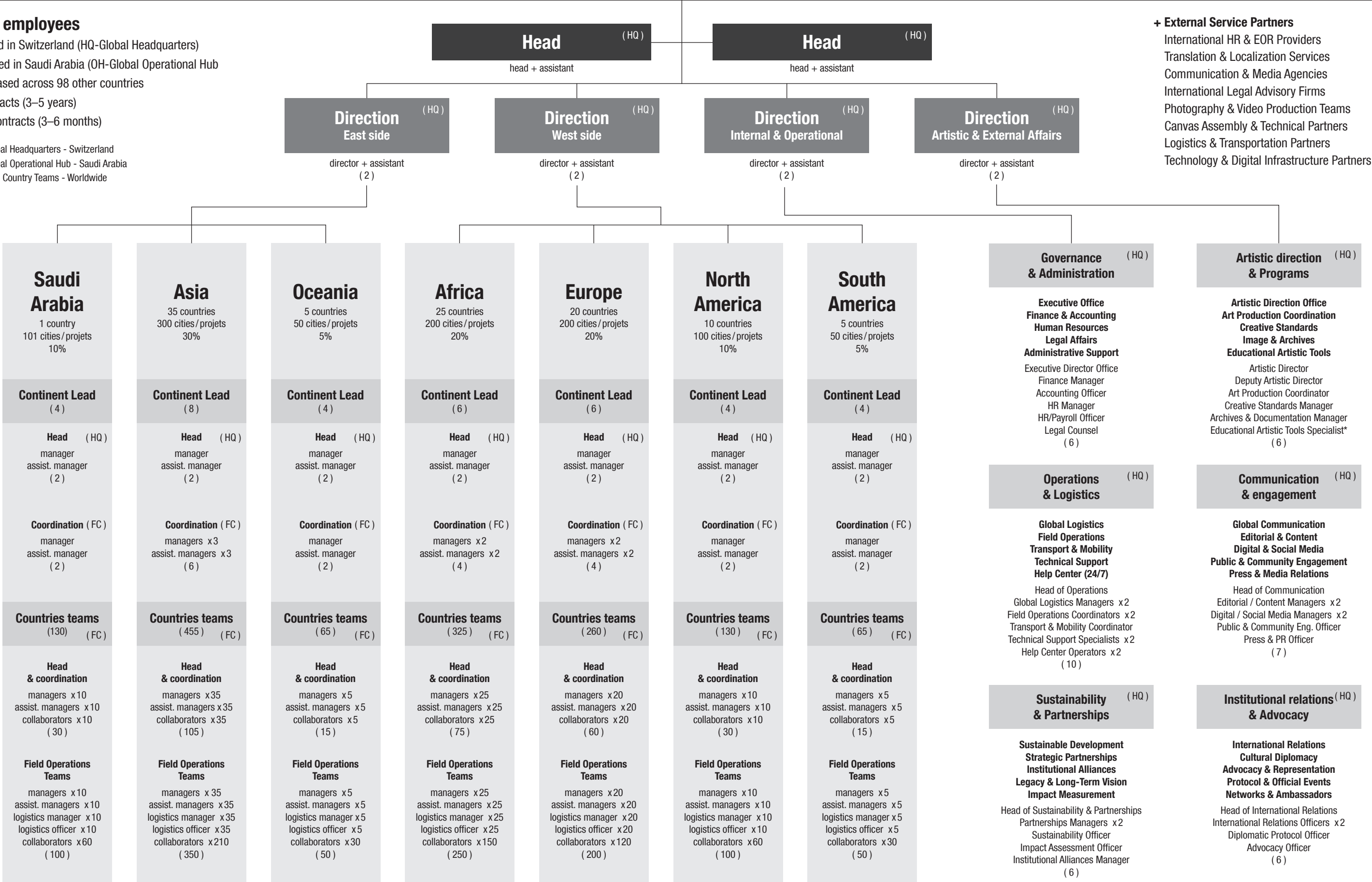
GOVERNANCE & ORGANIZATIONAL STRUCTURE



1,519 employees

67 based in Switzerland (HQ-Global Headquarters)
132 based in Saudi Arabia (OH-Global Operational Hub)
1,320 based across 98 other countries
89 contracts (3–5 years)
1,430 contracts (3–6 months)

(HQ) Global Headquarters - Switzerland
(OH) Global Operational Hub - Saudi Arabia
(FC) Field Country Teams - Worldwide



TEAM DENSITY OVERVIEW - DROPS OF HOPE

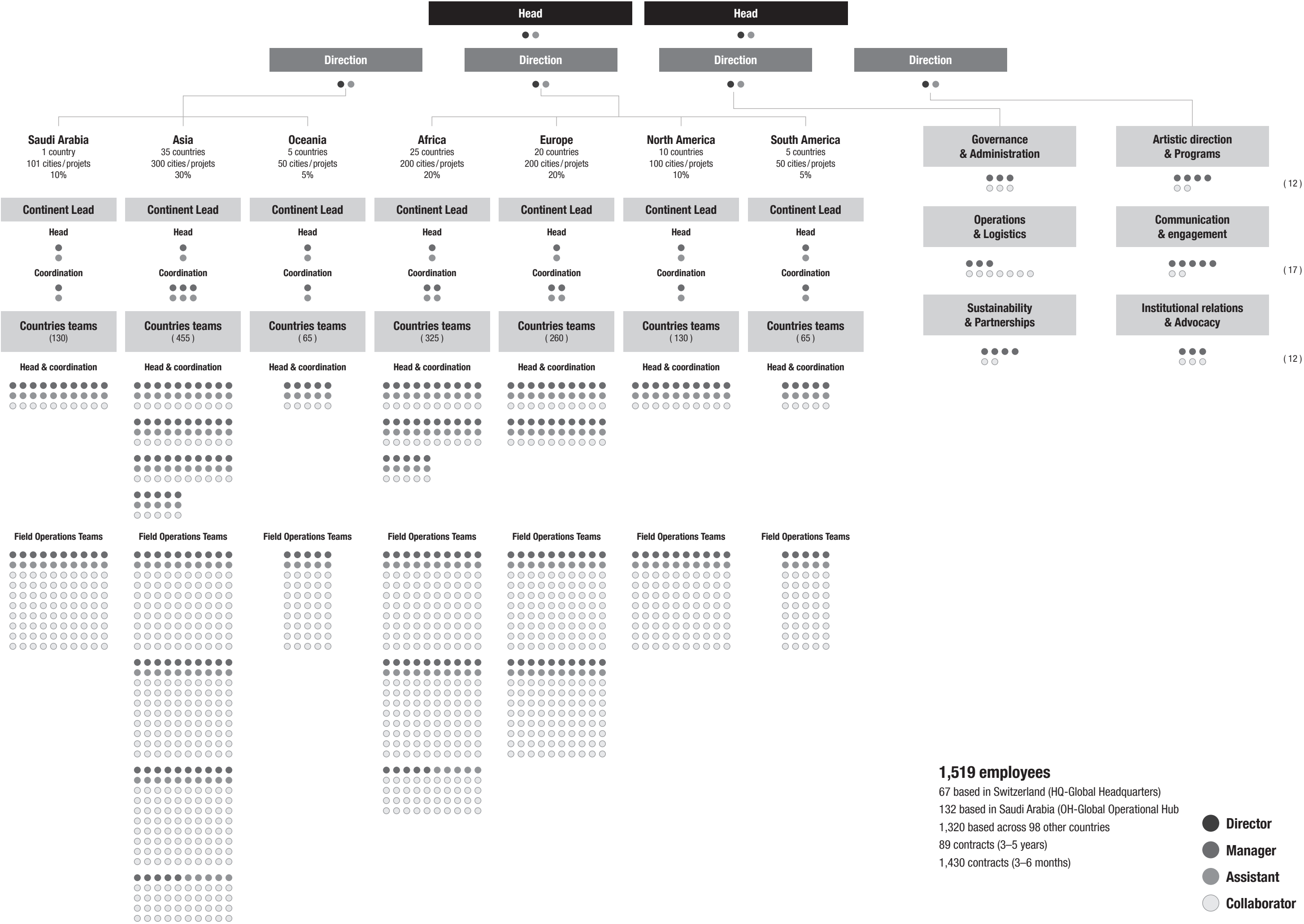
(4)

(8)

(14)

(20)

(1430)



STRATEGIC ADVISORY BOARD

Governing Members

ERC Expo 2030 Riyadh Company
Saudi Ministry of Culture
Saudi Tourism Authority (STA)

Advisory Members

Saudi Visual Arts Commission
Swiss OFC / Pro Helvetia
Swiss Embassy

HEAD

Global Direction & Representation

EAST SIDE DIRECTION

Direction

SAUDI ARABIA

Continent Lead

Head
Coordination

Countries teams

Head & coordination
Field Operations Teams

ASIA

Continent Lead

Head
Coordination

Countries teams

Head & coordination
Field Operations Teams

OCEANIA

Continent Lead

Head
Coordination

Countries teams

Head & coordination
Field Operations Teams

WEST SIDE DIRECTION

Direction

AFRICA

Continent Lead

Head
Coordination

Countries teams

Head & coordination
Field Operations Teams

EUROPE

Continent Lead

Head
Coordination

Countries teams

Head & coordination
Field Operations Teams

NORTH AMERICA

Continent Lead

Head
Coordination

Countries teams

Head & coordination
Field Operations Teams

SOUTH AMERICA

Continent Lead

Head
Coordination

Countries teams

Head & coordination
Field Operations Teams

INTERNAL & OPERATIONAL

Direction

Governance & Administration

Executive Office
Finance & Accounting
Human Resources
Legal Affairs
Administrative Support

Operations & Logistics

Global Logistics
Field Operations
Transport & Mobility
Technical Support
Help Center (24/7)

Sustainability & Partnerships

Sustainable Development
Strategic Partnerships
Institutional Alliances
Legacy & Long-Term Vision
Impact Measurement

ARTISTIC & EXTERNAL AFFAIRS

Direction

Artistic direction & Programs

Artistic Direction Office
Art Production Coordination
Creative Standards
Image & Archives
Educational Artistic Tools

Communication & engagement

Global Communication
Editorial & Content
Digital & Social Media
Public & Community Engagement
Press & Media Relations

Institutional relations & Advocacy

International Relations
Cultural Diplomacy
Advocacy & Representation
Protocol & Official Events
Networks & Ambassadors

External Service Partners

International HR & EOR Providers
Translation & Localization Services
Communication & Media Agencies
International Legal Advisory Firms
Photography & Video Prod. Teams
Canvas Assembly & Technical Partn.
Logistics & Transportation Partners
Techn. & Digital Infrastructure Partn.

HEAD

Global Direction & Representation (HQ) (4)

- head x2
- assistant x2

EAST SIDE DIRECTION

Direction (HQ) (2)

- director
- assistant

WEST SIDE DIRECTION

Direction (HQ) (2)

- director
- assistant

SAUDI ARABIA

- 1 country
- 101 cities/projets
- 10%

Continent Lead

Head (HQ) (2)

- manager
- assist. manager

Coordination (OH) (2)

- manager
- assist. manager

Countries teams

Head & coordination (OH) (30)

- manager x10
- assist. manager x10
- collaborator x10

Field Operations Teams (OH) (100)

- manager x10
- assist. manager x10
- logistics manager x10
- logistics officer x10
- collaborator x60

OCEANIA

- 5 countries
- 50 cities/projets
- 5%

Continent Lead

Head (HQ) (2)

- manager
- assist. manager

Coordination (FC) (2)

- manager
- assist. manager

Countries teams

Head & coordination (FC) (15)

- manager x5
- assist. manager x5
- collaborator x5

Field Operations Teams (FC) (50)

- manager x5
- assist. manager x5
- logistics manager x5
- logistics officer x5
- collaborator x30

AFRICA

- 25 country
- 200 cities/projets
- 20%

Continent Lead

Head (HQ) (2)

- manager
- assist. manager

Coordination (OH) (4)

- manager x2
- assist. manager x2

Countries teams

Head & coordination (OH) (75)

- manager x25
- assist. manager x25
- collaborator x25

Field Operations Teams (OH) (250)

- manager x25
- assist. manager x25
- logistics manager x25
- logistics officer x25
- collaborator x150

NORTH AMERICA

- 10 countries
- 100 cities/projets
- 10%

Continent Lead

Head (HQ) (2)

- manager
- assist. manager

Coordination (FC) (2)

- manager
- assist. manager

Countries teams

Head & coordination (FC) (30)

- manager x10
- assist. manager x10
- collaborator x10

Field Operations Teams (FC) (100)

- manager x10
- assist. manager x10
- logistics manager x10
- logistics officer x10
- collaborator x60

ASIA

- 35 countries
- 300 cities/projets
- 30%

Continent Lead

Head (HQ) (2)

- manager
- assist. manager

Coordination (FC) (6)

- manager x3
- assist. manager x3

Countries teams

Head & coordination (FC) (105)

- manager x35
- assist. manager x35
- collaborator x35

Field Operations Teams (FC) (350)

- manager x35
- assist. manager x35
- logistics manager x35
- logistics officer x35
- collaborator x210

EUROPE

- 20 countries
- 200 cities/projets
- 20%

Continent Lead

Head (HQ) (2)

- manager
- assist. manager

Coordination (FC) (4)

- manager x2
- assist. manager x2

Countries teams

Head & coordination (FC) (60)

- manager x20
- assist. manager x20
- collaborator x20

Field Operations Teams (FC) (200)

- manager x20
- assist. manager x20
- logistics manager x20
- logistics officer x20
- collaborator x120

SOUTH AMERICA

- 5 countries
- 50 cities/projets
- 5%

Continent Lead

Head (HQ) (2)

- manager
- assist. manager

Coordination (FC) (2)

- manager
- assist. manager

Countries teams

Head & coordination (FC) (15)

- manager x5
- assist. manager x5
- collaborator x5

Field Operations Teams (FC) (50)

- manager x5
- assist. manager x5
- logistics manager x5
- logistics officer x5
- collaborator x30

INTERNAL & OPERATIONAL

Direction (HQ) (2)

- director
- assistant

Governance & Administration (6)

- Executive Office
- Finance & Accounting
- Human Resources
- Legal Affairs
- Administrative Support
 - Head
 - Finance Manager
 - Accounting Officer
 - HR Manager
 - HR/Payroll Officer
 - Legal Counsel

Operations & Logistics (10)

- Global Logistics
- Field Operations
- Transport & Mobility
- Technical Support
- Help Center (24/7)
 - Head
 - Global Logistics Managers x2
 - Field Operat. Coordinators x2
 - Transport & Mobility Coordinator
 - Technical Supp. Specialists x2
 - Help Center Operators x2

Sustainability & Partnerships (6)

- Sustainable Development
- Strategic Partnerships
- Institutional Alliances
- Legacy & Long-Term Vision
- Impact Measurement
 - Head
 - Partnerships Managers x2
 - Sustainability Officer
 - Impact Assessment Officer
 - Institutional Alliances Manager

ARTISTIC & EXTERNAL AFFAIRS

Direction (HQ) (2)

- director
- assistant

Artistic direction & Programs (6)

- Artistic Direction Office
- Art Production Coordination
- Creative Standards
- Image & Archives
- Educational Artistic Tools
 - Artistic Director
 - Deputy Artistic Director
 - Art Production Coordinator
 - Creative Standards Manager
 - Archives & Documentation Manager
 - Educational Artistic Tools Specialist

Communication & engagem. (7)

- Global Communication
- Editorial & Content
- Digital & Social Media
- Public & Community Engagement
- Press & Media Relations
 - Head of Communication
 - Editorial / Content Managers x2
 - Digital / Social M. Managers x2
 - Public & Community Eng. Officer
 - Press & PR Officer

Institutional relations & Advocacy (6)

- International Relations
- Cultural Diplomacy
- Advocacy & Representation
- Protocol & Official Events
- Networks & Ambassadors
 - Head of International Relations
 - Internat. Relations Officers x2
 - Diplomatic Protocol Officer
 - Advocacy Officer