

## Return of Private Foundation

or Section 4947(a)(1) Trust Treated as Private Foundation

Do not enter social security numbers on this form as it may be made public.  
Go to [www.irs.gov/Form990PF](http://www.irs.gov/Form990PF) for instructions and the latest information.

2024

Open to Public Inspection

For calendar year 2024 or tax year beginning , and ending

Name of foundation <b>UNITED STATES - JAPAN FOUNDATION</b>		A Employer identification number <b>13-3054425</b>
Number and street (or P.O. box number if mail is not delivered to street address) <b>1816 JEFFERSON PLACE NW</b>	Room/suite	B Telephone number <b>(212) 481-8753</b>
City or town, state or province, country, and ZIP or foreign postal code <b>WASHINGTON, DC 20036</b>		C If exemption application is pending, check here ... <input type="checkbox"/>
G Check all that apply: <input type="checkbox"/> Initial return <input type="checkbox"/> Final return <input checked="" type="checkbox"/> Address change <input type="checkbox"/> Initial return of a former public charity <input type="checkbox"/> Amended return <input type="checkbox"/> Name change		D 1. Foreign organizations, check here ..... <input type="checkbox"/> 2. Foreign organizations meeting the 85% test, check here and attach computation ..... <input type="checkbox"/>
H Check type of organization: <input checked="" type="checkbox"/> Section 501(c)(3) exempt private foundation <input type="checkbox"/> Section 4947(a)(1) nonexempt charitable trust <input type="checkbox"/> Other taxable private foundation		E If private foundation status was terminated under section 507(b)(1)(A), check here ... <input type="checkbox"/>
I Fair market value of all assets at end of year (from Part II, col. (c), line 16) <b>\$ 102,425,848.</b>	J Accounting method: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other (specify) _____ (Part I, column (d), must be on cash basis.)	F If the foundation is in a 60-month termination under section 507(b)(1)(B), check here ... <input type="checkbox"/>

Part I Analysis of Revenue and Expenses (The total of amounts in columns (b), (c), and (d) may not necessarily equal the amounts in column (a).)		(a) Revenue and expenses per books	(b) Net investment income	(c) Adjusted net income	(d) Disbursements for charitable purposes (cash basis only)
Revenue	1 Contributions, gifts, grants, etc., received .....	6,528.		N/A	
	2 Check <input checked="" type="checkbox"/> if the foundation is not required to attach Sch. B				
	3 Interest on savings and temporary cash investments .....				
	4 Dividends and interest from securities .....	2,525,912.	2,525,912.		STATEMENT 1
	5a Gross rents .....				
	b Net rental income or (loss) .....				
	6a Net gain or (loss) from sale of assets not on line 10 .....	65,444.			
	b Gross sales price for all assets on line 6a .....	11,780,746.			
	7 Capital gain net income (from Part IV, line 2) .....		65,444.		
	8 Net short-term capital gain .....				
	9 Income modifications .....				
	10a Gross sales less returns and allowances .....				
b Less: Cost of goods sold ...					
c Gross profit or (loss) .....					
11 Other income .....	-124,120.	-178,450.		STATEMENT 2	
12 Total. Add lines 1 through 11 .....	2,473,764.	2,412,906.			
Operating and Administrative Expenses	13 Compensation of officers, directors, trustees, etc. ....	361,216.	4,335.		242,747.
	14 Other employee salaries and wages .....	537,691.	6,452.		525,227.
	15 Pension plans, employee benefits .....	95,265.	1,143.		95,266.
	16a Legal fees .....	STMT 3 19,531.	0.		19,531.
	b Accounting fees .....	STMT 4 115,901.	27,775.		60,351.
	c Other professional fees .....	STMT 5 180,257.	77,659.		102,598.
	17 Interest .....				
	18 Taxes .....	STMT 6 40,268.	40,268.		0.
	19 Depreciation and depletion .....	19,414.	0.		
	20 Occupancy .....	33,019.	0.		31,368.
	21 Travel, conferences, and meetings .....	296,944.	0.		207,859.
	22 Printing and publications .....				
	23 Other expenses .....	STMT 7 1,034,364.	11,684.		992,285.
	24 Total operating and administrative expenses. Add lines 13 through 23 .....	2,733,870.	169,316.		2,277,232.
	25 Contributions, gifts, grants paid .....	2,427,660.			1,970,599.
	26 Total expenses and disbursements. Add lines 24 and 25 .....	5,161,530.	169,316.		4,247,831.
27 Subtract line 26 from line 12:					
a Excess of revenue over expenses and disbursements ...	-2,687,766.				
b Net investment income (if negative, enter -0-) .....		2,243,590.			
c Adjusted net income (if negative, enter -0-) .....			N/A		

Part II Balance Sheets		Attached schedules and amounts in the description column should be for end-of-year amounts only.		
		Beginning of year	End of year	
		(a) Book Value	(b) Book Value	(c) Fair Market Value
Assets	1 Cash - non-interest-bearing .....	939,841.	370,011.	370,011.
	2 Savings and temporary cash investments .....	31.		
	3 Accounts receivable 209,400.			
	Less: allowance for doubtful accounts .....	114,202.	209,400.	209,400.
	4 Pledges receivable .....			
	Less: allowance for doubtful accounts .....			
	5 Grants receivable .....			
	6 Receivables due from officers, directors, trustees, and other disqualified persons .....			
	7 Other notes and loans receivable .....			
	Less: allowance for doubtful accounts .....			
	8 Inventories for sale or use .....			
	9 Prepaid expenses and deferred charges .....	166,232.	122,976.	122,976.
	10a Investments - U.S. and state government obligations .....			
	b Investments - corporate stock .....			
	c Investments - corporate bonds .....			
	11 Investments - land, buildings, and equipment: basis .....			
Liabilities	Less: accumulated depreciation .....			
	12 Investments - mortgage loans .....			
	13 Investments - other STMT 8	96,308,932.	101,454,353.	101,454,353.
	14 Land, buildings, and equipment: basis 158,669.			
	Less: accumulated depreciation 63,974.	70,631.	94,695.	94,695.
	15 Other assets (describe STATEMENT 9)	62,254.	174,413.	174,413.
	16 Total assets (to be completed by all filers - see the instructions. Also, see page 1, item I)	97,662,123.	102,425,848.	102,425,848.
	17 Accounts payable and accrued expenses .....	182,539.	93,017.	
	18 Grants payable .....	231,214.	688,275.	
	19 Deferred revenue .....			
Net Assets or Fund Balances	20 Loans from officers, directors, trustees, and other disqualified persons .....			
	21 Mortgages and other notes payable .....			
	22 Other liabilities (describe STATEMENT 10)	98,856.	246,491.	
	23 Total liabilities (add lines 17 through 22)	512,609.	1,027,783.	
	Foundations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 24, 25, 29, and 30.			
	24 Net assets without donor restrictions .....	97,149,514.	101,398,065.	
	25 Net assets with donor restrictions .....			
	Foundations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 26 through 30.			
	26 Capital stock, trust principal, or current funds .....			
	27 Paid-in or capital surplus, or land, bldg., and equipment fund .....			
	28 Retained earnings, accumulated income, endowment, or other funds ...			
	29 Total net assets or fund balances .....	97,149,514.	101,398,065.	
	30 Total liabilities and net assets/fund balances .....	97,662,123.	102,425,848.	

## Part III Analysis of Changes in Net Assets or Fund Balances

1 Total net assets or fund balances at beginning of year - Part II, column (a), line 29 (must agree with end-of-year figure reported on prior year's return) .....	1	97,149,514.
2 Enter amount from Part I, line 27a .....	2	-2,687,766.
3 Other increases not included in line 2 (itemize) <b>UNREALIZED GAIN ON INVESTMENTS</b> .....	3	6,936,317.
4 Add lines 1, 2, and 3 .....	4	101,398,065.
5 Decreases not included in line 2 (itemize) .....	5	0.
6 Total net assets or fund balances at end of year (line 4 minus line 5) - Part II, column (b), line 29 .....	6	101,398,065.

Form 990-PF (2024)

**Part IV Capital Gains and Losses for Tax on Investment Income** SEE ATTACHED STATEMENT

(a) List and describe the kind(s) of property sold (for example, real estate, 2-story brick warehouse; or common stock, 200 shs. MLC Co.)			(b) How acquired P - Purchase D - Donation	(c) Date acquired (mo., day, yr.)	(d) Date sold (mo., day, yr.)
1a					
b					
c					
d					
e					
(e) Gross sales price	(f) Depreciation allowed (or allowable)	(g) Cost or other basis plus expense of sale	(h) Gain or (loss) ((e) plus (f) minus (g))		
a					
b					
c					
d					
e	11,780,746.		65,444.		
Complete only for assets showing gain in column (h) and owned by the foundation on 12/31/69.			(i) Gains (Col. (h) gain minus col. (k), but not less than -0-) or Losses (from col. (h))		
(i) FMV as of 12/31/69	(j) Adjusted basis as of 12/31/69	(k) Excess of col. (i) over col. (j), if any			
a					
b					
c					
d					
e			65,444.		
2 Capital gain net income or (net capital loss) { If gain, also enter in Part I, line 7 If (loss), enter -0- in Part I, line 7 }			2	65,444.	
3 Net short-term capital gain or (loss) as defined in sections 1222(5) and (6): If gain, also enter in Part I, line 8, column (c). See instructions. If (loss), enter -0- in Part I, line 8			3	N/A	

**Part V Excise Tax Based on Investment Income (Section 4940(a), 4940(b), or 4948 - see instructions)**

1a Exempt operating foundations described in section 4940(d)(2), check here <input type="checkbox"/> and enter "N/A" on line 1. Date of ruling or determination letter: _____ (attach copy of letter if necessary - see instructions)		1	31,186.
b All other domestic foundations enter 1.39% (0.0139) of line 27b. Exempt foreign organizations, enter 4% (0.04) of Part I, line 12, col. (b)			
2 Tax under section 511 (domestic section 4947(a)(1) trusts and taxable foundations only; others, enter -0-)		2	0.
3 Add lines 1 and 2		3	31,186.
4 Subtitle A (income) tax (domestic section 4947(a)(1) trusts and taxable foundations only; others, enter -0-)		4	0.
5 Tax based on investment income. Subtract line 4 from line 3. If zero or less, enter -0-		5	31,186.
6 Credits/Payments:			
a 2024 estimated tax payments and 2023 overpayment credited to 2024	6a	60,132.	
b Exempt foreign organizations - tax withheld at source	6b	0.	
c Tax paid with application for extension of time to file (Form 8868)	6c	40,000.	
d Backup withholding erroneously withheld	6d	0.	
7 Total credits and payments. Add lines 6a through 6d	7	100,132.	
8 Enter any penalty for underpayment of estimated tax. Check here <input type="checkbox"/> if Form 2220 is attached	8	0.	
9 Tax due. If the total of lines 5 and 8 is more than line 7, enter amount owed	9		
10 Overpayment. If line 7 is more than the total of lines 5 and 8, enter the amount overpaid	10	68,946.	
11 Enter the amount of line 10 to be: Credited to 2025 estimated tax 68,946. Refunded	11	0.	

Form 990-PF (2024)

**Part VI-A Statements Regarding Activities**

	Yes	No
<b>1a</b> During the tax year, did the foundation attempt to influence any national, state, or local legislation or did it participate or intervene in any political campaign? .....		<b>X</b>
<b>1b</b> Did it spend more than \$100 during the year (either directly or indirectly) for political purposes? See the instructions for the definition ..... If the answer is "Yes" to <b>1a</b> or <b>1b</b> , attach a detailed description of the activities and copies of any materials published or distributed by the foundation in connection with the activities.		<b>X</b>
<b>1c</b> Did the foundation file <b>Form 1120-POL</b> for this year? .....		<b>X</b>
<b>d</b> Enter the amount (if any) of tax on political expenditures (section 4955) imposed during the year: (1) On the foundation. \$ <u>0.</u> (2) On foundation managers. \$ <u>0.</u>		
<b>e</b> Enter the reimbursement (if any) paid by the foundation during the year for political expenditure tax imposed on foundation managers. \$ <u>0.</u>		
<b>2</b> Has the foundation engaged in any activities that have not previously been reported to the IRS? .....		<b>X</b>
If "Yes," attach a detailed description of the activities.		
<b>3</b> Has the foundation made any changes, not previously reported to the IRS, in its governing instrument, articles of incorporation, or bylaws, or other similar instruments? If "Yes," attach a conformed copy of the changes .....	<b>X</b>	
<b>4a</b> Did the foundation have unrelated business gross income of \$1,000 or more during the year? .....	<b>X</b>	
<b>4b</b> If "Yes," has it filed a tax return on <b>Form 990-T</b> for this year? .....	<b>X</b>	
<b>5</b> Was there a liquidation, termination, dissolution, or substantial contraction during the year? .....		<b>X</b>
If "Yes," attach the statement required by <i>General Instruction T</i> .		
<b>6</b> Are the requirements of section 508(e) (relating to sections 4941 through 4945) satisfied either: • By language in the governing instrument, or • By state legislation that effectively amends the governing instrument so that no mandatory directions that conflict with the state law remain in the governing instrument? .....	<b>X</b>	
<b>7</b> Did the foundation have at least \$5,000 in assets at any time during the year? If "Yes," complete Part II, col. (c), and Part XIV .....	<b>X</b>	
<b>8a</b> Enter the states to which the foundation reports or with which it is registered. See instructions. <u>NY</u>		
<b>b</b> If the answer is "Yes" to line 7, has the foundation furnished a copy of Form 990-PF to the Attorney General (or designate) of each state as required by <i>General Instruction G</i> ? If "No," attach explanation .....	<b>X</b>	
<b>9</b> Is the foundation claiming status as a private operating foundation within the meaning of section 4942(j)(3) or 4942(j)(5) for calendar year 2024 or the tax year beginning in 2024? See the instructions for Part XIII. If "Yes," complete Part XIII .....		<b>X</b>
<b>10</b> Did any persons become substantial contributors during the tax year? If "Yes," attach a schedule listing their names and addresses .....		<b>X</b>
<b>11</b> At any time during the year, did the foundation, directly or indirectly, own a controlled entity within the meaning of section 512(b)(13)? If "Yes," attach schedule. See instructions .....		<b>X</b>
<b>12</b> Did the foundation make a distribution to a donor advised fund over which the foundation or a disqualified person had advisory privileges? If "Yes," attach statement. See instructions .....		<b>X</b>
<b>13</b> Did the foundation comply with the public inspection requirements for its annual returns and exemption application? .....	<b>X</b>	
Website address <u>WWW.US-JF.ORG</u>		
<b>14</b> The books are in care of <u>THE FOUNDATION</u> Telephone no. <u>212-481-8753</u> Located at <u>1816 JEFFERSON PLACE NW, WASHINGTON, DC</u> ZIP+4 <u>20036</u>		
<b>15</b> Section 4947(a)(1) nonexempt charitable trusts filing Form 990-PF in lieu of <b>Form 1041</b> - check here <input type="checkbox"/> and enter the amount of tax-exempt interest received or accrued during the year .....	<b>15</b>	<b>N/A</b>
<b>16</b> At any time during calendar year 2024, did the foundation have an interest in or a signature or other authority over a bank, securities, or other financial account in a foreign country? .....	<b>16</b>	<b>X</b>
See the instructions for exceptions and filing requirements for FinCEN Form 114. If "Yes," enter the name of the foreign country <u>JAPAN</u>		

Form **990-PF** (2024)

**Part VI-B Statements Regarding Activities for Which Form 4720 May Be Required**

File Form 4720 if any item is checked in the "Yes" column, unless an exception applies.

**1a** During the year, did the foundation (either directly or indirectly):

(1) Engage in the sale or exchange, or leasing of property with a disqualified person? .....

1a(1) Yes No X

(2) Borrow money from, lend money to, or otherwise extend credit to (or accept it from) a disqualified person? .....

1a(2) Yes No X

(3) Furnish goods, services, or facilities to (or accept them from) a disqualified person? .....

1a(3) Yes No X

(4) Pay compensation to, or pay or reimburse the expenses of, a disqualified person? .....

1a(4) Yes No X

(5) Transfer any income or assets to a disqualified person (or make any of either available for the benefit or use of a disqualified person)? .....

1a(5) Yes No X

(6) Agree to pay money or property to a government official? (Exception. Check "No" if the foundation agreed to make a grant to or to employ the official for a period after termination of government service, if terminating within 90 days.) .....

1a(6) Yes No X

**b** If any answer is "Yes" to 1a(1)-(6), did **any** of the acts fail to qualify under the exceptions described in Regulations section 53.4941(d)-3 or in a current notice regarding disaster assistance? See instructions .....

N/A

1b Yes No

**c** Organizations relying on a current notice regarding disaster assistance, check here .....**d** Did the foundation engage in a prior year in any of the acts described in 1a, other than excepted acts, that were not corrected before the first day of the tax year beginning in 2024? .....

1d Yes No X

**2** Taxes on failure to distribute income (section 4942) (does not apply for years the foundation was a private operating foundation defined in section 4942(j)(3) or 4942(j)(5)):**a** At the end of tax year 2024, did the foundation have any undistributed income (Part XII, lines 6d and 6e) for tax year(s) beginning before 2024? .....

2a Yes No X

If "Yes," list the years \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_

**b** Are there any years listed in 2a for which the foundation is **not** applying the provisions of section 4942(a)(2) (relating to incorrect valuation of assets) to the year's undistributed income? (If applying section 4942(a)(2) to **all** years listed, answer "No" and attach statement - see instructions.) .....

N/A

2b Yes No

**c** If the provisions of section 4942(a)(2) are being applied to **any** of the years listed in 2a, list the years here. \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_**3a** Did the foundation hold more than a 2% direct or indirect interest in any business enterprise at any time during the year? .....

3a Yes No X

**b** If "Yes," did it have excess business holdings in 2024 as a result of (1) any purchase by the foundation or disqualified persons after May 26, 1969; (2) the lapse of the 5-year period (or longer period approved by the Commissioner under section 4943(c)(7)) to dispose of holdings acquired by gift or bequest; or (3) the lapse of the 10-, 15-, or 20-year first phase holding period? (Use Form 4720, Schedule C, to determine if the foundation had excess business holdings in 2024.) .....

N/A

3b Yes No

**4a** Did the foundation invest during the year any amount in a manner that would jeopardize its charitable purposes? .....

4a Yes No X

**b** Did the foundation make any investment in a prior year (but after December 31, 1969) that could jeopardize its charitable purpose that had not been removed from jeopardy before the first day of the tax year beginning in 2024? .....

4b Yes No X

Form 990-PF (2024)

**Part VI-B** Statements Regarding Activities for Which Form 4720 May Be Required (continued)**5a** During the year, did the foundation pay or incur any amount to:

(1) Carry on propaganda, or otherwise attempt to influence legislation (section 4945(e))?

(2) Influence the outcome of any specific public election (see section 4955); or to carry on, directly or indirectly, any voter registration drive?

(3) Provide a grant to an individual for travel, study, or other similar purposes?

(4) Provide a grant to an organization other than a charitable, etc., organization described in section 4945(d)(4)(A)? See instructions

(5) Provide for any purpose other than religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals?

**b** If any answer is "Yes" to 5a(1)-(5), did **any** of the transactions fail to qualify under the exceptions described in Regulations section 53.4945 or in a current notice regarding disaster assistance? See instructions**c** Organizations relying on a current notice regarding disaster assistance, check here ☐**d** If the answer is "Yes" to question 5a(4), does the foundation claim exemption from the tax because it maintained expenditure responsibility for the grant? **SEE STATEMENT 12**

If "Yes," attach the statement required by Regulations section 53.4945-5(d).

**6a** Did the foundation, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?**b** Did the foundation, during the year, pay premiums, directly or indirectly, on a personal benefit contract?

If "Yes" to 6b, file Form 8870.

**7a** At any time during the tax year, was the foundation a party to a prohibited tax shelter transaction?**b** If "Yes," did the foundation receive any proceeds or have any net income attributable to the transaction? **N/A****8** Is the foundation 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?

	Yes	No
5a(1)		X
5a(2)		X
5a(3)		X
5a(4)	X	
5a(5)		X
5b	X	
5d	X	
6a		X
6b		X
7a		X
7b		
8		X

**Part VII** Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Employees, and Contractors**1** List all officers, directors, trustees, and foundation managers and their compensation.

(a) Name and address	(b) Title, and average hours per week devoted to position	(c) Compensation (If not paid, enter -0-)	(d) Contributions to employee benefit plans and deferred compensation	(e) Expense account, other allowances
SEE STATEMENT 11		284,375.	76,841.	0.

**2** Compensation of five highest-paid employees (other than those included on line 1). If none, enter "NONE."

(a) Name and address of each employee paid more than \$50,000	(b) Title, and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans and deferred compensation	(e) Expense account, other allowances
KELLY NIXON - 1816 JEFFERSON PL NW, WASHINGTON, DC 20036	EXECUTIVE DIRECTOR 40.00	241,755.	22,954.	0.
TOMOYUKI WATANABE - 1816 JEFFERSON PL NW, WASHINGTON, DC 20036	MANAGING DIRECTOR 40.00	118,060.	28,562.	0.
MAKIKO MUROTANI - 1816 JEFFERSON PL NW, WASHINGTON, DC 20036	OFFICE MANAGER 40.00	92,000.	25,155.	0.
YUKO MOCHIZUKI - 1816 JEFFERSON PL NW, WASHINGTON, DC 20036	PROGRAM MANAGER 40.00	53,413.	17,576.	0.

**Total** number of other employees paid over \$50,000 0

Form 990-PF (2024)

**Part VII** Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Employees, and Contractors (continued)**3** Five highest-paid independent contractors for professional services. If none, enter "NONE."

(a) Name and address of each person paid more than \$50,000	(b) Type of service	(c) Compensation
KORN FERRY - 33 SOUTH SIXTH STREET, SUITE 4900, MINNEAPOLIS, MN 55402	RECRUITMENT	112,000.
B2K SOCIAL VENTURES 127 UNIVERSITY AVENUE, BERKELEY, CA 94710	CONSULTATION	65,000.
JAPAN FUNDRAISING ASSOCIATION - 5-7-12-7F, SHINBASHI, MINATO-KU, TOKYO, TOKYO, JAPAN	RESEARCH	62,920.
SHWORLDWIDE, LLC (SHW) - 100 WEST HARRISON STREET, S-370, SEATTLE, WA 98119	TRANSPORTATION	54,592.
IRONPAPER, INC. P.O. BOX 1823, CALDWELL, NJ 07007	WEBSITE	52,590.
Total number of others receiving over \$50,000 for professional services		0

**Part VIII-A** Summary of Direct Charitable Activities

List the foundation's four largest direct charitable activities during the tax year. Include relevant statistical information such as the number of organizations and other beneficiaries served, conferences convened, research papers produced, etc.	Expenses
1 U.S.-JAPAN LEADERSHIP PROGRAM - A PROGRAM WHICH DEVELOPS A NETWORK AMONG GENERATIONS OF LEADERS IN EACH COUNTRY THROUGH CONFERENCES, A WEBSITE, NEWSLETTERS AND FREQUESNT REUNIONS.	1,130,878.
2	
3	
4	

**Part VIII-B** Summary of Program-Related Investments

Describe the two largest program-related investments made by the foundation during the tax year on lines 1 and 2.	Amount
1 N/A	
2	
All other program-related investments. See instructions.	
3	
Total. Add lines 1 through 3	0.

Form 990-PF (2024)

**Part IX Minimum Investment Return** (All domestic foundations must complete this part. Foreign foundations, see instructions.)

<b>1</b>	Fair market value of assets not used (or held for use) directly in carrying out charitable, etc., purposes:		
<b>a</b>	Average monthly fair market value of securities .....	<b>1a</b>	100,703,962.
<b>b</b>	Average of monthly cash balances .....	<b>1b</b>	731,404.
<b>c</b>	Fair market value of all other assets (see instructions) .....	<b>1c</b>	601,484.
<b>d</b>	<b>Total</b> (add lines 1a, b, and c) .....	<b>1d</b>	102,036,850.
<b>e</b>	Reduction claimed for blockage or other factors reported on lines 1a and 1c (attach detailed explanation) .....	<b>1e</b>	0.
<b>2</b>	Acquisition indebtedness applicable to line 1 assets .....	<b>2</b>	0.
<b>3</b>	Subtract line 2 from line 1d .....	<b>3</b>	102,036,850.
<b>4</b>	Cash deemed held for charitable activities. Enter 1.5% (0.015) of line 3 (for greater amount, see instructions) .....	<b>4</b>	1,530,553.
<b>5</b>	<b>Net value of noncharitable-use assets.</b> Subtract line 4 from line 3 .....	<b>5</b>	100,506,297.
<b>6</b>	<b>Minimum investment return.</b> Enter 5% (0.05) of line 5 .....	<b>6</b>	5,025,315.

**Part X Distributable Amount** (see instructions) (Section 4942(j)(3) and (j)(5) private operating foundations and certain foreign organizations, check here ☐ and do not complete this part.)

<b>1</b>	Minimum investment return from Part IX, line 6 .....	<b>1</b>	5,025,315.
<b>2a</b>	Tax on investment income for 2024 from Part V, line 5 .....	<b>2a</b>	31,186.
<b>b</b>	Income tax for 2024. (This does not include the tax from Part V.) .....	<b>2b</b>	8,000.
<b>c</b>	Add lines 2a and 2b .....	<b>2c</b>	39,186.
<b>3</b>	Distributable amount before adjustments. Subtract line 2c from line 1 .....	<b>3</b>	4,986,129.
<b>4</b>	Recoveries of amounts treated as qualifying distributions .....	<b>4</b>	0.
<b>5</b>	Add lines 3 and 4 .....	<b>5</b>	4,986,129.
<b>6</b>	Deduction from distributable amount (see instructions) .....	<b>6</b>	0.
<b>7</b>	<b>Distributable amount</b> as adjusted. Subtract line 6 from line 5. Enter here and on Part XII, line 1 .....	<b>7</b>	4,986,129.

**Part XI Qualifying Distributions** (see instructions)

<b>1</b>	Amounts paid (including administrative expenses) to accomplish charitable, etc., purposes:		
<b>a</b>	Expenses, contributions, gifts, etc. - total from Part I, column (d), line 26 .....	<b>1a</b>	4,247,831.
<b>b</b>	Program-related investments - total from Part VIII-B .....	<b>1b</b>	0.
<b>2</b>	Amounts paid to acquire assets used (or held for use) directly in carrying out charitable, etc., purposes .....	<b>2</b>	
<b>3</b>	Amounts set aside for specific charitable projects that satisfy the:		
<b>a</b>	Suitability test (prior IRS approval required) .....	<b>3a</b>	
<b>b</b>	Cash distribution test (attach the required schedule) .....	<b>3b</b>	
<b>4</b>	<b>Qualifying distributions.</b> Add lines 1a through 3b. Enter here and on Part XII, line 4 .....	<b>4</b>	4,247,831.

Form 990-PF (2024)



**Part XII** Undistributed Income (see instructions)

	(a) Corpus	(b) Years prior to 2023	(c) 2023	(d) 2024
1 Distributable amount for 2024 from Part X, line 7 .....				4,986,129.
2 Undistributed income, if any, as of the end of 2024:				
a Enter amount for 2023 only .....			3,628,333.	
b Total for prior years:		0.		
3 Excess distributions carryover, if any, to 2024:				
a From 2019 .....				
b From 2020 .....				
c From 2021 .....				
d From 2022 .....				
e From 2023 .....				
f Total of lines 3a through e .....	0.			
4 Qualifying distributions for 2024 from Part XI, line 4: \$ 4,247,831.				
a Applied to 2023, but not more than line 2a ...			3,628,333.	
b Applied to undistributed income of prior years (Election required - see instructions) ...		0.		
c Treated as distributions out of corpus (Election required - see instructions) .....	0.			
d Applied to 2024 distributable amount .....				619,498.
e Remaining amount distributed out of corpus .....	0.			
5 Excess distributions carryover applied to 2024 (If an amount appears in column (d), the same amount must be shown in column (a).) .....	0.			0.
6 Enter the net total of each column as indicated below:	0.			
a Corpus. Add lines 3f, 4c, and 4e. Subtract line 5 .....	0.			
b Prior years' undistributed income. Subtract line 4b from line 2b .....		0.		
c Enter the amount of prior years' undistributed income for which a notice of deficiency has been issued, or on which the section 4942(a) tax has been previously assessed .....		0.		
d Subtract line 6c from line 6b. Taxable amount - see instructions .....		0.		
e Undistributed income for 2023. Subtract line 4a from line 2a. Taxable amount - see instr. ...			0.	
f Undistributed income for 2024. Subtract lines 4d and 5 from line 1. This amount must be distributed in 2025 .....				4,366,631.
7 Amounts treated as distributions out of corpus to satisfy requirements imposed by section 170(b)(1)(F) or 4942(g)(3) (Election may be required - see instructions) .....	0.			
8 Excess distributions carryover from 2019 not applied on line 5 or line 7 .....	0.			
9 Excess distributions carryover to 2025. Subtract lines 7 and 8 from line 6a .....	0.			
10 Analysis of line 9:				
a Excess from 2020 ...				
b Excess from 2021 ...				
c Excess from 2022 ...				
d Excess from 2023 ...				
e Excess from 2024 ...				

**Part XIII Private Operating Foundations** (see instructions and Part VI-A, question 9)

N/A

**1 a** If the foundation has received a ruling or determination letter that it is a private operating foundation, and the ruling is effective for 2024, enter the date of the ruling .....

**b** Check box to indicate whether the foundation is a private operating foundation described in section ..... ☐ 4942(j)(3) or ☐ 4942(j)(5)

	Tax year	Prior 3 years			(e) Total
	(a) 2024	(b) 2023	(c) 2022	(d) 2021	
<b>2 a</b> Enter the lesser of the adjusted net income from Part I or the minimum investment return from Part IX for each year listed .....					
<b>b</b> 85% (0.85) of line 2a .....					
<b>c</b> Qualifying distributions from Part XI, line 4, for each year listed .....					
<b>d</b> Amounts included in line 2c not used directly for active conduct of exempt activities .....					
<b>e</b> Qualifying distributions made directly for active conduct of exempt activities. Subtract line 2d from line 2c .....					
<b>3</b> Complete 3a, b, or c for the alternative test relied upon:					
<b>a</b> "Assets" alternative test - enter:					
<b>(1)</b> Value of all assets .....					
<b>(2)</b> Value of assets qualifying under section 4942(j)(3)(B)(i) .....					
<b>b</b> "Endowment" alternative test - enter 2/3 of minimum investment return shown in Part IX, line 6, for each year listed .....					
<b>c</b> "Support" alternative test - enter:					
<b>(1)</b> Total support other than gross investment income (interest, dividends, rents, payments on securities loans (section 512(a)(5)), or royalties) .....					
<b>(2)</b> Support from general public and 5 or more exempt organizations as provided in section 4942(j)(3)(B)(iii) .....					
<b>(3)</b> Largest amount of support from an exempt organization .....					
<b>(4)</b> Gross investment income .....					

**Part XIV Supplementary Information (Complete this part only if the foundation had \$5,000 or more in assets at any time during the year-see instructions.)****1 Information Regarding Foundation Managers:**

**a** List any managers of the foundation who have contributed more than 2% of the total contributions received by the foundation before the close of any tax year (but only if they have contributed more than \$5,000). (See section 507(d)(2).)

NONE

**b** List any managers of the foundation who own 10% or more of the stock of a corporation (or an equally large portion of the ownership of a partnership or other entity) of which the foundation has a 10% or greater interest.

NONE

**2 Information Regarding Contribution, Grant, Gift, Loan, Scholarship, etc., Programs:**

Check here ☐ if the foundation only makes contributions to preselected charitable organizations and does not accept unsolicited requests for funds. If the foundation makes gifts, grants, etc., to individuals or organizations under other conditions, complete items 2a, b, c, and d.

**a** The name, address, and telephone number or email address of the person to whom applications should be addressed:

**SEE STATEMENT 13**

**b** The form in which applications should be submitted and information and materials they should include:

**c** Any submission deadlines:

**d** Any restrictions or limitations on awards, such as by geographical areas, charitable fields, kinds of institutions, or other factors:

**Part XIV** Supplementary Information (continued)

<b>3 Grants and Contributions Paid During the Year or Approved for Future Payment</b>				
Recipient	If recipient is an individual, show any relationship to any foundation manager or substantial contributor	Foundation status of recipient	Purpose of grant or contribution * *	Amount
Name and address (home or business)				
<b>a Paid during the year</b>				
NON-PROFIT ORGANIZATION HEART KIDS JAPAN 77TH FLOOR CHIBA CHUO TWIN BUILDING NO.2 BUILDING 2-5-1 CHUO CHUO-KU, CHIBA, JAPAN 260-0013		PC	SUPPORTING THE EXPANSION OF HOME MONITORING FOR PEDIATRIC CARDIAC CARE IN JAPAN AND THE U.S.	9,505.
LIGHT INDUSTRY CINEMA PROJECTS LTD 361 STAGG STREET SUITE 407 BROOKLYN, NY 11206		PC	SUPPORTING THE K-12 ARTS CURRICULUM: INVESTIGATING JAPANS EDO AVANT GARDE	60,000.
LIGHT INDUSTRY CINEMA PROJECTS LTD 361 STAGG STREET SUITE 407 BROOKLYN, NY 11206		PC	SUPPORTING AN ARTS CURRICULUM BASED ON THE "EDO AVANT GARDE" DOCUMENTARY	5,000.
THE SHIN KOYAMADA FOUNDATION (DBA: KOYAMADA INTERNATIONAL FOUNDATION) PO BOX 1 BURBANK, CA 91503		PC	SUPPORTING THE JAPAN-UNITED STATES SISTER CITY ASSOCIATION ANNUAL RECEPTION	10,000.
PACIFIC ARTS MOVEMENT 9685 VIA EXCELENCIA STE 108 SAN DIEGO, CA 92126		PC	SUPPORTING THE SAN DIEGO ASIAN FILM FESTIVAL	3,000.
<b>Total</b>	<b>SEE CONTINUATION SHEET(S)</b>			<b>3a</b> 1,970,599.
<b>b Approved for future payment</b>				
THE TRUSTEES OF THE STEVENS INSTITUTE OF TECHNOLOGY (DBA: STEVENT INSTITUTE OF TECHNOLOGY) 1 CASTLE POINT TERRACE HOBOKEN, NJ 07030		PC	SUPPORTING A COLLABORATIVE EFFORT BETWEEN RESEARCHERS FROM THE U.S. AND JAPAN ON NATURE-BASED	31,403.
AYAKO HATANO BLOCK D ROGER DUDMAN WAY BINSEY, OXFORD, UNITED KINGDOM OX1 1GA		PC	SUPPORTING RESEARCH ON GENDER EQUALITY THROUGH STRATEGIC LITIGATION IN JAPAN AND THE U.S.	10,000.
GIVING TUESDAY, INC. 165 COURT ST #107 BROOKLYN, NY 11201		PC	SUPPORTING THE JAPANESE CHAPTER OF THE GLOBAL GIVINGTUESDAY MOVEMENT	46,000.
<b>Total</b>	<b>SEE CONTINUATION SHEET(S)</b>			<b>3b</b> 688,275.

Form 990-PF (2024)



## Information Regarding Transfers to and Transactions and Relationships With Noncharitable Exempt Organizations

		Yes	No
<b>1</b>	Did the organization directly or indirectly engage in any of the following with any other organization described in section 501(c)(3) (other than section 501(c)(3) organizations) or in section 527, relating to political organizations?		
<b>a</b>	Transfers from the reporting foundation to a noncharitable exempt organization of:		
	(1) Cash .....	1a(1)	X
	(2) Other assets .....	1a(2)	X
<b>b</b>	Other transactions:		
	(1) Sales of assets to a noncharitable exempt organization .....	1b(1)	X
	(2) Purchases of assets from a noncharitable exempt organization .....	1b(2)	X
	(3) Rental of facilities, equipment, or other assets .....	1b(3)	X
	(4) Reimbursement arrangements .....	1b(4)	X
	(5) Loans or loan guarantees .....	1b(5)	X
	(6) Performance of services or membership or fundraising solicitations .....	1b(6)	X
<b>c</b>	Sharing of facilities, equipment, mailing lists, other assets, or paid employees .....	1c	X
<b>d</b>	If the answer to any of the above is "Yes," complete the following schedule. Column (b) should always show the fair market value of the goods, other assets, or services given by the reporting foundation. If the foundation received less than fair market value in any transaction or sharing arrangement, show in column (d) the value of the goods, other assets, or services received.		

[illegible]

**2a** Is the foundation directly or indirectly affiliated with, or related to, one or more tax-exempt organizations described in section 501(c) (other than section 501(c)(3)) or in section 527? ☐ Yes ☒ No

b If "Yes," complete the following schedule.		
(a) Name of organization	(b) Type of organization	(c) Description of relationship
N/A		

<b>Sign Here</b>	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 taxpayer) is based on all information of which preparer has any knowledge.		
	<div style="border-bottom: 1px solid black; height: 20px; margin-bottom: 5px;"></div> Signature of officer or trustee	<div style="border-bottom: 1px solid black; height: 20px; margin-bottom: 5px;"></div> Date	<div style="border-bottom: 1px solid black; height: 20px; margin-bottom: 5px; text-align: center;">PRESIDENT &amp; CEO</div> Title

May the IRS discuss this return with the preparer shown below? See instr.

☒ Yes    ☐ No

<b>Paid Preparer Use Only</b>	Preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN
	DANIEL L. WEAVER		11/14/25		P01249346
	Firm's name COUNCILOR, BUCHANAN & MITCHELL, P.C.			Firm's EIN 52-1711839	
	Firm's address 7910 WOODMONT AVE. STE. 500 BETHESDA, MD 20814			Phone no. (301) 986-0600	

UNITED STATES - JAPAN FOUNDATION

**Part IV** Capital Gains and Losses for Tax on Investment Income

(a) List and describe the kind(s) of property sold, e.g., real estate, 2-story brick warehouse; or common stock, 200 shs. MLC Co.		(b) How acquired P - Purchase D - Donation	(c) Date acquired (mo., day, yr.)	(d) Date sold (mo., day, yr.)
1a	LOSS FROM DISPOSE OF OFFICE EQUIPMENT	P		
b	JP MORGAN	P		
c	VANGUARD	P		
d	CROSSHARBOR	P		
e	FARALLON CAPITAL INSTITUTIONAL PARTNERS	P		
f	HEALTHCARE ROYALTY	P		
g	HARBOURVEST FEEDER	P		
h	KKR ENERGY	P		
i	KKR INDEPENDENCE ENERGY	P		
j	OCA SILVER LAKE V	P		
k	OCA PATRIA V	P		
l	OCA BREDS III	P		
m				
n				
o				

(e) Gross sales price	(f) Depreciation allowed (or allowable)	(g) Cost or other basis plus expense of sale	(h) Gain or (loss) (e) plus (f) minus (g)
a			- 2,490.
b	10,600,830.		185.
c			-21,987.
d			-1,253.
e	4,401.		0.
f	203,647.		0.
g	21,415.		-1,492.
h	153,181.		-28,163.
i	483,425.		73,184.
j	111,693.		-4,252.
k	157,187.		50,994.
l	44,967.		718.
m			
n			
o			

Complete only for assets showing gain in column (h) and owned by the foundation on 12/31/69

(i) F.M.V. as of 12/31/69	(j) Adjusted basis as of 12/31/69	(k) Excess of col. (i) over col. (j), if any	(l) Losses (from col. (h)) Gains (excess of col. (h) gain over col. (k), but not less than "-0-")
a			- 2,490.
b			185.
c			-21,987.
d			-1,253.
e			0.
f			0.
g			-1,492.
h			-28,163.
i			73,184.
j			-4,252.
k			50,994.
l			718.
m			
n			
o			

2 Capital gain net income or (net capital loss) { If gain, also enter in Part I, line 7 If (loss), enter "-0-" in Part I, line 7 }	2	65,444.
3 Net short-term capital gain or (loss) as defined in sections 1222(5) and (6): If gain, also enter in Part I, line 8, column (c). If (loss), enter "-0-" in Part I, line 8 }	3	N/A

**Part XIV Supplementary Information****3 Grants and Contributions Paid During the Year (Continuation)**

Recipient Name and address (home or business)	If recipient is an individual, show any relationship to any foundation manager or substantial contributor	Foundation status of recipient	Purpose of grant or contribution	Amount
VOLUNTEERS IN ASIA (DBA: VIA) P.O. BOX 1314 PALO ALTO, CA 94302		PC	SUPPORTING A SEVEN-MONTH CULTURAL EXCHANGE AND SOCIAL IMPACT LEADERSHIP DEVELOPMENT PROGRAM	69,228.
HANA HAYASHI 3408 SAWARA I KATORI-SHI, CHIBA, JAPAN 287-0003		PC	SUPPORTING THE ESTABLISHMENT OF A RESEARCH ORGANIZATION FOR THE GENERATION OF EVIDENCE-BASED	9,795.
DONALD SHERMAN 213 14TH ST. SE WASHINGTON, DC 20003		PC	SUPPORTING RESEARCH EXPLORING AREAS OF OVERLAP AND DIVERGENCE BETWEEN THE ENFORCEMENT OF ETHICS	5,268.
PEACE WINDS AMERICA 1717 PENNSYLVANIA AVE. SUITE 1025 WASHINGTON, DC 20006		PC	SUPPORTING EARTHQUAKE RELIEF AND RECOVERY ON JAPAN'S NOTO PENINSULA	25,000.
KARIN TANABE 3045 FOXHALL RD NW WASHINGTON, DC 20016		PC	SUPPORTING A SHORT STORY ABOUT THE AFTERMATH OF THE ATOMIC BOMB DROPPED ON NAGASAKI AND A CHANCE	5,000.
NATIONAL ASSOCIATION OF JAPAN-AMERICA SOCIETIES 1819 L ST NW WASHINGTON, DC 20036		PC	SUPPORTING SPECIALIST TALKS ON JAPANESE TRADITIONAL ARTWORKS AND HOW MODERN TECHNOLOGIES CAN	49,052.
VIVARSITY 2 CHOME 22-1 1F KOSEI DORI HIGASHI OKAZAKI CITY, AICHI, JAPAN 444-0045		PC	SUPPORTING A SCHOLARSHIP PROGRAM FOR WOMEN IMMIGRANTS AND REFUGEES IN JAPAN	84,080.
IMACTSHARE 3-1-36 MINAMI-AOYAMA MINATO-KU, TOKYO, JAPAN 107-0062		PC	SUPPORTING A PLATFORM FOR JAPANESE BUSINESS PROFESSIONALS TO LEARN MORE ABOUT IMPACT INVESTMENT ACTIVITIES	52,169.
RESEARCH INSTITUTE FOR INDO-PACIFIC AFFAIRS 2-1 ROKKODAI-CHO NADA-KU KOBE, HYOGO, JAPAN 657-8501		PC	SUPPORTING THE CREATION OF A LECTURE SERIES TO SPREAD KNOWLEDGE OF INDO-PACIFIC SECURITY	9,502.
MANABU OZATO 205 4-6-13 SHIRAKAWA KOTO-KU, TOKYO, JAPAN 135-0021		PC	SUPPORTING THE ESTABLISHMENT OF CHEF-IN-RESIDENCE NETWORK TO PROMOTE CULINARY EXCHANGE AND	8,822.
<b>Total from continuation sheets</b>				<b>1,883,094.</b>

**Part XIV Supplementary Information****3 Grants and Contributions Paid During the Year (Continuation)**

Recipient Name and address (home or business)	If recipient is an individual, show any relationship to any foundation manager or substantial contributor	Foundation status of recipient	Purpose of grant or contribution	Amount
PRX INC. P.O. BOX 382234 CAMBRIDGE, MA 02238		PC	SUPPORTING DEDICATED NEWS COVERAGE OF JAPAN, AS WELL AS DEVELOPMENT OF A GLOBAL CLASSROOM RUN	80,000.
INTERNATIONAL HOUSE OF JAPAN 11-16, ROPPONGI 5-CHOME MINATO-KU, TOKYO, JAPAN 106-0032		PC	SUPPORTING THE POLICY ENTREPRENEURS PLATFORM PROJECT TO ADVANCE NON-PROFIT STARTUPS IN JAPAN	62,816.
SAWA NAKAGAWA FORWARD CLOSE 4.4E2 UNIT 5 KITISURU ESTATE NAIROBI, KENYA 00100		PC	SUPPORTING A PROJECT TO CONDUCT MARKET RESEARCH ON A PILOT PROJECT USING JAPANESE AND AMERICAN MENTORS	3,423.
JAPAN CENTER FOR INTERNATIONAL EXCHANGE, INC. 475 RIVERSIDE DRIVE SUITE 731 NEW YORK, NY 10115		PC	SUPPORTING RESEARCH ON WAYS TO SUPPORT JAPANESE NPOS THAT ARE ASSISTING FOREIGN RESIDENTS IN JAPAN	35,000.
THE NATIONAL JAZZ MUSEUM IN HARLEM 58 WEST 129TH STREET NEW YORK, NY 10027		PC	SUPPORTING THE JAZU HARLEM PROJECT TO CELEBRATE THE LEGACY OF JAZZ MUSIC CONNECTING JAPAN WITH	9,930.
TABLE FOR TWO USA P.O. BOX 1103 NEW YORK, NY 10163		PC	SUPPORTING TO PROJECT DESIGNED TO ADDRESS CRITICAL FOOD-RELATED HEALTH CONCERNS AND TO PROMOTE HEALTHY EATING	56,579.
ENGAGEASIA 467 BEDFORD ROAD #101 PLEASANTVILLE, NY 10570		PC	SUPPORTING THE CREATION OF TEACHING CURRICULUM ON THE LESSONS OF RECONCILIATION BETWEEN	5,000.
YAYOI SHIONOIRI 561 PACIFIC ST. UNIT 406 BROOKLYN, NY 11217		PC	SUPPORTING A NEW EXCHANGE PLATFORM FOR FEMINIST ARTISTS IN THE U.S. AND JAPAN	2,251.
TECHSOUP GLOBAL 435 BRANNAN ST. SUITE 100 SAN FRANCISCO, CA 94107		PC	SUPPORTING THE ADDITION OF JAPANESE AS AN OFFICIAL "DUE DILIGENCE LANGUAGE" IN THE NGOSOURCE PROGRAM	50,000.
TOGETHER FOR GIRLS, INC. 1889 F STREET NW STE 350 WASHINGTON, DC 20006		PC	SUPPORTING RESEARCH TO COMPARE LAWS AGAINST CHILD SEXUAL ABUSE IN JAPAN AND THE OTHER G7 COUNTRIES	65,900.
<b>Total from continuation sheets</b>				



**Part XIV Supplementary Information****3 Grants and Contributions Paid During the Year (Continuation)**

Recipient Name and address (home or business)	If recipient is an individual, show any relationship to any foundation manager or substantial contributor	Foundation status of recipient	Purpose of grant or contribution	Amount
MAUREEN & MIKE MANSFIELD FOUNDATION 1156 15TH STREET NW SUITE 1105 WASHINGTON, DC 20005		PC	SUPPORTING A MULTINATIONAL TEAM FROM JAPAN, THE REPUBLIC OF KOREA, AND THE UNITED STATES TO	70,000.
THE AMERICA JAPAN SOCIETY, INC. 11-28 AKASAKA 1-CHOME MINATO-KU, TOKYO, JAPAN 107-0052		PC	SUPPORTING THE 4TH ANNUAL AMERICA BOWL HIGH-SCHOOL QUIZ COMPETITION IN JAPAN	6,691.
JAPAN ASSOCIATION OF CHARITABLE ORGANIZATIONS 2-27-15 HON-KOMAGOME BUNKYO-KU, TOKYO, JAPAN 113-0021		PC	SUPPORTING A STUDY OF THE DEVELOPMENT MODEL OF THE U.S. CHARITABLE SECTOR	22,758.
RENEWABLE ENERGY INSTITUTE 1-10-5 TORANOMON MINATO-KU, TOKYO, JAPAN 105-0001		PC	SUPPORTING THE CREATION OF AN INCLUSIVE TRACK 2 (NON-GOVERNMENT EXPERTS) DIALOGUE	10,000.
GLOBAL FUND FOR EDUCATION ASSISTANCE SONO BUILDING 1F 1-26-18 SHOTO SHIBUYA-KU, TOKYO, JAPAN 150-0046		PC	SUPPORTING 10 UNIVERSITY STUDENTS TRAVELING TO NEW YORK AND WASHINGTON D.C. FOR A WEEK TO VISIT	33,081.
ASIA-PACIFIC ABA NETWORK ASSOCIATION 2-3 1JO 10 CHOME NAKANOSHIMA TOYOHIRAKU SAPPORO, HOKKAIDO, JAPAN 062-0921		PC	SUPPORTING THE FIRST INTERNATIONAL CONVENTION IN JAPAN ADDRESSING THE BEST-PRACTICE	44,501.
STUDENTS OF SERVICE (SOS) PO BOX 780674 SAN ANTONIO, TX 78278		PC	SUPPORTING THE 2025 SISTER CITY AMBASSADOR PROGRAM TRIP TO KUMAMOTO, JAPAN	25,000.
STUDENTS OF SERVICE (SOS) PO BOX 78674 SAN ANTONIO, TX 78278		PC	SUPPORTING THE 2025 SISTER CITY INTERNATIONAL VISITOR PROGRAM BRINGING TO SAN ANTONIO 15	25,000.
GENERAL INCORPORATED ASSOCIATION EDIBLE SCHOOLYARD JAPAN 14-7 HOFUNE-CHO NIHONBASHI TYUO-KU, TOKYO, JAPAN 103-0024		PC	SUPPORTING A STUDY TOUR/EXCHANGE PROGRAM FOR PRACTITIONERS OF THE "EDIBLE EDUCATION" PROGRAM IN THE U.S.	28,050.
PRESIDENT AND FELLOWS OF MIDDLEBURY COLLEGE (DBA: MIDDLEBURY COLLEGE) 152 MAPLE ST. SUITE 102 MIDDLEBURY, VT 05753		PC	SUPPORTING THE CREATION OF TEACHING CURRICULUM ON THE LESSONS OF RECONCILIATION BETWEEN	5,000.
Total from continuation sheets .....				

**Part XIV Supplementary Information****3 Grants and Contributions Paid During the Year (Continuation)**

Recipient Name and address (home or business)	If recipient is an individual, show any relationship to any foundation manager or substantial contributor	Foundation status of recipient	Purpose of grant or contribution	Amount
KIZUNA ACROSS CULTURES 1050 CONNECTICUT AVE NW SUITE 65466 WASHINGTON, DC 20035-7524		PC	SUPPORTING A VIRTUAL EXCHANGE PROGRAM CONNECTING A JAPANESE LANGUAGE CLASS AT A U.S. HIGH SCHOOL WITH	24,420.
CENTER FOR INTERNATIONAL PRIVATE ENTERPRISE, INC 1211 CONNECTICUT AVE. NW SUITE 700 WASHINGTON, DC 20036		PC	SUPPORTING FURTHER COOPERATION BETWEEN JAPANESE AND AMERICAN BUSINESS LEADERS JAPAN TO ADVOCATE FOR RULES	99,785.
INTERNATIONAL STUDENT CONFERENCES, INC. 1015 15TH ST NW STE 600 WASHINGTON, DC 20005		PC	SUPPORTING THE 9TH U.S.-JAPAN-KOREA TRILATERAL FORUM & SYMPOSIUM	20,000.
INTERNATIONAL CENTER FOR NOT-FOR-PROFIT LAW, INC. 1660 L ST NW #600 WASHINGTON, DC 20036		PC	SUPPORTING A PROJECT TO CONDUCT AN ANALYSIS OF JAPANS LEGAL FRAMEWORK FOR NON-PROFIT	68,143.
GEORGETOWN UNIVERSITY 37TH & O STREETS NW BOX 571173 WASHINGTON, DC 20057		PC	SUPPORTING IN THE FOOTSTEPS OF FRANCIS - AN INTERFAITH DELEGATION FROM GEORGETOWN TO JAPAN	9,000.
JAPAN SOCIETY, INC. 333 EAST 47TH ST NEW YORK, NY 10017		PC	SUPPORTING ARTS AND CULTURAL ENRICHMENT FOR NEW YORK CITY STUDENTS	50,000.
DENSHO 1416 S JACKSON ST SEATTLE, WA 98144		PC	SUPPORTING AN UPDATE TO DENSHOS JAPANESE LANGUAGE WEBSITE TO ENGAGE WITH JAPANESE AUDIENCES, COLLABORATE	40,000.
THE FILM COLLABORATIVE, INC. 3405 CAZADOR ST LOS ANGELES, CA 90065		PC	SUPPORTING THE DOCUMENTARY FEATURE FILM, "ROW DON'T DRIFT	66,500.
HINOKI FOUNDATION INCORPORATED 909 WOODS DR YPSILANTI, MI 48197		PC	SUPPORTING A PROJECT PAIRING JAPANESE LEARNERS IN GRADES 3 TO 12 WITH NATIVE-SPEAKING	6,000.
TOWNSHIP HIGH SCHOOL DISTRICT 214 2121 S GOEBBERT RD ARLINGTON HEIGHTS, IL 60005		PC	SUPPORTING AN EXCHANGE PROGRAM OF 10 STUDENTS FROM JAPAN HOSTED BY ELK GROVE HIGH SCHOOL, AND 10 STUDENTS FROM	10,000.
Total from continuation sheets .....				

**Part XIV Supplementary Information****3 Grants and Contributions Paid During the Year (Continuation)**

Recipient Name and address (home or business)	If recipient is an individual, show any relationship to any foundation manager or substantial contributor	Foundation status of recipient	Purpose of grant or contribution	Amount
EPISTIMI, INC. 65 SUNSET ROCK RD ANDOVER, MA 01810		PC	SUPPORTING A U.S.-JAPAN COLLABORATIVE LEADERSHIP PROGRAM FOR WOMEN IN STEM	51,000.
CENTER FOR INDEPENDENT DOCUMENTARY, INC. 55 GREEN ST NEWTON, MA 02458		PC	SUPPORTING THE DOCUMENTARY FILM: "DIAMOND DIPLOMACY"	60,000.
BOARD OF EDUCATION CITY OF ATLANTA (DBA: ATLANTA PUBLIC SCHOOLS) 130 TRINITY AVE ATLANTA, GA 30303		PC	SUPPORTING THE CORETTA SCOTT KING YOUNG WOMEN'S LEADERSHIP ACADEMY WEEK IN JAPAN	12,100.
HINOKI FOUNDATION INCORPORATED 909 WOODS DR YPSILANTI, MI 48197		PC	SUPPORTING A U.S.-JAPAN BICULTURAL FAMILY CAMPING EVENT, HINOKI CAMP 2025	4,908.
THE CONSORTIUM OF INDO-PACIFIC RESEARCHERS 173 GRIFFITH ST JERSEY CITY, NJ 07307		PC	SUPPORTING A PROJECT ANALYZING THE MULTI-FACETED ASPECTS OF STRENGTHENING DEFENSE AND SECURITY	25,000.
THE FILM COLLABORATIVE, INC. 3405 CAZADOR ST LOS ANGELES, CA 90065		PC	SUPPORTING A DOCUMENTARY FEATURE FILM TITLED ROW DON'T DRIFT	20,000.
JESSICA N. GROUNDS 2772 ANGELL AVE SAN DIEGO, CA 92122		PC	SUPPORTING A PLAN TO IDENTIFY AND DEPLOY CROSS-CULTURAL BEST PRACTICES THAT BOOST THE DIVERSITY AND	10,000.
AISHA FUKUSHIMA C/O LAW OFFICES OF NEIL SUSSMAN 10751 DENSMORE AVE N SEATTLE, WA 98133		PC	SUPPORTING THE I AM ABUNDANT PROJECT EXPLORING ISSUES OF IDENTITY FOR MIXED-HERITAGE	10,000.
LAHAINA JODO MISSION 121 LILI LEHUI ST. WAILUKU, HI 96793		PC	SUPPORTING AN AWARD-WINNING PHOTOGRAPHER'S DOCUMENTATION OF LAHAINA AFTER THE	10,000.
LISA KATAYAMA 8054 TERRACE DR. EL CERRITO, CA 94530		PC	SUPPORTING THE PROMOTION OF HEALTHY, CLIMATE-CONSCIOUS EATING BY FOSTERING COLLABORATION AND	9,662.
<b>Total from continuation sheets</b> .....				

**Part XIV Supplementary Information****3 Grants and Contributions Paid During the Year (Continuation)**

Recipient Name and address (home or business)	If recipient is an individual, show any relationship to any foundation manager or substantial contributor	Foundation status of recipient	Purpose of grant or contribution	Amount
GLOBAL FILM NETWORK INC. 2967 U.S. HIGHWAY 9 SUITE 403 VALATIE, NY 12184		PC	SUPPORTING DIGITIZATION OF MASTER TAPES FROM FOUR INTERNATIONALLY ACCLAIMED	15,000.
UNIVERSITY FRIENDS MEETING 4001 9TH AVENUE NE SEATTLE, WA 98105		PC	SUPPORTING THE PROJECT TO RESTORE THE STOLEN STATUE OF ATOMIC-BOMB SURVIVOR SADAKO SASAKI IN SEATTLE	10,000.
SUMTER COUNTY SCHOOL DISTRICT 100 LEARNING LANE AMERICUS, GA 31719		PC	SUMTER COUNTY AND MIYOSHI-CITY EXCHANGE PROGRAM	25,000.
NPO HUMAN SECURITY FORUM 3F, SHINJYUKU-DAI7-HARAYAMA BLDG. 36-2, SHIMJYUKU 1-CHROME SHINJYUKU-KU, TOKYO, JAPAN 160-0022		PC	SUPPORTING SINGLE MOTHERS AND CHILDREN IN KESENNUA, HARD-HIT AREAS. NEW IT EMPOWERMENT MODEL TO	55,525.
CHICAGO COUNCIL ON GLOBAL AFFAIRS 180 N. STETSON AVE., SUITE 1400 CHICAGO, IL 60601		PC	US-JAPAN PUBLIC OPINION PROJECT THIS RESEARCH PROJECT WILL EXAMINE AMERICAN PUBLIC PERCEPTIONS OF	30,000.
KNOX ENGLISH NETWORK, NPO #203 1-44-3 ICHINOMIYA TAMA, TOKYO, JAPAN 206-0002		PC	LEADERS EMPOWERMENT INITIATIVE (GLOBAL TALK)	18,044.
WOODLAND HILLS HIGH SCHOOL 2550 GREENSBURG PIKE PITTSBURGH, PA 15221		PC	THE TECHNOLOGICAL SPENDORS OF EAST ASIA 26 WEEKS DURING THE SCHOOL YEAR W/9 DAY TRIP.	20,000.
THE UNIVERSITY OF TOKYO, INSTITUTE OF INDUSTRIAL SCIENCE 4-6-1 KOMABA MEGURO-KU, TOKYO, JAPAN		PC	CORAL CONSERVATION TOGETHER - A US/JAPAN STEAM EDUCATION PROGRAM	82,643.
THE ISAMU NOGUCHI FOUNDATION AND GARDEN MUSEUS 32-37 VERNON BOULEVARD LONG ISLAND CITY,, NY 11106		PC	NOGUCHI MUSEUM DONATION IN MEMORY AND HONOR OF MS. HIROKO MURASE	1,000.
GRUNDTVIG NON-PROFIT ORGANIZATION 612 SHONAM LIFE TOWN, OBA FUJISAWA, KANAGAWA, JAPAN		PC	USJF'S MATCHING FUNDING	1,328.
Total from continuation sheets .....				

**Part XIV Supplementary Information****3 Grants and Contributions Paid During the Year (Continuation)**

Recipient Name and address (home or business)	If recipient is an individual, show any relationship to any foundation manager or substantial contributor	Foundation status of recipient	Purpose of grant or contribution	Amount
U.S.-JAPAN COUNCIL 1819 L STREET NW SUITE 200 WASHINGTON, , DC 20036		PC	MINETA AMBASSADORS PROGRAM	25,000.
MUSIC SHARING 2-5-18 KOJI-MACHI CHIYODA-KU, TOKYO, JAPAN 102-0083		PC	JAMES KONDO'S TRUSTEE-DESIGNATED GRANT	10,000.
CHILD CHEMO HOUSE 8-5-3 MINATOJIMA NAKAMACHI KOBE, HYOGO, JAPAN 650-0046		PC	2024 USJF TRUSTEE-DESIGNATED BY CHAIRMAN LARRY FISH	10,000.
OIST FOUNDATION 1 BRIDGE STREET IRVINGTON, NY 10533		PC	TAKESHI UESHIMA'S TRUSTEE-DESIGNATED GRANT #1	5,000.
JAPAN ICU FOUNDATION, INC. 475 RIVERSIDE DRIVE, SUITE 1844 NEW YORK, NY 10115		PC	TAKESHI UESHIMA'S TRUSTEE-DESIGNATED GRANT #2	5,000.
NAYALIN REYES 6653 ABREGO ROAD GOLETA, CA 93117		PC	RICHARD J. SAMUELS' TRUSTEE-DESIGNATED GRANT	810.
ASSOCIATION FOR ASIAN STUDIES, INC. 825 VICTORS WAY, SUITE 310, ANN ARBOR, MI 48108 ANN ARBOR, MI 48108		PC	ASSOCIATION FOR ASIAN STUDIES, ADVERTISING FOR USJF SCHOLARS AWARD FOR DICK SAMUELS	3,330.
Total from continuation sheets .....				

**Part XIV Supplementary Information****3 Grants and Contributions Approved for Future Payment (Continuation)**

Recipient Name and address (home or business)	If recipient is an individual, show any relationship to any foundation manager or substantial contributor	Foundation status of recipient	Purpose of grant or contribution	Amount
YUSUKE TSUGAWA 26423 ASHFORK PLACE RANCHO PALOS VERDES, CA 90275		PC	SUPPORTING RESEARCH ON PHYSICIAN-LEVEL DETERMINANTS OF HEALTHCARE QUALITY, COST, AND DISPARITIES	10,000.
TRICIA WANG 247 4TH ST. SUITE 101 OAKLAND, CA 94607		PC	SUPPORTING RESEARCH ON HOW INDIVIDUALS IN JAPAN RELATE TO ARTIFICIAL INTELLIGENCE (AI), IN	10,000.
END THE RACE 1001 BRIDGEWAY SAUSALITO, CA 94965		PC	SUPPORTING A PROJECT TO BUILD BROADER AWARENESS OF JAPANESE MATHEMATICS TEACHING METHODS -- TEACHING	75,000.
HUDSON INSTITUTE, INC. 1201 PENNSYLVANIA AVE. SUITE 400 WASHINGTON, DC 20004		PC	SUPPORTING A RESEARCH PROJECT ON HOW THE GROWING RUSSIA-CHINA-DPRK STRATEGIC PARTNERSHIP	58,300.
JAPAN-AMERICA SOCIETY OF WASHINGTON DC 1819 L ST. NW WASHINGTON, DC 20036		PC	SUPPORTING THE 33RD NATIONAL JAPAN BOWL HIGH SCHOOL QUIZ COMPETITION IN THE U.S.	12,500.
SUMTER COUNTY SCHOOLS 100 LEARNING LANE AMERICUS, GA 31719		PC	SUPPORTING THE SUMTER COUNTY AND MIYOSHI CITY EXCHANGE PROGRAM	25,000.
SNOW HILL MIDDLE SCHOOL 522 COULBOURNE LANE SNOW HILL, MD 21863		PC	SUPPORTING A PROJECT TO INTRODUCE STUDENTS IN GRADES 4-8 AT SNOW HILL MIDDLE SCHOOL TO JAPANESE MANGA,	10,000.
MAYUMI FUKUSHIMA 66 VALE ST LEWISTON, ME 04240		PC	SUPPORTING CROSS-CULTURAL EXCHANGE BETWEEN AMERICAN AND JAPANESE STUDENTS, FOCUSED ON	8,500.
BOARD OF TRUSTEES OF MICHIGAN STATE UNIVERSITY 426 AUDITORIUM RD. ROOM 360 EAST LANSING, MI 48824		PC	SUPPORTING A PROJECT FOR ENHANCING THE MIDWEST JAPAN SEMINAR, AN ORGANIZATION THAT FOSTERS SCHOLARSHIP,	56,105.
THE JAPANESE AMERICAN ASSOCIATION OF NEW YORK, INC. 49 WEST 45TH STREET 5TH FLOOR NEW YORK, NY 10036		PC	SUPPORTING AN ONLINE EXHIBIT TITLED "EXHIBITING JAPAN: THE JAPAN PAVILIONS AT THE NEW YORK WORLD'S FAIRS	29,700.
<b>Total from continuation sheets</b>				<b>600,872.</b>

**Part XIV Supplementary Information****3 Grants and Contributions Approved for Future Payment (Continuation)**

Recipient Name and address (home or business)	If recipient is an individual, show any relationship to any foundation manager or substantial contributor	Foundation status of recipient	Purpose of grant or contribution	Amount
FEED THE CITY, LLC 711 GERVAIS ST. UNIT B COLUMBIA, SC 29201		PC	SUPPORTING A PROGRAM TO PROMOTE ECONOMIC GROWTH IN JAPANESE SMALL TOWNS, STARTING WITH A WINE TOURISM	15,000.
HISAYO MURAKOSHI 836 OHYA SURUGA-KU SHIZUOKA-SHI, SHIZUOKA, JAPAN 422-8017		PC	SUPPORTING A PROJECT TO PROMOTE LEARNING AND EXCHANGE TO ADDRESS PRESSING ISSUES RELATED TO	1,793.
CENTER FOR A NEW AMERICAN SECURITY 1701 PENNSYLVANIA AVENUE NW SUITE 700 WASHINGTON, DC 20006		PC	SUPPORTING CHINATALK, A PODCAST AND MEDIA PLATFORM FOCUSING ON U.S.-ASIA RELATIONS AND EMERGING	50,000.
LEDGE 4F 2-20-6 HAMACHO CHUO-KU, TOKYO, JAPAN 103-007		PC	SUPPORTING A PROJECT CREATING A COLLABORATIVE NETWORK FOR PRO BONO PARTNERSHIPS BETWEEN	40,000.
THE UNIVERSITY OF TOKYO 7-3-1- HONGO BUNKYO-KU, TOKYO, JAPAN 113-0033		PC	SUPPORTING A COLLABORATIVE EFFORT BETWEEN RESEARCHERS FROM THE U.S. AND JAPAN ON NATURE-BASED	12,466.
INTERNATIONAL FOSTER CARE ALLIANCE 6541 4TH AVE. NW SEATTLE, WA 98117		PC	SUPPORTING THE IFCA YOUTH & ALUMNI PROGRAM'S TRANSITION TO ITS NEXT STAGE OF DEVELOPMENT	34,000.
THE ASIA SOCIETY 725 PARK AVE NEW YORK, NY 10021		PC	SUPPORTING A PROJECT TITLED "SHIFTING DYNAMICS IN U.S. POLITICS: IMPLICATIONS FOR THE U.S.-JAPAN	72,403.
RAINBOW OASIIIS 1145 NW 48 ST MIAMI, FL 33127		PC	SUPPORTING THE 2025 CHROMA ART FILM FESTIVAL	10,000.
FLORIDA PRESS EDUCATIONAL SERVICES, INC. 490 FIRST AVE S ST PETERSBURG, FL 33701		PC	SUPPORTING A PROJECT TO CREATE A CURRICULUM FOCUSED ON CONTEMPORARY JAPANESE SOCIETY, CULTURE,	16,500.
JAPANESE ARTS FOUNDATION 2940 N LINCOLN AVE CHICAGO, IL 60657		PC	SUPPORTING THE CREATION OF MANGA DRAWING WORKSHOPS FOR SELECT UNDERSERVED CHICAGO PUBLIC SCHOOLS	18,500.
Total from continuation sheets .....				

**Part XIV Supplementary Information****3 Grants and Contributions Approved for Future Payment (Continuation)**

Recipient Name and address (home or business)	If recipient is an individual, show any relationship to any foundation manager or substantial contributor	Foundation status of recipient	Purpose of grant or contribution	Amount
PIA SCHOOLS ASSOCIATION (DBA: PACIFIC INTERNATIONAL ACADEMY) 5000 N WILLAMETTE BLVD PORTLAND, OR 97203		PC	SUPPORTING SCHOLARSHIPS FOR ENGLISH STUDY, VOLUNTEERING, AND CULTURAL EXCHANGE	25,000.
MASAHIKO HARAGUCHI 677 HUNTINGTON AVE BOSTON, MA 02115		PC	SUPPORTING A PROJECT TO PROMOTE LEARNING AND EXCHANGE TO ADDRESS PRESSING ISSUES RELATED TO	2,609.
SARAH SIELOFF 1469 HARKSELL RD FERNDALE, WA 98248		PC	SUPPORTING A PROJECT TO PROMOTE LEARNING AND EXCHANGE TO ADDRESS PRESSING ISSUES RELATED TO	145.
KAY SHIMIZU 5415 NORTHUMBERLAND ST PITTSBURGH, PA 15217		PC	SUPPORTING A PROJECT TO PROMOTE LEARNING AND EXCHANGE TO ADDRESS PRESSING ISSUES RELATED TO	1,491.
ASSOCIATION FOR ASIAN STUDIES, INC. 825 VICTORS WAY, SUITE 310 ANN ARBOR, MI 48108		PC	ADVERTISING FOR THE DICK SAMUELS DISSERTATION AWARD	2,150.
QIAOYAN LI ROSENBERG 206 HOLDEN GREEN SOMERVILLE, MA 02143		PC	RICHARD J. SAMUELS' TRUSTEE-DESIGNATED SCHOLAR AWARD RECIPIENT	2,500.
SABINE FRUHSTUCK 2660 MONTROSE PL SANTA BARBARA, CA 93105		PC	RICHARD J. SAMUELS' TRUSTEE-DESIGNATED SCHOLAR AWARD JUDGE	1,210.
Total from continuation sheets .....				



**Part XIV** Supplementary Information

3a Grants and Contributions Paid During the Year Continuation of Purpose of Grant or Contribution

NAME OF RECIPIENT - VOLUNTEERS IN ASIA (DBA: VIA)

SUPPORTING A SEVEN-MONTH CULTURAL EXCHANGE AND SOCIAL IMPACT LEADERSHIP  
DEVELOPMENT PROGRAM FOR FEMALE HIGH SCHOOL STUDENTS IN THE U.S. AND  
JAPAN

NAME OF RECIPIENT - HANA HAYASHI

SUPPORTING THE ESTABLISHMENT OF A RESEARCH ORGANIZATION FOR THE  
GENERATION OF EVIDENCE-BASED PRACTICES IN HOME MEDICAL CARE IN JAPAN  
AND THE U.S.

NAME OF RECIPIENT - DONALD SHERMAN

SUPPORTING RESEARCH EXPLORING AREAS OF OVERLAP AND DIVERGENCE BETWEEN  
THE ENFORCEMENT OF ETHICS RULES FOR LEGISLATORS IN THE UNITED STATES  
CONGRESS AND JAPANS PARLIAMENT (DIET), AND CREATING POSSIBLE  
RECOMMENDATIONS FOR REFORM BASED ON THAT SHARED KNOWLEDGE AND  
EXPERIENCE

NAME OF RECIPIENT - KARIN TANABE

SUPPORTING A SHORT STORY ABOUT THE AFTERMATH OF THE ATOMIC BOMB DROPPED  
ON NAGASAKI AND A CHANCE MEETING BETWEEN AN AMERICAN SERVICEMAN AND A  
JAPANESE BOY

NAME OF RECIPIENT - NATIONAL ASSOCIATION OF JAPAN-AMERICA SOCIETIES

SUPPORTING SPECIALIST TALKS ON JAPANESE TRADITIONAL ARTWORKS AND HOW  
MODERN TECHNOLOGIES CAN EXPAND AND ENHANCE THE INTERACTION OF THE  
PUBLIC WITH THESE WORKS

NAME OF RECIPIENT - IMACTSHARE

**Part XIV** Supplementary Information

3a Grants and Contributions Paid During the Year Continuation of Purpose of Grant or Contribution

SUPPORTING A PLATFORM FOR JAPANESE BUSINESS PROFESSIONALS TO LEARN MORE  
ABOUT IMPACT INVESTMENT ACTIVITIES THE U.S. AND EUROPE

NAME OF RECIPIENT - RESEARCH INSTITUTE FOR INDO-PACIFIC AFFAIRS  
SUPPORTING THE CREATION OF A LECTURE SERIES TO SPREAD KNOWLEDGE OF  
INDO-PACIFIC SECURITY ISSUES IN THE KANSAI AREA OF JAPAN

NAME OF RECIPIENT - MANABU OZATO  
SUPPORTING THE ESTABLISHMENT OF CHEF-IN-RESIDENCE NETWORK TO PROMOTE  
CULINARY EXCHANGE AND REGIONAL REVITALIZATION IN LOCAL COMMUNITIES  
ACROSS JAPAN AND THE U.S.

NAME OF RECIPIENT - PRX INC.  
SUPPORTING DEDICATED NEWS COVERAGE OF JAPAN, AS WELL AS DEVELOPMENT OF  
A GLOBAL CLASSROOM RUN BY "THE WORLD" NEWS TEAM

NAME OF RECIPIENT - SAWA NAKAGAWA  
SUPPORTING A PROJECT TO CONDUCT MARKET RESEARCH ON A PILOT PROJECT  
USING JAPANESE AND AMERICAN MENTORS COLLABORATING TO HELP CREATE MORE  
SUSTAINABLE AND INCLUSIVE BUSINESSES IN KENYA

NAME OF RECIPIENT - THE NATIONAL JAZZ MUSEUM IN HARLEM  
SUPPORTING THE JAZZ HARLEM PROJECT TO CELEBRATE THE LEGACY OF JAZZ  
MUSIC CONNECTING JAPAN WITH HARLEM

NAME OF RECIPIENT - TABLE FOR TWO USA  
SUPPORTING TO PROJECT DESIGNED TO ADDRESS CRITICAL FOOD-RELATED HEALTH  
CONCERNS AND TO PROMOTE HEALTHY EATING HABITS BY SHARING THE BEST

**Part XIV** Supplementary Information

3a Grants and Contributions Paid During the Year Continuation of Purpose of Grant or Contribution

PRACTICES OF JAPANESE FOOD EDUCATION WITH AMERICAN AUDIENCES

NAME OF RECIPIENT - ENGAGEASIA

SUPPORTING THE CREATION OF TEACHING CURRICULUM ON THE LESSONS OF  
RECONCILIATION BETWEEN THE U.S. AND JAPAN AFTER WORLD WAR II

NAME OF RECIPIENT - TECHSOUP GLOBAL

SUPPORTING THE ADDITION OF JAPANESE AS AN OFFICIAL "DUE DILIGENCE  
LANGUAGE" IN THE NGOSOURCE PROGRAM FACILITATING OVERSEAS GRANTS FROM THE  
U.S.

NAME OF RECIPIENT - MAUREEN &amp; MIKE MANSFIELD FOUNDATION

SUPPORTING A MULTINATIONAL TEAM FROM JAPAN, THE REPUBLIC OF KOREA, AND  
THE UNITED STATES TO DISCUSS HOW THE THREE NATIONS CAN JOINTLY AMPLIFY  
THE VOICES OF WOMEN IN DEMOCRATIC GOVERNANCE

NAME OF RECIPIENT - RENEWABLE ENERGY INSTITUTE

SUPPORTING THE CREATION OF AN INCLUSIVE TRACK 2 (NON-GOVERNMENT  
EXPERTS) DIALOGUE BETWEEN THE U.S. AND JAPAN ON JOINT CLIMATE SECURITY  
AND CLEAN ENERGY TRANSITION PRIORITIES

NAME OF RECIPIENT - GLOBAL FUND FOR EDUCATION ASSISTANCE

SUPPORTING 10 UNIVERSITY STUDENTS TRAVELING TO NEW YORK AND WASHINGTON  
D.C. FOR A WEEK TO VISIT INTERNATIONAL ORGANIZATIONS, THINK TANKS, NPOS  
AND COMMUNITY GROUPS TO DEEPEN THEIR LEARNING UNDER THE THEME OF  
INNOVATION

NAME OF RECIPIENT - ASIA-PACIFIC ABA NETWORK ASSOCIATION

**Part XIV** Supplementary Information

3a Grants and Contributions Paid During the Year Continuation of Purpose of Grant or Contribution

SUPPORTING THE FIRST INTERNATIONAL CONVENTION IN JAPAN ADDRESSING THE  
BEST-PRACTICE STANDARDS FOR THE TREATMENT OF AUTISM SPECTRUM DISORDERS  
(ASD)

NAME OF RECIPIENT - STUDENTS OF SERVICE (SOS)

SUPPORTING THE 2025 SISTER CITY INTERNATIONAL VISITOR PROGRAM BRINGING  
TO SAN ANTONIO 15 STUDENTS FROM ITS SISTER CITY OF KUMAMOTO, JAPAN IN  
AUTUMN 2026

NAME OF RECIPIENT - GENERAL INCORPORATED ASSOCIATION EDIBLE SCHOOLYARD  
JAPAN

SUPPORTING A STUDY TOUR/EXCHANGE PROGRAM FOR PRACTITIONERS OF THE  
"EDIBLE EDUCATION" PROGRAM IN THE U.S. AND JAPAN

NAME OF RECIPIENT - PRESIDENT AND FELLOWS OF MIDDLEBURY COLLEGE (DBA:  
MIDDLEBURY COLLEGE)

SUPPORTING THE CREATION OF TEACHING CURRICULUM ON THE LESSONS OF  
RECONCILIATION BETWEEN THE U.S. AND JAPAN AFTER WORLD WAR II

NAME OF RECIPIENT - KIZUNA ACROSS CULTURES

SUPPORTING A VIRTUAL EXCHANGE PROGRAM CONNECTING A JAPANESE LANGUAGE  
CLASS AT A U.S. HIGH SCHOOL WITH AN ENGLISH LANGUAGE CLASS AT A  
JAPANESE HIGH SCHOOL

NAME OF RECIPIENT - CENTER FOR INTERNATIONAL PRIVATE ENTERPRISE, INC

SUPPORTING FURTHER COOPERATION BETWEEN JAPANESE AND AMERICAN BUSINESS  
LEADERS JAPAN TO ADVOCATE FOR RULES AND STANDARDS THAT UPHOLD THE  
INTERNATIONAL RULES-BASED ORDER

**Part XIV** Supplementary Information

3a Grants and Contributions Paid During the Year Continuation of Purpose of Grant or Contribution

NAME OF RECIPIENT - INTERNATIONAL CENTER FOR NOT-FOR-PROFIT LAW, INC.

SUPPORTING A PROJECT TO CONDUCT AN ANALYSIS OF JAPANS LEGAL FRAMEWORK

FOR NON-PROFIT ORGANIZATIONS IN ORDER TO FACILITATE U.S.-JAPAN

PHILANTHROPIC COLLABORATION

NAME OF RECIPIENT - DENSHO

SUPPORTING AN UPDATE TO DENSHOS JAPANESE LANGUAGE WEBSITE TO ENGAGE

WITH JAPANESE AUDIENCES, COLLABORATE WITH THE JICA YOKOHAMA JAPANESE

OVERSEAS MIGRATION MUSEUM, TRANSLATE AND CREATE CULTURALLY RELEVANT

CONTENT FOR JAPANESE AUDIENCES, INTEGRATE SCHOLARLY CONTRIBUTIONS FROM

JAPAN, AND IMPROVE LANGUAGE ACCESSIBILITY

NAME OF RECIPIENT - HINOKI FOUNDATION INCORPORATED

SUPPORTING A PROJECT PAIRING JAPANESE LEARNERS IN GRADES 3 TO 12 WITH

NATIVE-SPEAKING TEACHERS IN JAPAN TO SHARE AND ENJOY JAPANESE LANGUAGE

AND CULTURE

NAME OF RECIPIENT - TOWNSHIP HIGH SCHOOL DISTRICT 214

SUPPORTING AN EXCHANGE PROGRAM OF 10 STUDENTS FROM JAPAN HOSTED BY ELK

GROVE HIGH SCHOOL, AND 10 STUDENTS FROM ELK GROVE HIGH SCHOOL VISITING

ASHIKAGA, TOCHIGI

NAME OF RECIPIENT - THE CONSORTIUM OF INDO-PACIFIC RESEARCHERS

SUPPORTING A PROJECT ANALYZING THE MULTI-FACETED ASPECTS OF

STRENGTHENING DEFENSE AND SECURITY COOPERATION BETWEEN THE U.S. AND

JAPAN

**Part XIV** Supplementary Information

3a Grants and Contributions Paid During the Year Continuation of Purpose of Grant or Contribution

NAME OF RECIPIENT - JESSICA N. GROUNDS

SUPPORTING A PLAN TO IDENTIFY AND DEPLOY CROSS-CULTURAL BEST PRACTICES  
THAT BOOST THE DIVERSITY AND EXPERTISE OF DIRECTORS ON CORPORATE BOARDS

NAME OF RECIPIENT - AISHA FUKUSHIMA C/O LAW OFFICES OF NEIL SUSSMAN

SUPPORTING THE I AM ABUNDANT PROJECT EXPLORING ISSUES OF IDENTITY FOR  
MIXED-HERITAGE INDIVIDUALS IN JAPAN

NAME OF RECIPIENT - LAHAINA JODO MISSION

SUPPORTING AN AWARD-WINNING PHOTOGRAPHER'S DOCUMENTATION OF LAHAINA  
AFTER THE DEVASTATING 2023 WILDFIRES

NAME OF RECIPIENT - LISA KATAYAMA

SUPPORTING THE PROMOTION OF HEALTHY, CLIMATE-CONSCIOUS EATING BY  
FOSTERING COLLABORATION AND COMMON BONDS BETWEEN BLACK FOOD IN AMERICA  
AND JAPANESE CULINARY TRADITIONS

NAME OF RECIPIENT - GLOBAL FILM NETWORK INC.

SUPPORTING DIGITIZATION OF MASTER TAPES FROM FOUR INTERNATIONALLY  
ACCLAIMED DOCUMENTARIES CONNECTING THE U.S. AND JAPAN

NAME OF RECIPIENT - NPO HUMAN SECURITY FORUM

SUPPORTING SINGLE MOTHERS AND CHILDREN IN KESENNUMA, HARD-HIT AREAS.  
NEW IT EMPOWERMENT MODEL TO DISRUPT THE CYCLE OF POVERTY AFFECTED BY  
TSUNAMI AND COVID-19.

NAME OF RECIPIENT - CHICAGO COUNCIL ON GLOBAL AFFAIRS

US-JAPAN PUBLIC OPINION PROJECT

**Part XIV** Supplementary Information

3a Grants and Contributions Paid During the Year Continuation of Purpose of Grant or Contribution

THIS RESEARCH PROJECT WILL EXAMINE AMERICAN PUBLIC PERCEPTIONS OF JAPAN  
AND THE US-JAPAN ALLIANCE AS PART OF THE COUNCILS 2023 AND 2024 CHICAGO  
COUNCIL SURVEYS, INVESTIGATE THE VIEWS OF FOREIGN POLICY OPINION  
LEADERS ON THE US-JAPAN ALLIANCE AS PART OF THE COUNCILS 2024 OPINION  
LEADERS SURVEY, AND COMPARE AMERICAN AND JAPANESE PUBLIC OPINION ON THE  
US-JAPAN RELATIONSHIP AND THE TWO NATIONS REGIONAL AND GLOBAL ROLES AS  
PART OF A JOINT RESEARCH PROJECT WITH THE JAPAN INSTITUTE FOR  
INTERNATIONAL AFFAIRS (JIJA).

**Part XIV** Supplementary Information

3b Grants and Contributions Approved for Future Payment Continuation of Purpose of Grant or Contribution

NAME OF RECIPIENT - THE TRUSTEES OF THE STEVENS INSTITUTE OF TECHNOLOGY  
(DBA: STEVENT INSTITUTE

SUPPORTING A COLLABORATIVE EFFORT BETWEEN RESEARCHERS FROM THE U.S. AND  
JAPAN ON NATURE-BASED SOLUTIONS FOR COASTAL HAZARD ADAPTATION IN THE  
TWO COUNTRIES

NAME OF RECIPIENT - YUSUKE TSUGAWA

SUPPORTING RESEARCH ON PHYSICIAN-LEVEL DETERMINANTS OF HEALTHCARE  
QUALITY, COST, AND DISPARITIES IN THE U.S. AND JAPAN

NAME OF RECIPIENT - TRICIA WANG

SUPPORTING RESEARCH ON HOW INDIVIDUALS IN JAPAN RELATE TO ARTIFICIAL  
INTELLIGENCE (AI), IN ORDER TO HELP FOSTER A NARRATIVE SHIFT FROM FEAR  
TOWARDS EMPOWERMENT THROUGH AI

NAME OF RECIPIENT - END THE RACE

SUPPORTING A PROJECT TO BUILD BROADER AWARENESS OF JAPANESE MATHEMATICS  
TEACHING METHODS -- TEACHING THROUGH PROBLEM-SOLVING (TTP) AND  
SCHOOL-WIDE LESSON STUDY (SLS) -- AS APPROACHES THAT CAN NURTURE MORE  
EQUITABLE LEARNING

NAME OF RECIPIENT - HUDSON INSTITUTE, INC.

SUPPORTING A RESEARCH PROJECT ON HOW THE GROWING RUSSIA-CHINA-DPRK  
STRATEGIC PARTNERSHIP MIGHT ADVERSELY IMPACT NORTHEAST ASIAN SECURITY

NAME OF RECIPIENT - SNOW HILL MIDDLE SCHOOL

SUPPORTING A PROJECT TO INTRODUCE STUDENTS IN GRADES 4-8 AT SNOW HILL  
MIDDLE SCHOOL TO JAPANESE MANGA, ENHANCING THEIR LITERACY SKILLS AND



**Part XIV** Supplementary Information

3b Grants and Contributions Approved for Future Payment Continuation of Purpose of Grant or Contribution

## UNDERSTANDING OF JAPANESE CULTURE

NAME OF RECIPIENT - MAYUMI FUKUSHIMA

SUPPORTING CROSS-CULTURAL EXCHANGE BETWEEN AMERICAN AND JAPANESE STUDENTS, FOCUSED ON PROVIDING SOCIO-ECONOMICALLY DISADVANTAGED JAPANESE STUDENTS WITH THE CHANCE TO PARTAKE IN AMERICAN-STYLE UNDERGRADUATE LIBERAL ARTS EDUCATION

NAME OF RECIPIENT - BOARD OF TRUSTEES OF MICHIGAN STATE UNIVERSITY SUPPORTING A PROJECT FOR ENHANCING THE MIDWEST JAPAN SEMINAR, AN ORGANIZATION THAT FOSTERS SCHOLARSHIP, PROMOTES TEACHING, AND ENCOURAGES EXCHANGE AMONG JAPAN SCHOLARS IN THE MIDWEST

NAME OF RECIPIENT - THE JAPANESE AMERICAN ASSOCIATION OF NEW YORK, INC. SUPPORTING AN ONLINE EXHIBIT TITLED "EXHIBITING JAPAN: THE JAPAN PAVILIONS AT THE NEW YORK WORLD'S FAIRS IN 1939-1940 AND 1964-1965"

NAME OF RECIPIENT - FEED THE CITY, LLC SUPPORTING A PROGRAM TO PROMOTE ECONOMIC GROWTH IN JAPANESE SMALL TOWNS, STARTING WITH A WINE TOURISM PROJECT IN HOKKAIDO

NAME OF RECIPIENT - HISAYO MURAKOSHI SUPPORTING A PROJECT TO PROMOTE LEARNING AND EXCHANGE TO ADDRESS PRESSING ISSUES RELATED TO POPULATION AGING AND DECLINE IN THE U.S. AND JAPAN

NAME OF RECIPIENT - CENTER FOR A NEW AMERICAN SECURITY SUPPORTING CHINATALK, A PODCAST AND MEDIA PLATFORM FOCUSING ON

**Part XIV** Supplementary Information

3b Grants and Contributions Approved for Future Payment Continuation of Purpose of Grant or Contribution

U.S.-ASIA RELATIONS AND EMERGING TECHNOLOGIES, TO CREATE A SERIES OF  
SEVEN PODCAST EPISODES EXPLORING U.S. JAPAN RELATIONS

NAME OF RECIPIENT - LEDGE

SUPPORTING A PROJECT CREATING A COLLABORATIVE NETWORK FOR PRO BONO  
PARTNERSHIPS BETWEEN U.S. LAW FIRMS IN JAPAN AND JAPANESE HUMAN RIGHTS  
LITIGATORS

NAME OF RECIPIENT - THE UNIVERSITY OF TOKYO

SUPPORTING A COLLABORATIVE EFFORT BETWEEN RESEARCHERS FROM THE U.S. AND  
JAPAN ON NATURE-BASED SOLUTIONS FOR COASTAL HAZARD ADAPTATION IN THE  
TWO COUNTRIES

NAME OF RECIPIENT - THE ASIA SOCIETY

SUPPORTING A PROJECT TITLED "SHIFTING DYNAMICS IN U.S. POLITICS:  
IMPLICATIONS FOR THE U.S.-JAPAN RELATIONSHIP," ASSESSING HOW U.S.  
POLITICS FOLLOWING THE 2024 ELECTION ARE SHAPING ATTITUDES TOWARD  
JAPAN, HOW JAPAN IS RESPONDING TO THESE CHANGES, AND THE IMPLICATIONS  
FOR THE U.S.-JAPAN RELATIONSHIP

NAME OF RECIPIENT - FLORIDA PRESS EDUCATIONAL SERVICES, INC.

SUPPORTING A PROJECT TO CREATE A CURRICULUM FOCUSED ON CONTEMPORARY  
JAPANESE SOCIETY, CULTURE, ECONOMY AND GOVERNMENT AND THE RELATIONSHIP  
BETWEEN THE U.S. AND JAPAN, AND TO DISTRIBUTE THAT CURRICULUM TO 145  
PUBLIC AND CHARTER HIGH SCHOOLS IN THE TAMPA BAY AREA

NAME OF RECIPIENT - JAPANESE ARTS FOUNDATION

SUPPORTING THE CREATION OF MANGA DRAWING WORKSHOPS FOR SELECT

**Part XIV** Supplementary Information

3b Grants and Contributions Approved for Future Payment Continuation of Purpose of Grant or Contribution

UNDERSERVED CHICAGO PUBLIC SCHOOLS IN THE 2025 SCHOOL YEAR

NAME OF RECIPIENT - PIA SCHOOLS ASSOCIATION (DBA: PACIFIC INTERNATIONAL  
ACADEMY)SUPPORTING SCHOLARSHIPS FOR ENGLISH STUDY, VOLUNTEERING, AND CULTURAL  
EXCHANGE THROUGH COMMUNITY SERVICE AND HOMESTAYS

NAME OF RECIPIENT - MASAHIKO HARAGUCHI

SUPPORTING A PROJECT TO PROMOTE LEARNING AND EXCHANGE TO ADDRESS  
PRESSING ISSUES RELATED TO POPULATION AGING AND DECLINE IN THE U.S. AND  
JAPAN

NAME OF RECIPIENT - SARAH SIELOFF

SUPPORTING A PROJECT TO PROMOTE LEARNING AND EXCHANGE TO ADDRESS  
PRESSING ISSUES RELATED TO POPULATION AGING AND DECLINE IN THE U.S. AND  
JAPAN

NAME OF RECIPIENT - KAY SHIMIZU

SUPPORTING A PROJECT TO PROMOTE LEARNING AND EXCHANGE TO ADDRESS  
PRESSING ISSUES RELATED TO POPULATION AGING AND DECLINE IN THE U.S. AND  
JAPAN

## FORM 990-PF

## DIVIDENDS AND INTEREST FROM SECURITIES

## STATEMENT 1

SOURCE	GROSS AMOUNT	CAPITAL GAINS DIVIDENDS	(A) REVENUE PER BOOKS	(B) NET INVEST- MENT INCOME	(C) ADJUSTED NET INCOME
CROSSHARBOR	396.	0.	396.	396.	
FARALLON CAPITAL MANAGEMENT	589.	0.	589.	589.	
HARBOUR VEST FEEDER	4,613.	0.	4,613.	4,613.	
HEALTHCARE ROYALTY	26,527.	0.	26,527.	26,527.	
JP MORGAN	550,975.	0.	550,975.	550,975.	
JP MORGAN CD	188,242.	0.	188,242.	188,242.	
KKR ENERGY	2,824.	0.	2,824.	2,824.	
KKR INDEPENDENCE ENERGY	1,782.	0.	1,782.	1,782.	
MUFG BANK	0.	0.	0.	0.	
OCA BREDS III	2,181.	0.	2,181.	2,181.	
OCA PATRIA	10,141.	0.	10,141.	10,141.	
OCA SILVER LAKE V	11,343.	0.	11,343.	11,343.	
VANGUARD	1,726,299.	0.	1,726,299.	1,726,299.	
TO PART I, LINE 4	2,525,912.	0.	2,525,912.	2,525,912.	

## FORM 990-PF

## OTHER INCOME

## STATEMENT 2

DESCRIPTION	(A) REVENUE PER BOOKS	(B) NET INVEST- MENT INCOME	(C) ADJUSTED NET INCOME
FOREIGN CURRENCY EXCHANGE LOSS	3,326.	3,326.	
KKR ENERGY	-28,663.	-40,654.	
KKR INDEPENDENCE ENERGY	-72,791.	-115,130.	
OCA SILVER LAKE V	4,252.	4,252.	
OCA PATRIA V	-43,406.	-43,406.	
OCA BREDS III	-242.	-242.	
OTHER INCOME	13,404.	13,404.	
TOTAL TO FORM 990-PF, PART I, LINE 11	-124,120.	-178,450.	

## FORM 990-PF

## LEGAL FEES

## STATEMENT 3

DESCRIPTION	(A) EXPENSES PER BOOKS	(B) NET INVEST- MENT INCOME	(C) ADJUSTED NET INCOME	(D) CHARITABLE PURPOSES
LEGAL FEES	19,531.	0.		19,531.
TO FM 990-PF, PG 1, LN 16A	19,531.	0.		19,531.

## FORM 990-PF

## ACCOUNTING FEES

## STATEMENT 4

DESCRIPTION	(A) EXPENSES PER BOOKS	(B) NET INVEST- MENT INCOME	(C) ADJUSTED NET INCOME	(D) CHARITABLE PURPOSES
AUDITING FEES	24,000.	4,800.		14,400.
ACCOUNTING FEES	91,901.	22,975.		45,951.
TO FORM 990-PF, PG 1, LN 16B	115,901.	27,775.		60,351.

## FORM 990-PF

## OTHER PROFESSIONAL FEES

## STATEMENT 5

DESCRIPTION	(A) EXPENSES PER BOOKS	(B) NET INVEST- MENT INCOME	(C) ADJUSTED NET INCOME	(D) CHARITABLE PURPOSES
CONSULTING FEES	102,598.	0.		102,598.
INVESTMENT FEES	77,659.	77,659.		0.
TO FORM 990-PF, PG 1, LN 16C	180,257.	77,659.		102,598.

## FORM 990-PF

## TAXES

## STATEMENT 6

DESCRIPTION	(A) EXPENSES PER BOOKS	(B) NET INVEST- MENT INCOME	(C) ADJUSTED NET INCOME	(D) CHARITABLE PURPOSES
TAX EXPENSE	40,268.	40,268.		0.
TO FORM 990-PF, PG 1, LN 18	40,268.	40,268.		0.

## FORM 990-PF

## OTHER EXPENSES

## STATEMENT 7

DESCRIPTION	(A) EXPENSES PER BOOKS	(B) NET INVEST- MENT INCOME	(C) ADJUSTED NET INCOME	(D) CHARITABLE PURPOSES
REPAIRS AND MAINTENANCE	6,862.	0.		5,833.
INSURANCE	10,649.	0.		9,052.
EQUIPMENT RENTAL	10,833.	0.		0.
OFFICE EXPENSES	58,207.	11,684.		46,524.
COMMUNICATION	916.	0.		779.
RECRUITMENT COSTS	112,000.	0.		95,200.
MEMBERSHIP FEES	17,107.	0.		17,107.
US-JAPAN LEADERSHIP PROGRAM EXPENSES	817,790.	0.		817,790.
TO FORM 990-PF, PG 1, LN 23	1,034,364.	11,684.		992,285.

## FORM 990-PF

## OTHER INVESTMENTS

## STATEMENT 8

DESCRIPTION	VALUATION METHOD	BOOK VALUE	FAIR MARKET VALUE
JPM CD	COST	6,000,000.	6,000,000.
OCA PATRIA V	COST	2,600,129.	2,600,129.
OCA LMMI IV	COST	1,747,012.	1,747,012.
OCA SILVER LAKE V	COST	1,606,193.	1,606,193.
OCA LCP VIII	COST	1,088,461.	1,088,461.
HEALTHCARE ROYALTY	COST	852,308.	852,308.
JP MORGAN & JP MORGAN POOLED	COST	10,367,129.	10,367,129.
HARBOURVEST FEEDER 2022	COST	531,856.	531,856.
OCA BREDS III	COST	174,614.	174,614.
OCA CAPITAL SOLUTIONS OVERSEAS	COST	141,812.	141,812.
KKR INDEPENDENCE ENERGY	COST	97,643.	97,643.
CROSSHARBOR INSTITUTION	COST	52,989.	52,989.
FARALLON CAPITAL INSTITUTIONAL	COST	42,475.	42,475.
KKR ENERGY	COST	16,222.	16,222.
HARBOURVEST FEEDER 2023	COST	300,153.	300,153.
VANGUARD	COST	75,835,357.	75,835,357.
TOTAL TO FORM 990-PF, PART II, LINE 13		101,454,353.	101,454,353.

FORM 990-PF	OTHER ASSETS		STATEMENT 9
DESCRIPTION	BEGINNING OF YR BOOK VALUE	END OF YEAR BOOK VALUE	FAIR MARKET VALUE
OTHER ASSETS - DEPOSITS	34,808.	34,808.	34,808.
OPERATING LEASE RIGHT-OF-USE ASSETS	27,446.	139,605.	139,605.
TO FORM 990-PF, PART II, LINE 15	62,254.	174,413.	174,413.

FORM 990-PF	OTHER LIABILITIES		STATEMENT 10
DESCRIPTION	BOY AMOUNT	EOY AMOUNT	
OPERATING LEASE LIABILITY	26,138.	139,605.	
DEFERRED EXCISE TAX LIABILITY	72,718.	106,886.	
TOTAL TO FORM 990-PF, PART II, LINE 22	98,856.	246,491.	

FORM 990-PF

PART VII - LIST OF OFFICERS, DIRECTORS  
TRUSTEES AND FOUNDATION MANAGERS

STATEMENT 11

NAME AND ADDRESS	TITLE AND AVRG HRS/WK	COMPEN- SATION	EMPLOYEE BEN PLAN CONTRIB	EXPENSE ACCOUNT
JACOB M. SCHLESINGER 1816 JEFFERSON PL NW WASHINGTON, DC 20036	PRESIDENT & CEO 40.00	284,375.	76,841.	0.
LAWRENCE K. FISH 1816 JEFFERSON PL NW WASHINGTON, DC 20036	BOARD OF TRUSTEES CHAIRMAN 1.00	0.	0.	0.
WENDY CUTLER 1816 JEFFERSON PL NW WASHINGTON, DC 20036	BOARD OF TRUSTEES VICE CHAIRMAN 1.00	0.	0.	0.
RICHARD E. DYCK 1816 JEFFERSON PL NW WASHINGTON, DC 20036	BOARD OF TRUSTEES 1.00	0.	0.	0.
COLLEEN HANABUSA 1816 JEFFERSON PL NW WASHINGTON, DC 20036	BOARD OF TRUSTEES 1.00	0.	0.	0.
CRAIG MULLANEY 1816 JEFFERSON PL NW WASHINGTON, DC 20036	BOARD OF TRUSTEES 1.00	0.	0.	0.
SANTA ONO 1816 JEFFERSON PL NW WASHINGTON, DC 20036	BOARD OF TRUSTEES 1.00	0.	0.	0.
DONNA TANOUE 1816 JEFFERSON PL NW WASHINGTON, DC 20036	BOARD OF TRUSTEES 1.00	0.	0.	0.
KOHEI ITOH 1816 JEFFERSON PL NW WASHINGTON, DC 20036	BOARD OF TRUSTEES 1.00	0.	0.	0.
JAMES KONDO 1816 JEFFERSON PL NW WASHINGTON, DC 20036	BOARD OF TRUSTEES 1.00	0.	0.	0.



<u>UNITED STATES - JAPAN FOUNDATION</u>		<u>13-3054425</u>		
KEIKO TASHIRO	BOARD OF TRUSTEES			
1816 JEFFERSON PL NW	1.00	0.	0.	0.
WASHINGTON, DC 20036				

TOTALS INCLUDED ON 990-PF, PAGE 6, PART VII	<u>284,375.</u>	<u>76,841.</u>	<u>0.</u>
---	-----------------	----------------	-----------

FORM 990-PF

EXPENDITURE RESPONSIBILITY STATEMENT  
PART VI-B, LINE 5D

STATEMENT 12

GRANTEE'S NAME

HUMAN SECURITY FORUM

GRANTEE'S ADDRESS3F, SHINJUKU-DAI7-HARAYAMA BLDG. 36-2, SHINJUKU 1-  
TOKYO, JAPAN, 160-0022GRANT AMOUNT

55,526.

DATE OF GRANT

12/31/23

AMOUNT EXPENDED

55,526.

PURPOSE OF GRANTSUPPORTING SINGLE MOTHERS AND CHILDREN IN KESENNUMA, HARD-HIT AREAS. NEW IT  
EMPOWERMENT MODEL TO DISRUPT THE CYCLE OF POVERTY AFFECTED BY TSUNAMI AND  
COVID-19.DATES OF REPORTS BY GRANTEE

90 DAYS FROM DATE OF PROJECT COMPLETION (12/31/24 PER GRANT

ANY DIVERSION BY GRANTEE

NO

RESULTS OF VERIFICATIONTHE PROJECT COMPLETION DATE IS BEYOND THE TAXABLE YEAR OF THE GRANTOR AND  
THE VERIFICATION PROCESS HAS NOT OCCURED AS OF 12/31/23. VERIFICATION WILL  
OCCUR IN 2024.

GRANTEE'S NAME

KNOX ENGLISH NETWORK

GRANTEE'S ADDRESS

#203 1-44-3 ICHINOMIYA  
TAMA, JAPAN, 206-0002

GRANT AMOUNT	DATE OF GRANT	AMOUNT EXPENDED
18,044.	12/31/23	18,044.

PURPOSE OF GRANT

LEADERS EMPOWERMENT INITIATIVE (GLOBAL TALK)

DATES OF REPORTS BY GRANTEE

90 DAYS FROM DATE OF PROJECT COMPLETION (12/31/24 PER GRANT

ANY DIVERSION BY GRANTEE

NO

RESULTS OF VERIFICATION

THE PROJECT COMPLETION DATE IS BEYOND THE TAXABLE YEAR OF THE GRANTOR AND THE VERIFICATION PROCESS HAS NOT OCCURED AS OF 12/31/23. VERIFICATION WILL OCCUR IN 2024.

GRANTEE'S NAME

INSTITUTE OF INDUSTRIAL SCIENCE, THE UNIVERSITY OF TOKYO

GRANTEE'S ADDRESS

DLX DESIGN LAB, S-207 4-6-1 KOMABA, MEGURO-KU  
TOKYO, JAPAN, 153-8505

GRANT AMOUNT	DATE OF GRANT	AMOUNT EXPENDED
82,644.	12/31/23	82,644.

PURPOSE OF GRANT

CORAL CONSERVATION TOGETHER - A US/JAPAN STEAM EDUCATION PROGRAM

DATES OF REPORTS BY GRANTEE

90 DAYS FROM DATE OF PROJECT COMPLETION (12/31/24 PER GRANT

ANY DIVERSION BY GRANTEE

NO

RESULTS OF VERIFICATION

THE PROJECT COMPLETION DATE IS BEYOND THE TAXABLE YEAR OF THE GRANTOR AND THE VERIFICATION PROCESS HAS NOT OCCURED AS OF 12/31/23. VERIFICATION WILL OCCUR IN 2024.

FORM 990-PF

GRANT APPLICATION SUBMISSION INFORMATION  
PART XIV, LINES 2A THROUGH 2D

STATEMENT 13

---

NAME AND ADDRESS OF PERSON TO WHOM APPLICATIONS SHOULD BE SUBMITTED

---

UNITED STATES-JAPAN FOUNDATION  
1816 JEFFERSON PLACE NW  
WASHINGTON, DC 20036

---

TELEPHONE NUMBER

---

212-481-8753

---

EMAIL ADDRESS

---

PROGRAMS@US-JF.ORG

---

FORM AND CONTENT OF APPLICATIONS

---

A 3-4 PAGE LETTER OF INQUIRY (LOI) THAT CLEARLY EXPRESSES PROJECT'S GOALS AND OUTLINES HOW THE PROJECT WILL ENHANCE US-JAPAN RELATIONS AND UNDERSTANDING, OR ADDRESS A CHALLENGE FACING BOTH NATIONS. LETTERS MAY BE WRITTEN IN JAPANESE OR ENGLISH. COVER SHEET MUST BE ATTACHED TO THE LOI. THOSE INVITED TO SUBMIT A FULL PROPOSAL WILL HAVE 30 DAYS TO DO SO. UNINVITED PROPOSALS WILL NOT BE CONSIDERED. PROPOSALS MUST ADHERE TO THE FORMAT OUTLINED HERE. THE NARRATIVE PORTION OF THE PROPOSAL - FROM ABSTRACT TO ABOUT THE APPLYING INSTITUTION(S) - SHOULD BE APPROXIMATELY 4,000WORDS OR LESS. PROPOSALS CAN BE SINGLE-SPACED OR DOUBLE-SPACED. PROPOSALS MUST BE WRITTEN IN ENGLISH. PROPOSALS SHOULD BE SENT ELECTRONICALLY TO PROGRAMS@US-JF.ORG. YOU DO NOT NEED TO SEND A HARD COPY OF THE PROPOSAL.

---

ANY SUBMISSION DEADLINES

---

LETTERS OF INQUIRY BY JUNE 28TH AND FULL PROPOSAL BY SEPTEMBER 30.

---

RESTRICTIONS AND LIMITATIONS ON AWARDS

---

GRANTS TO BE USED FOR PROJECTS THAT ADDRESS SHARED CHALLENGES, SUCH AS CLIMATE CHANGE, NATURAL DISASTERS, AND GEOPOLITICAL DISRUPTIONS AND STRENGTHEN U.S.-JAPAN RELATIONS.

FORM 990-PF

OTHER REVENUE

STATEMENT 14

DESCRIPTION	BUS CODE	UNRELATED BUSINESS INC	EXCL CODE	EXCLUDED AMOUNT	RELATED OR EXEMPT FUNC- TION INCOME
FOREIGN CURRENCY EXCHANGE LOSS			01	3,326.	
KKR ENERGY	525990	11991.	01	-40,654.	
KKR INDEPENDENCE ENERGY	525990	42339.	01	-115,130.	
OCA SILVER LAKE V	525990		01	4,252.	
OCA PATRIA V	525990			-43,406.	
OCA BREDS III	525990			-242.	
OTHER INCOME			01	13,404.	
TOTAL TO FORM 990-PF, PG 12, LN 11		54,330.		-178,450.	

Electronic Filing PDF Attachment

AMENDED AND RESTATED BYLAWS  
OF  
UNITED STATES-JAPAN FOUNDATION  
(Amended and Approved July 31, 2024)



## TABLE OF CONTENTS

	<b>Page</b>
ARTICLE I TRUSTEES .....	1
Section 1.1 Board of Trustees .....	1
Section 1.2 Number of Trustees; Classes of Trustees.....	1
Section 1.3 Election and Term of Office .....	2
Section 1.4 Resignation; Suspension or Removal.....	3
Section 1.5 Meetings.....	3
Section 1.6 Quorum of Trustees .....	4
Section 1.7 Adjourned Meetings.....	4
Section 1.8 Action of the Board of Trustees .....	4
Section 1.9 Action by Written Consent of Trustees.....	5
Section 1.10 Compensation.....	5
Section 1.11 Notice.....	5
ARTICLE II ADVISORS AND HONORARY ADVISORS .....	6
Section 2.1 Appointment and Duties .....	6
Section 2.2 Term of Office .....	6
Section 2.3 Compensation of Advisors and Honorary Advisors .....	6
ARTICLE III COMMITTEES.....	7
Section 3.1 Executive Committee .....	7
Section 3.2 Other Committees .....	7
Section 3.3 Appointment and Procedure of Committees .....	7
Section 3.4 Finance and Audit Committee .....	8
Section 3.5 Nominating Committee.....	9
ARTICLE IV OFFICERS .....	10
Section 4.1 Officers, Election and Term.....	10
Section 4.2 Powers and Duties.....	10
Section 4.3 Other Agents .....	12
Section 4.4 Compensation.....	12
ARTICLE V INDEMNIFICATION AND INSURANCE.....	13
Section 5.1 Indemnification and Insurance.....	13
ARTICLE VI CONFLICTS OF INTEREST POLICY.....	16
Section 6.1 Purpose.....	16
Section 6.2 Application.....	16
Section 6.3 Procedure .....	18
Section 6.4 Definitions.....	25
Section 6.5 Annual Statement.....	27

ARTICLE VII	TRAVEL, ENTERTAINMENT, EXPENSE REIMBURSEMENT POLICY .....	29
Section 7.1	Purpose .....	29
Section 7.2	Legal Compliance .....	29
Section 7.3	Expense Report .....	29
Section 7.4	Receipts .....	30
Section 7.5	General Travel Requirements .....	30
Section 7.6	Air Travel .....	31
Section 7.7	Lodging .....	31
Section 7.8	Meals .....	32
Section 7.9	Personal Cars .....	32
Section 7.10	Other Expenses .....	32
ARTICLE VII	AMENDMENTS .....	32
Section 8.1	Amendments .....	32

AMENDED AND RESTATED BYLAWS

(the “Bylaws”)

OF

UNITED STATES-JAPAN FOUNDATION

(the “Foundation”)

ARTICLE I

TRUSTEES

Section 1.1 Board of Trustees. The affairs and business of the Foundation shall be managed and administered by its Board of Trustees. As used in these Bylaws, “entire Board of Trustees” means the total number of Trustees entitled to vote that the Foundation would have if there were no vacancies.

Section 1.2 Number of Trustees; Classes of Trustees. (a) The number of Trustees constituting the entire Board of Trustees shall consist of not more than fifteen (15) Trustees. The Board of Trustees shall endeavor to have a Board that consists of an equal number of Trustees, excluding the Chair, who are U.S. citizens and Japanese citizens. The Chair shall only vote in order to break ties. At any meeting, the Trustees may increase the number of Trustees and elect new Trustees to complete the number so fixed; or it may decrease the number of Trustees. No decrease in the number of Trustees shall shorten the term of any incumbent Trustee. If the number of Trustees is increased or decreased, the Board of Trustees shall endeavor to, as nearly as may be possible, have an equal number of non-management Trustees that are U.S. citizens and Japanese citizens.

(b) The Board of Trustees shall be and is divided into three classes, designated as Class I, Class II and Class III. Each class shall consist, as nearly as may be possible, of one-third of the total number of Trustees constituting the entire Board of Trustees. The Board of Trustee is

authorized to assign members of the Board of Trustees already in office to Class I, Class II or Class III at the time such classification becomes effective.

Section 1.3    Election and Term of Office. (a) Each Trustee shall serve for a term ending on the date of the third autumn board meeting of the Board of Trustees following the first autumn meeting of the Board of Trustees at which such Trustee was elected; provided that each Trustee initially assigned to Class I shall serve for a term expiring at the Foundation's first autumn meeting of the Board of Trustees held after the time at which the initial classification of the Board of Trustees becomes effective; each Trustee initially assigned to Class II shall serve for a term expiring at the Foundation's second autumn meeting of the Board of Trustees held after the time at which the initial classification of the Board of Trustees becomes effective; and each Trustee initially assigned to Class III shall serve for a term expiring at the Foundation's third autumn meeting of the Board of Trustees held after the time at which the initial classification of the Board of Trustees becomes effective; provided further that the term of each Trustee shall continue until the election and qualification of their successor and be subject to their earlier death, resignation or removal. The Foundation's President shall serve as a Trustee as long as they hold office as President.

(b)    Trustees may succeed themselves in office, subject to the compliance with the provisions of this Section 1.3.

(c)    In order to provide for the addition to the Board of Trustees, the policy of the Foundation is that, in general, Trustees will hold office for no more than two (2) consecutive three-year terms (the "Trustee Term Limit"); provided, that the Trustee Term Limit does not apply to the service as a Trustee by the Foundation's President. A full three-year term shall be considered to have been served upon the passage of three (3) autumn meetings of the Board of

Trustees. Fulfilling an incomplete term, including as a result of the shortened terms for members of Class I and Class II following the effectiveness of the initial classification of the Board of Trustees, is not considered part of the Trustee Term Limit.

(d) Any vacancy occurring on the Board of Trustees for any reason may be filled by the vote of a majority of the Trustees then in office, whether or not they constitute a quorum, and except as otherwise provided above in this Section 1.3, any Trustee so elected shall serve for the remainder of the full term of the class of Trustees in which the new Trustee was created or the vacancy occurred or until their earlier death, resignation or removal. The Trustees shall have and may exercise all their powers notwithstanding the existence of one or more vacancies in their number.

Section 1.4 Resignation; Suspension or Removal. (a) A Trustee may resign at any time by giving written notice to the Board of Trustees, the Chair, the President or the Secretary of the Foundation. Unless otherwise specified in the notice, the resignation shall take effect upon receipt by the Board of Trustees or such officer, and acceptance of the resignation shall not be necessary to make it effective unless it so states.

(b) A Trustee may be suspended or removed with or without cause by vote of the Board of Trustees.

Section 1.5 Meetings. Annual and regular meetings of the Board of Trustees shall be held at such times and places as fixed by the Board of Trustees or the Executive Committee and stated in the written notice of the meeting. Special meetings of the Board of Trustees may be held at any time and place upon call of the Chair, the President or not less than one-fifth of the entire Board of Trustees. The Chair shall preside at all meetings of the Board of Trustees. The Vice

Chair shall preside in the Chair's absence or inability to act. In both the Chair and the Vice Chair's absence or inability to act, the President shall preside. Notice of regular and special meetings shall be provided as set forth in Section 1.11.

Section 1.6    Quorum of Trustees.    The presence of one-third of the entire Board of Trustees shall constitute a quorum at any meeting of the Board of Trustees. Participation by one or more Trustees by means of a conference telephone or similar equipment or by electronic video screen communication allowing all persons participating in any meeting of the Board of Trustees or any committee to hear each other at the same time shall constitute presence at such meeting and each Trustee can participate in all matters before the Board of Trustees, including, without limitation, the ability to propose, object to and vote upon a specific action to be taken by the Board of Trustees or committee. Advisors and Honorary Advisors shall not be considered for purposes of establishing a quorum.

Section 1.7    Adjourned Meetings.    A majority of the Board of Trustees present at a meeting, whether or not a quorum is present, may adjourn such meeting to another time and place. Notice of the time and place of such adjourned meeting shall be given to Trustees who were not present at the time of such adjournment.

Section 1.8    Action of the Board of Trustees.    The vote of a majority of the Trustees present at the time of the vote, if a quorum is present, shall be the act of the Board of Trustees, unless the question or action is one upon which a different vote is required by express provision of law, the Certificate of Incorporation or these Bylaws. Each Trustee shall have one vote. The Chair shall only cast votes in the event of a tie among the other Trustees.

Section 1.9 Action by Written Consent of Trustees. Any action required or permitted to be taken at any meeting of the Board of Trustees or any committee thereof may be taken without a meeting if all members of the Board of Trustees or the committee consent in writing to the adoption of a resolution authorizing such action. Such resolution and written consents thereto shall be filed with the minutes of proceedings of the Board of Trustees or the committee. Such consent may be transmitted electronically and shall be treated for purposes as a vote at a meeting.

Section 1.10 Compensation. The Board of Trustees may authorize reimbursement of reasonable expenses incurred by Trustees in the performance of their duties and payment of a fee for attendance at meetings. Nothing herein contained shall be construed to preclude any Trustee from serving the Foundation in any other capacity and receiving compensation therefor.

Section 1.11 Notice. Notice of the time, place and purpose of every meeting of the Board of Trustees shall be given by the Secretary to each Trustee by mail or delivery at least three days or by electronic mail or telephone at least one day before such meeting addressed to them at their usual or last known business or residence address or email address, as applicable, before such meeting. A notice of a meeting need not specify the purposes of the meeting unless otherwise required by law, the Certificate of Incorporation or these Bylaws. Notice of any meeting need not be given, however, to any Trustee who submits a signed waiver of notice, before or after the meeting, or who attends the meeting without protesting, prior thereto or at its commencement, the lack of notice to them. Such waiver of notice may be written or electronic. Notice of meetings need not be given to any Advisor or Honorary Advisor.

## ARTICLE II

### ADVISORS AND HONORARY ADVISORS

Section 2.1 Appointment and Duties. The Board of Trustees may from time to time appoint Advisors and Honorary Advisors who shall be persons of knowledge and experience who, in the opinion of the Board of Trustees, will provide valuable assistance to the Foundation in the fulfillment of its responsibilities. The Advisors and Honorary Advisors shall at the request of the Board of Trustees advise it in formulating the objectives of the Foundation and make recommendations regarding the manner of achieving those objectives.

Section 2.2 Term of Office. The term of office of each Advisor and Honorary Advisor shall be for such period as the Board of Trustees may determine, or until their earlier death, resignation or removal by the Board of Trustees.

Section 2.3 Compensation of Advisors and Honorary Advisors. No compensation shall be paid to Advisors or Honorary Advisors for their services, but the Board of Trustees may authorize reimbursement of reasonable expenses incurred by Advisors and Honorary Advisors in the performance of their duties. Nothing herein contained shall be construed to preclude any Advisor or Honorary Advisor from serving the Foundation in any other capacity and receiving compensation therefor.



ARTICLE III  
COMMITTEES

Section 3.1 Executive Committee. There shall be an Executive Committee, which shall consist of the Chair of the Board of Trustees and the chairs of each of the standing committees of the Board of Trustees. The Chair of the Board of Trustees shall be the Chair of the Executive Committee. In addition to such other rights and duties as are delegated to it by the Trustees, the Executive Committee shall be responsible for acting with the full power and authority of the Board of Trustees between regular meetings of the Board of Trustees, except as otherwise provided by law, the Certificate of Incorporation, these Bylaws, the Executive Committee charter or by resolution of the Trustees. The Executive Committee shall, on an annual basis, review the compensation of the President and receive a summary from the President of the compensation and performance of the other members of senior management.

Section 3.2 Other Committees. The Board of Trustees has three standing committees: the Executive Committee, the Finance and Audit Committee and the Nominating Committee. The Board of Trustees may from time to time create such other committees as the activities of the Foundation may require, and delegate such authority to such committees as the Board of Trustees may deem appropriate. The responsibilities and obligations of each committee shall be set forth in the charter for such committee, which shall be approved by the Board of Trustees.

Section 3.3 Appointment and Procedure of Committees. Each member of a committee shall be appointed by the Board of Trustees for a term of one year and until the election and qualification of their successor. Each committee shall annually review the composition of such committee and present recommendations for committee membership to the

Board of Trustees, as needed. There is no strict committee rotation policy, and changes in committee assignments are made based on committee needs, Trustee interests, experience and availability, and applicable regulatory and legal considerations.

Except as otherwise provided by these Bylaws or by the Board of Trustees, each committee shall determine its own rules of procedure and elect its own chair or co-chairs, as applicable. Any committee may appoint outside advisors as such committee deems appropriate in the performance of such committee's responsibilities, provided that such committee shall provide prompt written notice to the Board of Trustees of such appointment. Each committee shall keep records of its proceedings and report the same from time to time to the Board of Trustees. Each committee shall conduct a self-evaluation annually.

Section 3.4 Finance and Audit Committee. There shall be a Finance and Audit Committee, which shall consist of such number of Trustees as the Board of Trustees shall from time to time determine. In addition to such other rights and duties as are delegated to it by the Board of Trustees, the Finance and Audit Committee shall (a) assist the Board of Trustees' oversight of the integrity of the Foundation's financial statements, (b) select, evaluate and replace the independent auditor for the Foundation and oversee the qualifications and independence of the Foundation's independent auditor and (c) establish and implement policies and objectives regarding the endowment assets of the Foundation and manage and oversee investment and reinvestment of these assets. The Finance and Audit Committee shall designate one member of the Finance and Audit Committee as co-chair with responsibility for overseeing the Foundation's financial management and one member of the Finance and Audit Committee as co-chair with responsibility for overseeing the Foundation's financial oversight responsibilities.

Section 3.5    Nominating Committee.    There shall be a Nominating Committee, which shall consist of such number of Trustees as the Board of Trustees shall from time to time determine. In addition to such other rights and duties as are delegated to it by the Board of Trustees, the Nominating Committee shall make nominations of Trustees and recommend to the Board of Trustees the Trustees to be appointed to each committee of the Board of Trustees.

## ARTICLE IV

### OFFICERS

Section 4.1 Officers, Election and Term. The officers of the Foundation shall be a Chair, Vice Chair, President, Secretary, Treasurer and such other officers, if any, as the Board of Trustees may elect. Any two or more offices may be held by the same person, except the office of President. The Chair, Vice Chair and President shall be members of the Board of Trustees. All other officers may but need not be members of the Board of Trustees. Officers shall be elected for three-year terms. Each officer shall continue in office until a successor, if any, shall have been elected and qualified, or until their earlier death, resignation or removal. Any officer may resign at any time by giving written notice to the Chair, President or Secretary. Unless otherwise specified in the notice, the resignation shall take effect upon receipt thereof, and acceptance of the resignation shall not be necessary to make it effective unless it so states. Any officer may be removed by the Board of Trustees with or without cause. If the office of any officer becomes vacant, the Board of Trustees may elect a successor. Each such successor shall hold office for the unexpired term, and in the case of the President, Secretary and Treasurer until their successor is elected and qualified, or in each case until their earlier death, resignation or removal.

Section 4.2 Powers and Duties. The officers, agents and employees of the Foundation shall each have such powers and perform such duties in the management of the property and activities of the Foundation, subject to the control of the Board of Trustees, as generally pertain to their respective offices, as well as such powers and duties as may be authorized from time to time by the Board of Trustees.

(a) Chair of the Board of Trustees. Given that the Foundation is a not-for-profit

corporation organized under the laws of the State of New York, the Board of Trustees shall elect a Chair of the Board of Trustees who is a U.S. citizen. The Chair of the Board of Trustees shall be elected for a three-year term and will hold office for no more than two (2) consecutive three-year terms. The Chair of the Board of Trustees shall preside at all meetings of the Board of Trustees, and shall have such other powers and duties as may be determined by the Board of Trustees. The Chair shall only cast votes in the event of a tie among the other voting Trustees.

(b) Vice Chair of the Board of Trustees. To complement the Chair of the Board of Trustees that is a U.S. citizen, the Board of Trustees shall elect a Vice Chair of the Board of Trustees who is a Japanese citizen. The Vice Chair shall be elected for a three-year term and will hold office for no more than two (2) consecutive three-year terms. The Vice Chair of the Board of Trustees shall preside in the Chair's absence or inability to act.

(c) President. Unless otherwise determined by the Board of Trustees, the President shall be the chief executive officer of the Foundation and shall have, subject to oversight by the Board of Trustees, general supervision and control of the business of the Foundation.

(d) Secretary. The Secretary shall record and maintain records of all proceedings of the Board of Trustees in a book or series of books kept for that purpose, which book or books shall be kept at the principal office of the Foundation or at the office of its Secretary or of its resident agent and shall be open at all reasonable times to the inspection of any Trustee. Such book or books shall also contain records of all meetings of incorporators and the original, or attested copies, of the Certificate of Incorporation and these Bylaws and names of Trustees and the address of each. If the Secretary is absent from any meeting of the Board of Trustees, a temporary Secretary chosen at the meeting shall exercise the duties of the Secretary at the

meeting.

(e) Treasurer. The Treasurer shall have the custody of, and be responsible for, all funds and securities of the Foundation. They shall have such other duties and powers as designated by the Board of Trustees or the President.

Section 4.3 Other Agents. The Board of Trustees may appoint from time to time such agents as it shall deem appropriate, each of whom shall hold office at the pleasure of the Board of Trustees, and shall have such authority and perform such duties and shall receive such reasonable compensation, if any, as the Board of Trustees may from time to time determine.

Section 4.4 Compensation. The Foundation may pay its officers, agents and employees compensation commensurate with their services, and reimbursement for reasonable expenses incurred in the performance of their duties. The amount of compensation paid to each officer shall be fixed by action of the Board of Trustees or the Executive Committee.

ARTICLE V  
INDEMNIFICATION AND INSURANCE

Section 5.1 Indemnification and Insurance. The Foundation may indemnify any Trustee, officer, employee or agent, any former Trustee, officer, employee or agent, any person who may have served at its request as a director, officer, employee or agent of another corporation, partnership, joint venture, trust, employee benefit plan or other enterprise, whether for profit or not for profit, against judgments, fines, amounts paid in settlement and reasonable expenses (including attorneys' fees) actually and necessarily incurred by them in connection with any threatened, pending or completed action, suit or proceeding whether civil, criminal, administrative, or investigative (other than an action by or in the right of the Foundation), to which they may be or are made a party by reason of being or having been such Trustee, director, officer, employee or agent if they acted in good faith, for a purpose which they reasonably believed to be in or, in the case of service for any other corporation, partnership, joint venture, trust, employee benefit plan or other enterprise, not opposed to the best interests of the Foundation and, with respect to any criminal action or proceeding, in addition, had no reasonable cause to believe their conduct was unlawful. However, there shall be no indemnification in respect of any claim, issue or matter as to which they shall have been adjudged to be liable to the Foundation unless and only to the extent that the court in which such action or suit was brought shall determine upon application that, despite the adjudication of liability but in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnity for such expenses which such court shall deem proper.

The Foundation may pay expenses (including attorneys' fees) incurred by an officer or Trustee in defending any civil, criminal, administrative or investigative action, suit or proceeding in advance of the final disposition of such action, suit or proceeding upon receipt of an

undertaking by or on behalf of such officer or Trustee to repay such amount if it shall ultimately be determined that they are not entitled to be indemnified by the Foundation under this Article V. Such expenses (including attorneys' fees) incurred by other employees and agents may be paid upon such terms and conditions, if any, as the Board of Trustees deems appropriate.

Any indemnification (unless ordered by a court) shall be made by the Foundation only as authorized in the specific case upon a determination that indemnification of the Trustee, officer, employee or agent is proper in the circumstances because they have met the applicable standard of conduct set forth under the applicable law. Such determination shall be made (a) by a majority vote of the Board of Trustees who are not parties to such action, suit or proceeding, even though less than a quorum, or (2) if there are no such Trustees or if such Trustees so direct, by independent legal counsel in a written opinion.

The provisions of this Article V shall be applicable to claims, actions, suits, or proceedings made or commenced after the adoption hereof, whether arising from acts or omissions occurring before or after adoption hereof.

The indemnification and advancement of expenses provided by this Article V shall not be deemed exclusive of any other rights to which such Trustee, officer, employee or agent may be entitled under any statute, these Bylaws, agreement, vote of the disinterested Trustees or otherwise, and shall not restrict the power of the Foundation to make any indemnification permitted by law.

The indemnification and advancement of expenses provided by this Article V shall, unless otherwise provided when authorized or ratified, continue as to a person who has ceased to be a Trustee, director, officer, employee or agent and shall inure to the benefit of the heirs, executors and administrators of such a person.



The Board of Trustees may authorize the purchase of insurance on behalf of any person who is or was a Trustee, officer, employee or agent of the Foundation, or who is or was serving at the request of the Foundation as a director, officer, employee or agent of another corporation, partnership, joint venture, trust, employee benefit plan or other enterprise against any liability asserted against or incurred by them in any such capacity, or which arises out of such person's status as a Trustee, director, officer, employee or agent whether or not the Foundation would have the power to indemnify such person against that liability under law.

If any part of this Article V shall be found in any action, suit or proceeding to be invalid or ineffective, the validity and the effectiveness of the remaining parts shall not be affected.

## ARTICLE VI

### CONFLICTS OF INTEREST POLICY

Section 6.1     Purpose. The purpose of this conflict-of-interest policy is to protect the interests of the United State-Japan Foundation ("Foundation"), comply with IRS self-dealing regulations, and provide Foundation trustees and key employees with guidelines for handling actual, potential, or perceived conflicts of interest. This policy is intended to supplement, but not replace, any state and federal laws governing conflict of interest applicable to nonprofit New York corporations and charitable foundations.

The Foundation recognizes that trustees and employees are often involved in important activities and causes outside our organization. That experience enables them to provide special knowledge and perspective. The world of US-Japan relations can sometimes be a small one, and there will inevitably be overlap between the activities of the Foundation and the outside interests of our board and staff. Our goal is to ensure there are no conflicts of interest.

The core principles of this policy are transparency and recusal. In situations where conflicts are uncertain, the Foundation encourages individuals to err on the side of disclosure.

Besides complying with applicable law, this policy is designed to assure prospective grantees, fellowship applicants, and the public generally that (i) no organization or individual has an unfair advantage in obtaining grant funds, a fellowship, or a business contract because of trustee or staff affiliation, and (ii) no trustee or staff member will benefit unfairly from the Foundation's grant funds, fellowship program, or other Foundation resources.

Section 6.2     Application. This policy is intended to cover any proposed grant, fellowship application, investment, or other Foundation decision in which there is an actual or perceived conflict of interest. (See below for definitions of italicized and bolded terms).

The following situations create a presumption of a conflict of interest:

- A decision-maker has a material affiliation with, or a material financial interest in, an entity or individual involved in a transaction, or will otherwise benefit financially; or
- A decision-maker will derive a significant personal benefit as a result of the transaction; or
- An investment or other transaction will give rise to payment of fees, income, or profits to a trustee, staff, or an entity in which any such individual has a material financial interest; or
- The transaction creates the appearance of a conflict of interest, including but not limited to the following:
  - When the decision-maker is the chief executive officer of a prospective grantee or holds a similar management position; or
  - When a decision-maker is otherwise prominently identified or associated with a prospective grantee; or
  - A prospective grant suggests the appearance of favoritism in some other way; or
  - A fellowship decision suggests the appearance of favoritism in some way.

The board will consider each transaction on its merits and follow the procedure described below to determine whether the Foundation can approve the transaction without creating a conflict of interest or appearance of favoritism.

To assist decision-makers in identifying and resolving conflicts of interest, proposed grants and other transactions should be evaluated in accordance with each of the following tests:

- The Compliance or Legal Test: All grants, investments, and disbursements by the Foundation must comply with federal, state, and local laws and regulations governing the Foundation. Where there is doubt whether a particular decision meets the compliance test, a legal opinion may be sought.
- The Program or Merit Test: Grants to any organization on which a decision-maker serves as an officer, director, trustee, staff member, or consultant should meet the general program criteria and priorities of the Foundation.
- The Appearance Test: This test is the most difficult to define (e.g., does it look right?), but here is a suggested guideline. If a decision-maker is the chief executive officer of an organization, holds a similar management position, or is otherwise prominently identified or associated with an organization, a prospective grant to that organization may fail the appearance test because it suggests the appearance of favoritism.
- If there is any appearance of favoritism, the Foundation may decline grant support. This does not mean that any organization with which a decision-maker is associated can never receive a grant from the Foundation. The Foundation may decide to make a grant to an organization with which a decision-maker is associated, if the grant meets all of the criteria set forth in Section III.5., below.

Section 6.3    Procedure. In all *transactions* involving actual, potential, or perceived conflict of interest, a disinterested party (the board, the president, or their designate) will

determine whether proceeding with the *transaction* is in the best interest of the Foundation after considering all the facts and circumstances. The Foundation will abide by the following procedures:

1) Duty to Disclose. The first step in avoiding problems of conflict of interest is to get the facts out in the open. Each *decision-maker* is under an obligation to the Foundation to disclose any position, investment, or avocational activities that may result in a possible conflict of interest. *Decision-makers* should also disclose any activity or interest that may result in bias for or against a particular grantee, fellowship applicant, action or policy being considered by the board. These disclosures will be made annually as described below, and whenever a potential conflict of interest arises while *decision-makers* are considering a proposed *transaction* or arrangement.

2) Determining Whether a Conflict of Interest Exists.

- a) Other than as described in Section 3(a) below, a Foundation trustee or staff member who is an officer, director, trustee, staff member or consultant of a prospective grantee organization should not be involved, formally or informally, in submitting, discussing, reviewing, recommending, or approving any *transaction*, including grants and subsequent monitoring or evaluation, and/or vendor agreement.
- b) We recognize that the process of selecting fellows for our US-Japan Leadership Program (USJLP) may also involve potential conflicts. Employees with a professional or personal relationship with a fellowship applicant should disclose that relationship and should recuse themselves from discussions or decisions regarding that person's application. Trustees may encourage candidates to apply to the USJLP, but should not write a letter of recommendation, discuss candidates with anybody involved in the

selection process, nor be listed as a reference for any candidates. Those involved in the selection process should not discuss it with Trustees. It is important that this competitive process be unbiased and be seen as such. We have a separate policy governing the process for members of the Fellows Advisory Council nominating candidates for the program.

- c) After disclosure of the financial interest and all material facts, and after any board discussion with the individual involved in a potential conflict, the individual shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists. Trustee conflict questions shall be reviewed by the board's executive committee and the president, absent any of those *decision-makers* subject to the conflict question. The president will review conflicts involving *key employees*.

3) Procedures for Addressing the Conflict of Interest.

- a) Upon the board's request, the *decision-maker* may make a presentation at the governing board or committee meeting, but after the presentation, the *decision-maker* shall leave the meeting while determination regarding the *transaction* is made by the remaining board members.
- b) If the remaining disinterested board or committee members decide that a conflict of interest exists, the *decision-maker* involved in the relevant *transaction* shall not have any influence over the transaction for which the conflict of interest exists.

- c) The chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed *transaction*.
- d) After exercising due diligence, the governing board or committee shall determine whether the Foundation can obtain with reasonable efforts a more advantageous *transaction* from a person or entity that would not give rise to a conflict of interest.
- e) If a more advantageous *transaction* is not reasonably possible under circumstances not producing a conflict of interest, the remaining disinterested trustees shall determine whether the *transaction* is in the Foundation's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination, the board shall make its decision as to whether to enter into the *transaction*.

4) Violations of the Policy. In the event of perceived, potential or actual conflicts of interest that have not been disclosed, the board's executive committee shall review the facts and, if necessary, seek legal counsel. Any member of the committee subject to that review will be recused from the deliberations. If the committee determines that the *decision-maker* has in fact failed to disclose an actual or possible conflict of interest, it shall take action deemed appropriate by the committee, in consultation with legal counsel.

5) Permitted Approval of Grantees with Potential Conflict of Interests. The Foundation may approve a grant to an organization with which a trustee or employee is associated if the following criteria are met:

- a) The grant falls within the established program guidelines of the Foundation;

- b) The grantee organization is an established public charity with broad support among the local, national, or international charitable community;
- c) The trustee with a conflict does not: (i) submit the grant request, (ii) discuss the grant with staff or trustees, (iii) become involved in the grant review process, nor (iv) receive economic benefit from the grant;
- d) The conflict is fully disclosed; and
- e) The Foundation approves the *transaction* pursuant to the above-described procedures.

6) Annual Disclosure and Record Keeping. Each trustee and staff member is asked sign a disclosure form annually and update the form whenever they acquire new relevant affiliations or make changes to existing affiliations. The Secretary/Treasurer will send out these forms in advance of the October board meeting, and will keep the responses on file.

Prior to any meeting or time in which a decision will be made on a grant, fellowship, or other *transaction*, the president will provide a report indicating the existence of any conflicts of interest together with any facts or circumstances deemed relevant for consideration by the board.

The Foundation will maintain a record of actions taken when there is a conflict of interest present with respect to any grant or *transaction*.

As part of those records, the minutes of the board meeting at which any discussion, decision, or action taking place involving matters covered by this policy shall include: (i) the board member or employee, as applicable, whose situation was considered by the board; (ii) the nature of the interest; if a board member was at issue, their abstention; (iii) whether the grant or *transaction* was approved or disapproved; and (iv) if approved, its terms.

7) Other Interests. In addition to decisions about grants, fellowships, contracts and other *transactions*, other situations may present risks to impartial decision-making, legal



compliance, and the Foundation's reputation. The Foundation's rules on several recurring situations are set out below.

- a) *Acceptance of Gifts.* Trustees and employees may not accept anything of value (including gifts, loans, and entertainment) from recent, current or potential grantees, fellowship applicants, vendors, suppliers, consultants or others who have existing or proposed grants, contracts or other *transactions* with the Foundation. Trustees and employees may accept gifts, meals and other benefits of nominal value so long as acceptance would not obligate the trustee or employee to take any action or decision on behalf of the Foundation or call into question the fairness or propriety of the Foundation's decision-making processes.
- b) *Payments of Expenses by Grantees.* Trustees and employees may not accept reimbursement of business travel or expenses from grantees, potential grantees, or other third persons in connection with a grant or proposed grant. This rule is designed to ensure that grantees use their available resources for their own charitable purposes and not to benefit the Foundation or its trustees or employees. The Foundation will reimburse trustees and employees for all of their ordinary and reasonable out-of-pocket business expenses in accordance with the Foundation's Travel, Expense, and Entertainment Policy.
- c) *Acceptance of Honoraria.* Trustees and employees may not accept honoraria from actual or potential grantees without the approval of the president or the board chair.

- d) *Employment by Grantees.* Occasionally an employee will seek employment with a grantee while being employed by, or after they depart, the Foundation. The Foundation has no general prohibition against grantees hiring current or former employees so long as the grantee's hiring decision is entirely independent of and not influenced by the Foundation or the interested employee, and the Foundation complies with this policy with respect to all proposed grants, contracts or other *transactions* with the grantee. In order to ensure the integrity of the grantee's hiring process, current employees who solicit or respond to solicitation of future employment with an active or potential grantee must disclose the potential conflict to the appropriate manager or trustee.
- e) *Other Situations.* No policy can encompass every situation that presents risks to impartial decision-making. In the end, the Foundation's effective management of conflicts depends on the good judgment and integrity of its trustees and employees.

8) Government Service. A trustee who decides to run for elective office must resign from the board if, in the judgment of the executive committee, the position could result in the appearance of a conflict of interest. A trustee who is appointed to a government position must resign from the board (a) if the position would qualify as a "government official" under section 4946(c) of the Internal Revenue Code, (b) service on the board while holding the government position would violate any applicable law, or (c) the position is related to the work of the Foundation and could result in the appearance of a conflict of interest in the judgment of the executive committee.

Section 6.4 Definitions. The words italicized and bolded in this policy have the following meanings:

- A ***decision-maker*** is a (a) member of the USJF board of trustees, (b) a USJF officer, (c) a USJF ***key employee***, or (d) any other individual with fiduciary duties to USJF.
- A ***transaction*** is any proposed grant, fellowship application, investment, compensation arrangement, contract, award, or other Foundation decision.
- A ***key employee*** is an employee who either has a fiduciary duty or delegated decision-making authority.
- A ***related party*** is (a) a member of a ***decision-maker's*** immediate family (spouse or significant other, children, grandchildren, parents, siblings and spouses thereof,) and includes a ***household member*** or (b) an entity in which a ***decision-maker*** own or control more than 35%.
- A ***household member*** means a person residing in a ***decision-maker's*** household.
- An ***entity*** includes a corporation, partnership, limited liability company, trust, organization, coalition, commission, university or institute (including a school, department, center, committee, or research project within a university or institute).
- A ***material affiliation*** with an ***entity*** or individual exists when a trustee, staff, or a ***related party*** has any of the following types of relationships with the ***entity*** or individual:
  - Is a board member, officer, or employee of the ***entity***;
  - Is the owner of more than five percent (5%) of the ownership interest of the ***entity***;
  - Is a lender to the ***entity***;
  - Is a landlord to or tenant of the ***entity***;

- Has an ongoing contractual **relationship to provide goods or services that is significant** to the Foundation representative, a *related party*, or the *entity* or the individual to whom the goods or services are being provided; or
- Is a relative of the individual.
- A **material financial interest** with an *entity* exists when a Foundation trustee, staff, or a *related party*:
  - Holds an ownership interest in excess of five percent (5%) of the total equity interest in such *entity*; or
  - Is a consultant or service provider to the *entity* and is paid an amount that exceeds five percent (5%) of his/her overall income or the overall income of a *related party* to such individual; or
  - Is a lender to the *entity* and such loans are more than five percent (5%) of the indebtedness of such *entity*.
- A grant is **material** to an *entity* when the amount of the grant is in excess of five percent (5%) of the revenue of the *entity*.
- Whether a trustee, staff, or a *related party* derives a “**significant personal benefit**” or has a “**relationship to provide goods or services that is significant**” will depend on the facts and circumstances of each case, including an assessment of whether an objective person would consider the benefit capable of affecting the individual’s objectivity or independence.

Section 6.5 Annual Statement.

**UNITED STATES-JAPAN FOUNDATION**  
**CONFLICT-OF-INTEREST POLICY ANNUAL STATEMENT**

A copy of the United States-Japan Foundation's ("Foundation") Conflict-of-Interest Policy ("Policy") shall be furnished to each ***decision-maker*** of the Foundation presently serving the Foundation or who may hereafter become associated with the Foundation. All ***decision-makers*** shall be asked every to review, complete, and sign this Annual Statement regarding Conflicts of Interest ("Statement"), and such action shall be recorded in the minutes of such meetings. The Foundation shall maintain in its files a copy of completed Statements signed by each current ***decision-maker*** of the Foundation.

The Foundation requests that you answer the following questions to the best of your knowledge and belief. Your answers should cover the year prior to the date of your signature on next page.

1. I acknowledge that I have read, and I agree to comply with, the Policy (Adopted on October 29, 2023).

☐ Yes      ☐ No

2. Did you or any ***related party*** of yours or any ***entity*** included in the definition in the Policy of ***related party*** in relation to you, apply for any grants from the Foundation?

☐ Yes      ☐ No

If yes, please describe in a separate attachment.

3. Did any ***related party*** of yours or any ***entity*** included in the definition in the Policy of ***related party*** apply to the US-Japan Leadership Program?

☐ Yes      ☐ No

If yes, please describe in a separate attachment.

4. Did you or any ***related party*** of yours or any ***entity*** included in the definition in the Policy of ***related party*** in relation to you, sell any goods or provide any services to the Foundation?

☐ Yes      ☐ No

If yes, please describe in a separate attachment the nature of the goods sold or services to the Foundation.

5. Did you take part in any hiring or employment decision of the Foundation relating to a ***related party*** of yours that has not previously been disclosed in accordance with the Policy?

☐ Yes      ☐ No

If yes, please describe in a separate attachment the hiring or employment decision and your participation.

6. Do you or any of your ***related parties*** have a ***material affiliation*** or ***material financial interest*** in any ***transaction*** that has not previously been disclosed in accordance with the Policy?

☐ Yes      ☐ No

If yes, please describe in a separate attachment the related party transaction and your financial interest therein.

7. Do you have any other relationship or interest as to which disclosure is required under the Policy?

☐ Yes      ☐ No

If yes, please describe in a separate attachment the relationship or interest, whether you advised the Foundation's Chair or the Board of Trustees thereof, and if so, when and to whom you did so.

I CONFIRM that to the best of my knowledge and belief, my responses to the above questions are complete and correct.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Name: \_\_\_\_\_

*Please print*

## ARTICLE VII

### TRAVEL, ENTERTAINMENT, EXPENSE REIMBURSEMENT POLICY

Section 7.1 Purpose. As the steward of private resources that must be used in the public's interest, the United States-Japan Foundation ("Foundation") expects trustees and employees to exercise prudent judgment when seeking reimbursement from the Foundation for expenses.

The purpose of this policy is to ensure:

- a. adequate cost controls are in place to maximize efficient use of Foundation resources to prioritize supporting our programs
- b. compliance with IRS requirements and regulations
- c. a uniform and consistent approach for the timely reimbursement of authorized expenses

Section 7.2 Legal Compliance. The rules against self-dealing by employees and trustees of a charitable trust classified as a private foundation -- as set forth in section 4941 of the Internal Revenue Code of 1986, as amended ("the Code") -- generally prohibit payments from a private foundation to its trustees and employees for the reimbursement of expenses unless such expenses are necessary and reasonable for carrying out of the exempt charitable purpose of the foundation and are not excessive or lavish. There are extensive and substantial penalties for violating this Code section for: (i) the individual receiving the funds, (ii) the individual(s) approving the funds, and (iii) the organization.

Section 7.3 Expense Report. Employees and trustees seeking reimbursement should submit a written expense report to the Foundation president, Japan manager, board chair, or their designate.

The report should include:

- a. The individual's name.
- b. If reimbursement for travel is requested, the date, origin, destination, and purpose of the trip.
- c. An itemized list of all expenses for which reimbursement is requested.
- d. If a given trip combines Foundation and personal travel, a clear explanation of the division of costs between each portion of the trip.

Section 7.4    Receipts. Appropriate documentation is required for reimbursed expenditures, such as airfare and hotel charges. Receipts are requested for all spending equal to \$75.00 or more. Proper documentation (Amount spent, Date of purchase, and Name of vendor) is necessary for all expenses even if receipts are not required.

Section 7.5    General Travel Requirements.

- a. Foundation Travel Agency/Credit Cards
  - Staff are encouraged to make travel arrangements through the Foundation's designated travel agency, and/or to use Foundation credit cards.
  - Trustees may use the Foundation's travel agency, or make their own arrangements, as long as those arrangements follow Foundation guidelines as explained throughout this policy.

b. Personal Expenses

Individuals traveling on behalf of the Foundation may incorporate personal travel or business with their Foundation-related trip. However, they should not arrange such travel at a time that is less advantageous to the Foundation or involving greater expense in order to accommodate personal travel plans. Additional expenses incurred as a result of personal travel are the responsibility of the



individual.

c. Spousal/Family Travel, Expenses

Expenses for spouses, partners, and children cannot be reimbursed or paid by the Foundation. The IRS deems family members to be "disqualified persons," and Foundation payment of any expenses on their behalf a violation of "self-dealing" rules. Such payments would put the Foundation and the individuals involved at risk of incurring IRS penalties discussed above.

d. USJLP-related Travel for Trustees

The Foundation encourages all trustees to attend a US-Japan Leadership Program (USJLP) conference, to see first-hand how the program works. We will pay travel expenses for trustees to attend one such conference. We will not cover travel expenses for trustees who have previously attended a conference. Those seeking a waiver should provide a written request with explanation to the president and board chair.

Section 7.6 Air Travel. We expect employees and trustees to find economical airfare that reasonably meets business needs when charging the Foundation for travel. For most flights, we will cover coach fares.

For employees, including the president, taking work-related flights lasting more than four hours, we will cover premium economy fares or their equivalent.

For trustees taking Foundation-related flights, we will cover business-class tickets.

Section 7.7 Lodging. Trustees and employees traveling on behalf of the Foundation may be reimbursed for the reasonable cost of hotel accommodations.

Section 7.8 Meals. Personnel traveling on behalf of the Foundation, or holding a meeting on Foundation-related business, will be reimbursed for the reasonable cost of meals (including tips).

Section 7.9 Personal Cars. Personnel will be compensated for use of their personal cars when used for Foundation business. When individuals use their personal car for such travel, mileage will be allowed at the currently approved IRS rate per mile.

Section 7.10 Other Expenses. The Foundation will reimburse reasonable incidental costs associated with business travel, including business phone calls, internet access on flights, photocopies, computer supplies and tips. No policy can anticipate every situation that might give rise to legitimate business expenses. Reasonable and necessary expenses that are not listed above may be incurred. Decision-makers should use their best professional judgment in determining if an expense may be reimbursable.

## ARTICLE VIII

### AMENDMENTS

Section 8.1 Amendments. These Bylaws may be amended, added to or repealed, in whole or in part, by the Board of Trustees, by the vote of a majority of the entire Board of Trustees; provided that no amendment may be adopted which is inconsistent with the Certificate of Incorporation.