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Interp	3akR0	e ^v 20024°caleı	ndar year, or	tax year beginning	10-01-2021 , and end	ding 09-30-2022					
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2023-08-09

	Signature of officer				Date			
Sign Her	Rosanna Yuen Operations Dir.							
	Type or print name and title							
Paid	Print/Type preparer's name	Preparer's signa	ature	Date	Check if PTIN P01658	8413		
Prepa	rer Firm's name Crosby & Kane	da CPAs LLP			Firm's EIN			
Use O		MB 97503			Phone no. (510) 835-272	7		
	San Francisco, (CA 94104						
May the IE	RS discuss this return with the preparer	shown above? (see instru	uctions)		V Yes	No		
	work Reduction Act Notice, see the s		ictions)		Cat. No. 11282Y		Form 9	990 (202
				·	201.140.112021		1011113	70 (202
	(2024)		Page 2					
Part III	<u> </u>	ce Accomplishments						Page
	Check if Schedule O contains a res	ponse or note to any line	in this Part III .					
1 Brie	efly describe the organization's mission	. ,						
Building a	diverse and sustainable free software	personal computing ecosy	ystem.					
2 Did	the organization undertake any signifi	cant program services du	ring the year which	were not listed on	_			
the	prior Form 990 or 990-EZ?					Yes	✓ No	
If "	Yes," describe these new services on Sc	hedule O.						
3 Did	I the organization cease conducting, or	make significant changes	s in how it conducts,	any program				
	vices?					Yes	✓ N	10
	Yes," describe these changes on Sched							
501	scribe the organization's program servi l(c)(3) and 501(c)(4) organizations are re each program service reported.	•	9					/,
4a (Co	de:) (Expenses \$	200,078 includ	ding grants of \$) (Re	evenue \$)		
Pro	viding support and infrastructure for the code	e and community of the projec	ct.					
4b (Co	de:) (Expenses \$	180,492 includ	ding grants of \$) (Re	evenue \$)		
	nferences and coding events.		33					
4c (Co	· · ·		ding grants of \$	27,500) (Re	evenue \$)		
Out	treach to new contributors, including internsh	ips.						
4d Oth	ner program services (Describe in Sche	dule O.)						
(Ex	penses \$	including grants of \$) (Revenue \$)		
4e Tot	tal program service expenses 🕨	478,681						
							Form 9	990 (2021
			Page 3 ———					
	1000 (1)		J					
Part IV	(2021) Checklist of Required Sched	ulos						Page
Partiv	Checklist of Required Sched	iles .					Yes	No
1 Is t	he organization described in section 50)1(c)(3) or 4947(a)(1) (othe	r than a private four	ndation)? <i>If "Yes," c</i> o	omplete Schedule A 🐒	1	Yes	110
2 Is t		· · · · · · · · · · · · · · · · · · ·		ctions 📆		2	Yes	
	I the organization required to complete 3				• to candidates for publi	_	163	No
	ice? If "Yes," complete Schedule C, Part I			• •	to carrarades for pasi.	3		
	ction 501(c)(3) organizations. Did the oring the tax year? If "Yes," complete Sche				(h) election in effect	4		No
	he organization a section 501(c)(4), 501 ounts as defined in Rev. Proc. 98-19? <i>If</i>	-		nembership dues,	assessments, or simila	r 5		No
6 D:¬	the organization maintain any dense	advised funds or any simil	ar funds or associate	for which dono	have the right to	3		
	l the organization maintain any donor a ovide advice on the distribution or inves				nave the right to			NI~
Sch	edule D,Part I 📆					6		No
	l the organization receive or hold a con environment, historic land areas, or hi				ce,	7		No
	the organization maintain collections				25."	8		NIC
J Diu	and organization maintain conections	J. TOTAS OF GIV, HISTORICAL I		ai assets: 1j 11	,	"		No

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9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>	10		No
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.			
	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI.	11a	Yes	
	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		No
С	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII 2	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		No
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 📆	11e		No
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		No
2a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a		No
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		No
3	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		No
4a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	Yes	
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b	Yes	
5	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		No
6	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		No
7	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions	17		No
8	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18		No
9	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>	19		No
0a	Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	Yes	

Form 990 (2021) Page **4**

1 011111	550 (2021)			Page 4
Pai	t IV Checklist of Required Schedules (continued)			
			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23		No
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b		No
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26		No
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes " complete Schedule I. Part III.	27		No

5/8/24, 15:16 3 of 29

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28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			,
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>	28a		No
b	A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>	28b		No
С	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	34		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		No
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	
Pa	rt V Statements Regarding Other IRS Filings and Tax Compliance			
	Check if Schedule O contains a response or note to any line in this Part V	•	Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1a 2		res	No
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable . 1b 0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming	4-	V	
	(gambling) winnings to prize winners?	1c	Yes Form 9	90 (2021)
	Page 5			
Form				
	990 (2021)			Page 5
2a	rt V Statements Regarding Other IRS Filings and Tax Compliance (continued)			Page 5
	rt V Statements Regarding Other IRS Filings and Tax Compliance (continued) Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this			Page 5
b	rt V Statements Regarding Other IRS Filings and Tax Compliance (continued) Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this	2b	Yes	Page 5
3а	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	3a	Yes	Page 5
3a b	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	3a 3b	Yes	No
3a b 4a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	3a	Yes	
3a b 4a b	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	3a 3b 4a	Yes	No No
3a b 4a b	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	3a 3b 4a 5a	Yes	No No
3a b 4a b	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	3a 3b 4a 5a 5b	Yes	No No
3a b 4a b 5a b	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	3a 3b 4a 5a	Yes	No No
3a b 4a b 5a b c 6a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	3a 3b 4a 5a 5b 5c 6a	Yes	No No No No
3a b 4a b 5a b c 6a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	3a 3b 4a 5a 5b	Yes	No No No
3a b 4a b 5a b c 6a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	3a 3b 4a 5a 5b 5c 6a	Yes	No No No
3a b 4a b 5a c 6a b	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions. Did the organization have unrelated business gross income of \$1,000 or more during the year? If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? If "Yes," enter the name of the foreign country: See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR). Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? If "Yes," to line 5a or 5b, did the organization file Form 8886-T? Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? Organizations that may receive deductible contributions under section 170(c). Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	3a 3b 4a 5a 5b 5c 6a	Yes	No No No No
3a b 4a b 5a c 6a b	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions. Did the organization have unrelated business gross income of \$1,000 or more during the year? If "Yes," has it filed a Form 990-T for this year?!f "No" to line 3b, provide an explanation in Schedule O At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? If "Yes," enter the name of the foreign country: See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR). Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? If "Yes," to line 5a or 5b, did the organization file Form 8886-T? Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? Organizations that may receive deductible contributions under section 170(c). Did the organization receive a payment in excess of \$75 made partyl as a contribution and partyl for goods and services provided to the payor? If "Yes," did the organization notify the donor of the value of the goods or services provided? Did the organization sell, exchange, or otherwise dispose of tangible personal property for which i	3a 3b 4a 5a 5b 5c 6a 6b 7a 7b	Yes	No No No No No No
3a b 4a b 5a b c 6a b	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	3a 3b 4a 5a 5b 5c 6a 6b	Yes	No No No No
3a b 4a b 5a b c 6a b c d	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	3a 3b 4a 5a 5b 5c 6a 6b 7a 7b	Yes	No No No No No No

	Did the organization, during the year, pay premiums, directly or maneetry, on a personal benefit			_ ··		110
g	If the organization received a contribution of qualified intellectual property, did the organization	orm 8899 as required?				
				7g		No
n	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the or	ganıza 	tion file a Form 1098-C?	7h		No
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund main		, ,	8		
9	organization have excess business holdings at any time during the year?		•			
	Did the sponsoring organization make any taxable distributions under section 4966?			9a		
a	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person			9b		
b 10			90			
10	Section 501(c)(7) organizations. Enter:					
a	Initiation fees and capital contributions included on Part VIII, line 12	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	Section 501(c)(12) organizations. Enter:	۱	1			
a	Gross income from members or shareholders	11a				
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b				
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of	Form	1041?	12a		
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.					
~	Tries, effect the unbulk of tax exemperate escrete of accraca during the year.	12b				
13	Section 501(c)(29) qualified nonprofit health insurance issuers.					
а	Is the organization licensed to issue qualified health plans in more than one state?			13a		
	Note. See the instructions for additional information the organization must report on Schedule	Ο.	•			
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b				
c	Enter the amount of reserves on hand	13c		1		
14a	Did the organization receive any payments for indoor tanning services during the tax year? .			14a		No
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedu	ule O		14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in repayment(s) during the year?	muner	ation or excess parachute	15		No
16	If "Yes," see the instructions and file Form 4720, Schedule N. Is the organization an educational institution subject to the section 4968 excise tax on net inves	tment	income?	16		No
17	If "Yes," complete Form 4720, Schedule O. Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage.	ago in a	appy activities that would			
17	result in the imposition of an excise tax under section 4951, 4952, or 4953?	age III a	iny activities that would	17		
	If "Yes," complete Form 6069.				Form (00 (2021
					FOITH	90 (2021
	Daga 6					
F-	Page 6					
⊦orm	990 (2021)					Page 6
		o below,	and for a "No" response to l	lines 80	a, 8b, or	
	990 (2021) rt VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, describe the circumstances, processes, or changes in Schedule O. See instructions.		,	lines 80	_	
Par	990 (2021) rt VI		,	lines 80	a, 8b, or	
Par	990 (2021) rt VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, describe the circumstances, processes, or changes in Schedule O. See instructions.		,	lines 80	<u> </u>	10b
Par Se	990 (2021) rt VI	•	,	lines 80	_	
Par Se	990 (2021) rt VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI		,	ines 80	<u> </u>	10b
Par Se	990 (2021) rt VI	•	,	ines 80	<u> </u>	10b
Par Se	990 (2021) rt VI	•	,	ines 86	<u> </u>	10b
Sec 1a	990 (2021) rt VI	•	,	ines 80	<u> </u>	10b
Sec 1a	990 (2021) rt VI	1a 1b onship		ines 86	<u> </u>	10b
Sec 1a	990 (2021) rt VI	1a 1b onship .	7 with any other officer,	, ,	<u> </u>	No No
Sec 1a b	990 (2021) rt VI	1a 1b onship ander the	7 with any other officer, e direct supervision of	2	<u> </u>	No No
Sec 1a b	990 (2021) rt VI	1b onship . nder the	7 with any other officer, e direct supervision of	2 3	Yes	No No
Par Sec 1a b 2 3 4	990 (2021) rt VI	1b onship . nder the	7 with any other officer, e direct supervision of	2 3 4	Yes	No No
Parr See 1a b b 2 3 4 5 6	p90 (2021) rt VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7th below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI ction A. Governing Body and Management Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O. Enter the number of voting members included in line 1a, above, who are independent Did any officer, director, trustee, or key employee have a family relationship or a business relation director, trustee, or key employee?	1b onship onder the	with any other officer, e direct supervision of 00 was filed? . ets?	2 3 4 5	Yes	No No
Parr See 1a b b 2 3 4 5 6	p90 (2021) rt VI	1a 1b Donship Inder the second sec	with any other officer, e direct supervision of owas filed? ets?	2 3 4 5	Yes	No No
Paris Sec. 1a b 2 3 4 5 6 7a	provided in the process of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O. Enter the number of voting members included in line 1a, above, who are independent. Did any officer, director, trustee, or key employee have a family relationship or a business relation director, trustee, or key employees to a management company or other person? Did the organization delegate control over management duties customarily performed by or un officers, directors or trustees, or key employees to a management company or other person? Did the organization become aware during the year of a significant diversion of the organization Did the organization have members or stockholders? Did the organization have members, stockholders, or other persons who had the power to elect members of the governing body?	1b Onship Onship Orm 99 Ors asso t or ap ers, sto	with any other officer, e direct supervision of owas filed? tets? cooint one or more cockholders, or persons	2 3 4 5 6	Yes Yes Yes	No No
Paris Sec. 1a b 2 3 4 5 6 7a	P90 (2021) It VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7th below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI	1b Onship Onship Orm 99 Ors asso t or ap ers, sto	with any other officer, e direct supervision of owas filed? ets?	2 3 4 5 6	Yes Yes Yes Yes	No No
Sec. 1a b 2 3 4 5 6 7a b	P90 (2021) Tr VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7th below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI	1b Onship Onship Orm 99 Ors asso t or ap ers, sto	with any other officer, e direct supervision of owas filed? ets?	2 3 4 5 6	Yes Yes Yes Yes	No No
Sec. 1a b 2 3 4 5 6 7a b 8	P90 (2021) In time of the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI	1b onship . form 99 n's asso . t or ap . ers, sto . ttaken o	with any other officer, e direct supervision of on was filed? . ets?	2 3 4 5 6 7a 7b	Yes Yes Yes Yes Yes Yes	No No
Sec. 1a b 2 3 4 5 6 7a b 8 a a	rt VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7th below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI	1b onship der the form 95 n's asso t or app ers, sto	with any other officer, e direct supervision of on was filed? . ets?	2 3 4 5 6 7a 7b	Yes Yes Yes Yes Yes Yes	No No
See 1a b 2 3 4 5 6 7a b 8 a b b	rt VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI	1b onship . form 99 n's asso . t or ap . ers, sto . taken o	with any other officer, e direct supervision of on was filed? . ets?	2 3 4 5 6 7a 7b	Yes Yes Yes Yes Yes Yes	No No
Sec. 1a b 2 3 4 5 6 7a b 8 a b 9	rt VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7th below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI	1b onship . form 99 n's asso . t or ap . ers, sto . taken o	with any other officer, e direct supervision of ou was filed?	2 3 4 5 6 7a 7b	Yes Yes Yes Yes Yes Yes	No No No

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	Did the organization have local chapters, bra If "Yes," did the organization have written po branches to ensure their operations are cons	licies and proced	lures gov	erning tl	ne activitie	s of s		es, and	10a 10b		No
11a	Has the organization provided a complete co	py of this Form 9	990 to all	member	s of its gov	ernin		the form?	11a	Yes	
b	Describe on Schedule O the process, if any, u										
	Did the organization have a written conflict o								12a	Yes	
b	Were officers, directors, or trustees, and key				-		-	to conflicts?	12b	Yes	
С	Did the organization regularly and consistent how this was done	tly monitor and e	enforce co	ompliand	e with the	policy		n Schedule O	12c	Yes	
13	Did the organization have a written whistlebl								13	Yes	
14	Did the organization have a written documer	nt retention and	destructio	on policy	?				14	Yes	
15	Did the process for determining compensation comparability data, and contemporaneous su						pproval by independ	lent persons,			
	The organization's CEO, Executive Director, or								15a	Yes	
b	Other officers or key employees of the organ	ization		• •		•		•	15b		No
	If "Yes" to line 15a or 15b, describe the proce										
	Did the organization invest in, contribute ass during the year?							•	16a		No
b	If "Yes," did the organization follow a written venture arrangements under applicable fede respect to such arrangements?	ral tax law, and t	ake steps	s to safe	guard the o			-	16b		
Ser	ction C. Disclosure								. 55	<u>I</u>	<u> </u>
	List the states with which a copy of this Form	990 is required t	to be filed	I							
18	Section 6104 requires an organization to mal	·			<u>CA</u> f applicabl	e), 99	0, and 990-T (section	1 501(c)(3)s			
	only) available for public inspection. Indicate Own website Another's website	how you made t	hese ava	ilable. Ch		t app	ly.				
19	Describe in Schedule O whether (and if so, ho financial statements available to the public d	ow) the organizat	tion mad	_			·	st policy, and			
20	State the name, address, and telephone num Rosanna Yuen 117 21c Orinda Way Oring	ber of the perso	n who po 7) 206-39		the organi	zatior	n's books and record	s:		Form 9	90 (2021)
	State the name, address, and telephone num	ber of the perso	n who po 7) 206-39	147	the organi	zatior	n's books and record	5:		Form 9	90 (2021) Page 7
orm	State the name, address, and telephone num Rosanna Yuen 117 21c Orinda Way Orind 990 (2021) t VII Compensation of Officers, Directions	iber of the perso da, CA 94563 (61	n who po 7) 206-39	Page 7						Form 9	
orm	State the name, address, and telephone num Rosanna Yuen 117 21c Orinda Way Oring 990 (2021) t VII Compensation of Officers, Direction Independent Contractors	ber of the perso da, CA 94563 (61	s, Key E	Page 7	es, High	est C	ompensated Em _l	ployees, and		Form 9	
orm Part	State the name, address, and telephone num Rosanna Yuen 117 21c Orinda Way Orind 990 (2021) t VII Compensation of Officers, Directindependent Contractors Check if Schedule O contains a respondent A. Officers, Directors, Trustees, K	ctors,Trustee	s, Key E	Page 7 mploye this Part	es, Higho	est C	ompensated Emp	oloyees, and		. 🗆	
Section Section 1 Section	Programme State the name, address, and telephone numerous Rosanna Yuen 117 21c Orinda Way Orinda Rosanna Ros	ctors,Trustee: see or note to are sel isted. Report of ire for compensations, if any. See t pensated emplorem W-2, Form 10	s, Key E y line in the compensation was the instru	Page 7 mploye this Part ighest (ir individ paid. ctions for er than a and/or i	es, Higher VII		ompensated Employees Ir ending with or with tions), regardless of key employee." or, trustee or key employe. The trustee or key employee.	oloyees, and hin the organiz amount ployee) an \$100,000 fro	ation's t	. 🗆	
Sec a Con Lif con Livho ru	990 (2021) t VII Compensation of Officers, Direction A. Officers, Directors, Trustees, Kamplete this table for all persons required to be clist all of the organization's current officers, direction. Enter -0- in columns (D), (E), and (Fist all of the organization's current key employing ist the organization's five current highest compectived reportable compensation (box 5 of Formization and any related organizations.	ectors,Trustees ase or note to are set Employees elisted. Report of irectors, trustees for in compensation of any. See to pensated employers of employees, or how the property of the compensation of the pensated employees, or how the pensated e	s, Key E ny line in a, and Hi ompensa s (whethe ation was the instru yees (oth	Page 7 mploye this Part ighest (ir individ paid. ctions for er than a and/or I	es, Higher VII		ompensated Employees Ir ending with or with tions), regardless of key employee." or, trustee or key employe. The trustee or key employee.	oloyees, and hin the organiz amount ployee) an \$100,000 fro	ation's t	. 🗆	
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President	0.00	Х	Х		0	0	0
(3) Regina Nkemchor Adejo	3.00						
Vice President	0.00	Х	Х		0	0	0
(4) Thibault Martin	3.00						
Board Chair		Х	Χ		0	0	0
(5) Philip Chimento	3.00						
		Х	Χ		0	0	0
Secretary	0.00						
(6) Shaun McCance	3.00	Х	Х		0	0	0
Treasurer	0.00	Α	^				· ·
(7) Chun Wah Sammy Fung	3.00						
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(8) Ekaterina Gerasimova	3.00						
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(9) Martin Abente	3.00	Х			0	0	0
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(10) Felipe Borges	3.00						
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(11) Jeremy Allison	3.00						
Director		Х			0	0	0
Z. Color	0.00						
							Form 990 (2021)

Form **990** (2021)

— Page 8

Form 990 (2021) Page **8**

(A)	(B)			(C)				(D)	(E)	(F)
Name and title	Average hours per week (list any hours for	Position (do not check more than one box, unless person is						Reportable compensation from the organization	Reportable compensation from related organizations	Estimated amount of other compensation from the
	related organizations below dotted line)	Individual trustee or director	Institutional Trustee	_			Former	(W-2/1099- MISC/1099-NEC)	(W-2/1099- MISC/1099-NEC)	organization and related organizations

362,016

Business Code

h Total. Add lines 1a-1f .

9		1 1	1	1	1
- ken					
æ -		_			
ice					
Program Service Revenue		-			
<u> </u>		_			<u> </u>
ibo.					
1		-			
f All other program se	ervice revenue.				
g Total. Add lines 2a-		0			
3 Investment income (in similar amounts) .		rest, and other	307		307
4 Income from investme		proceeds	0		
= D 1::		<u></u>	0		
Ī	(i) Real	(ii) Personal			
6a Gross rents	6a				
b Less: rental		+			
expenses	6b				
c Rental income or (loss)	6c				
	or (loss)		0		
	(i) Securities	(ii) Other			
7a Gross amount	7-				
from sales of assets other than	7a				
inventory					
b Less: cost or other basis and sales	7b				
expenses					
c Gain or (loss)	7c				•
d Net gain or (loss) .			0		<u> </u>
Gross income from fund including \$	draising events (not of				
including \$ contributions reported See Part IV, line 18 b Less: direct expense					
See Part IV, line 18		_			
	from fundraising event		0		1
c Net income or (loss)	from fundraising eveni	S	0		
O ு Gross income from ga	aming activities.				
See Part IV, line 19	9a				
b Less: direct expense	<u> </u>				•
c Net income or (loss)	from gaming activities	<u> </u>	0		<u>. </u>
10a Gross sales of inven	tory, less				
returns and allowan	ces 10a	3,902			
b Less: cost of goods s	sold 10b	2,845			•
	from sales of inventory		1,057		1,057
-	ous Revenue	Business Code			l
11a					
. —		ļ			
b					
		ļ			
С					
		<u> </u>			
d All other revenue .		1			
e Total. Add lines 11a	–11d	•	0		
12 Total revenue. See	instructions		363,380		1,364
					Form 990 (2021)
		P	age 10 —————		

Form 990 (2021) Page **10**

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

	The cried in Schedule O Contains a response of flote to any inf	ie iii tilis Fait IX		• • •		. •
	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Managem general ex	ent and	(D) Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	6,500	6,500			
2	Grants and other assistance to domestic individuals. See Part IV, line 22	21,000	21,000			
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	0				
4	Benefits paid to or for members	10,946	10,946			
5	Compensation of current officers, directors, trustees, and key employees	105,700	54,019		35,191	16,490
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0				
7	Other salaries and wages	208,810	117,454		64,077	27,279
	Pension plan accruals and contributions (include section 401(k)	0	, -			, -
Ū	and 403(b) employer contributions)					
9	Other employee benefits	27,473	5,671		21,802	
10	Payroll taxes	16,198	9,111		4,971	2,116
11	Fees for services (non-employees):					
a	Management	0				
b	D Legal	1,583	1,363		220	
c	Accounting	12,240			12,240	
	J Lobbying	0				
	Professional fundraising services. See Part IV, line 17	0				
	Investment management fees	0				
	g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	147,845	147,845			
12	Advertising and promotion	2,785	2,275		510	
13	Office expenses	10,933	6,523		3,425	985
14	Information technology	34,108	33,806		302	
	Royalties	0				
	Occupancy	0				
	Travel	28,134	27,914		220	
	Payments of travel or entertainment expenses for any federal, state, or local public officials .	0				
19	Conferences, conventions, and meetings	35,250	34,254		996	
	Interest	0				
	Payments to affiliates	0				
	Depreciation, depletion, and amortization	6,926			6,926	
	Insurance	1,043			1,043	
24	Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)					
	a					
	b					
	c .					
	d					
	e All other expenses	0				
	Total functional expenses. Add lines 1 through 24e Joint costs. Complete this line only if the organization reported in	677,474	478,681		151,923	46,870
	column (B) joint costs from a combined educational campaign and fundraising solicitation.Check here					
	98-2 (ASC 958-720).					Form 990 (2021)
		— Page 11 ———				
	n 990 (2021)					Page 11
Ρ	art X Balance Sheet Check if Schedule O contains a response or note to any line	in this Part IX				. 🗆
	The second of th		(A)			(B)
	T. Code and internal 1		Beginning of		1	End of year
	1 Cash-non-interest-bearing				1	88,928
	2 Savings and temporary cash investments		1	.149.704	2	765.011

	1	p,			* · · · ·				
	3	Pledges and grants receivable, net				3			0
	4	Accounts receivable, net			76,433	4			42,000
	5	Loans and other receivables from any current or fo	rmer of	fficer, director, trustee, kev					
		employee, creator or founder, substantial contribut	tor, or 3	5% controlled entity or		5			0
	_	family member of any of these persons	. •						
	6	Loans and other receivables from other disqualified section 4958(f)(1)), and persons described in sectio				6			0
	_			C/(3/(b)					0
Assets	7	Notes and loans receivable, net				7			0
se	8	Inventories for sale or use				8			0
As	9	Prepaid expenses and deferred charges				9			22
	10a	Land, buildings, and equipment: cost or other	10-	20.270					
		basis. Complete Part VI of Schedule D	10a	38,370					
	b	Less: accumulated depreciation	10b	25,224	20,072	10c			13,146
	11	Investments—publicly traded securities .				11			0
	12	Investments—other securities. See Part IV, line 11				12			0
	13	Investments—program-related. See Part IV, line 11	١			13			0
	14	Intangible assets				14	-	-	0
	15	Other assets. See Part IV, line 11				15			0
	16	Total assets. Add lines 1 through 15 (must equal li			1,316,598				909,107
									303,107
	17	Accounts payable and accrued expenses		•	5,522	17			
	18	Grants payable				18			
	19	Deferred revenue	•			19			
	20	Tax-exempt bond liabilities	•			20			
S	21	Escrow or custodial account liability. Complete Part	IV of S	chedule D		21			
iabilities	22	Loans and other payables to any current or former	officer,	director, trustee, key			i		
-		employee, creator or founder, substantial contribut					i		
m		family member of any of these persons	•			22			
	23	Secured mortgages and notes payable to unrelated	d third p	parties		23			
	24	Unsecured notes and loans payable to unrelated th	ird par	ties		24	1		
	25	Other liabilities (including federal income tax, paya		25					
		other liabilities not included on lines 17 - 24). Comp			i				
	26	Total liabilities Add lines 17 through 25			5,522	26			0
10	20	Total liabilities. Add lines 17 through 25			3,322	20			
ce		Organizations that follow FASB ASC 958, check h	ere 🕨	and complete lines					
an	27	27, 28, 32, and 33.			1,127,819	27			000 107
Fund Balances		Net assets without donor restrictions			, ,				909,107
P	28	Net assets with donor restrictions			183,257	28			
E		Organizations that do not follow FASB ASC 958, o	heck h	ere 🕨 🔲 and					
		complete lines 29 through 33. Capital stock or trust principal, or current funds .		_					
10 S	29	Capital stock or trust principal, or current funds .	•			29			
Net Assets	30	Paid-in or capital surplus, or land, building or equip	ment f	und		30			
SS	31	Retained earnings, endowment, accumulated incor	ne, or c	ther funds		31			
t A	32	Total net assets or fund balances			1,311,076	32			909,107
Ne	33	Total liabilities and net assets/fund balances .			1,316,598	33	-	-	909,107
00000					_,				90 (2021)
									20 (202.)
				— Page 12 ———					
				9					
Form	n 990 (2021)							Page 12
Pa	art XI	Reconcilliation of Net Assets							
		Check if Schedule O contains a response or note	to any	line in this Part XI				✓	
		·							
1	Tota	l revenue (must equal Part VIII, column (A), line 12)				1			363,380
2	Tota	l expenses (must equal Part IX, column (A), line 25)				2			677,474
3		enue less expenses. Subtract line 2 from line 1 .				3		-	-314,094
4		assets or fund balances at beginning of year (must e				4	†	-	1,311,076
5		unrealized gains (losses) on investments	•		•	5	+		.,5,676
		-				6	+		
6		ated services and use of facilities				-	 		
7		estment expenses				7	+		
8		r period adjustments				8	<u> </u>		-87,875
9		er changes in net assets or fund balances (explain in				9	 		
10		assets or fund balances at end of year. Combine line	s 3 thro	ough 9 (must equal Part X, lir	ne 32, column (B))	10	<u> </u>		909,107
Pa	art XII	Financial Statements and Reporting							
		Check if Schedule O contains a response or note	e to any	line in this Part XII	<u></u> .	<u>.</u>	<u> </u>		
								Yes	No
	A	continue and the description of the France COO.		Cook Assumed D	Oth - :-				

An organization organized and operated exclusively to test for public safety. See section 509(a)(4).

related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/2% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).**

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

Section C. Computation of Public Support Percentage

Schedule A (Form 990) 2021

10a

15 of 29 5/8/24, 15:16

Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type

II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below.

Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the

10a

organization had excess business holdings).

	Page 5 ————			
Sche	dule A (Form 990) 2021			Page 5
	ort IV Supporting Organizations (continued)			raye.
			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
а	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?			
		11a		
b c	A family member of a person described on 11a above? A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to 11a, 11b, or 11c, provide detail in Part VI</i> .	11b 11c		
		110		
50	ection B. Type I Supporting Organizations		Yes	No
1	Did the officers, directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.		103	140
		1		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.	2		
Se	ection C. Type II Supporting Organizations		l	T
	When a strict of the complete state of the street of the s		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).	1		
Se	ection D. All Type III Supporting Organizations			
			Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of			
	notification, to the extent not previously provided?	1		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).	2		
3	By reason of the relationship described in line 2 above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If	3		
_	"Yes," describe in Part VI the role the organization's supported organizations played in this regard.			
1	ection E. Type III Functionally-Integrated Supporting Organizations Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):			
	The organization satisfied the Activities Test. Complete line 2 below.			
	 The organization is the parent of each of its supported organizations. Complete line 3 below. The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instruction). 	ons)		
		,		
2	Activities Test. Answer lines 2a and 2b below.		Yes	No
	a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and			
	how the organization determined that these activities constituted substantially all of its activities.	2a		
	b Did the activities described on line 2a, above constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.			
	F Supported organization, round have engaged in these detrines but for the organizations involvement	2b		
3	Parent of Supported Organizations. Answer lines 3a and 3b below. a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the	3a		
	supported organizations? <i>If "Yes" or "No", provide details in Part VI. b Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI. the role played by the organization in this regard.</i></i>	3b		
	Schedu		orm 99) 202
	Sancaa			,
	Page 6 ————			
Sche	dule A (Form 990) 2021			Page
	art V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations			
1	Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI). See instr	uction	s. All of	ther
_	Type III non-functionally integrated supporting organizations must complete Sections A through E.			

C	Foundation	T T11	Tilina an Nia		
(+name	FOUNDATION	Inc = FIIII	F111100- N/	annralit Ex	niorer -
OHOHIC	I Oulidation	IIIC I UII	TIME IN		DIUICI

	Section A - Adjusted Net Income		(A) PITOT TEAT	
	(B) Current Year			-
1	(optional)	1	1	
	Net short-term capital gain			-
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		-
4	Add lines 1 through 3	4	I	
	, ad mes i anodyns			-
5	Depreciation and depletion	5		_
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		-
7	Other expenses (see instructions)	7	1	
				-
8	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8		-
	Section B - Minimum Asset Amount		(A) Prior Year	
			(13) 11101 1601	_
	(B) Current Year (optional)			
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	1		_
а	Average monthly value of securities	1a		_
<u>.</u>		يم ا	I	
D	Average monthly cash balances	1b		-
C	Fair market value of other non-exempt-use assets	1c		
				-
d	Total (add lines 1a, 1b, and 1c)	1d		-
e	Discount claimed for blockage or other factors (explain in detail in Part VI):			-
			T	
2	Acquisition indebtedness applicable to non-exempt use assets	2		-
3	Subtract line 2 from line 1d	3		
				-
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4		_
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		_
6	Multiply line 5 by 0.035	6		-
7	Recoveries of prior-year distributions	7	I	
		1		-
8	Minimum Asset Amount (add line 7 to line 6)	8		-
	Section C. Dictributable Amount		<u> </u>	
[Section C - Distributable Amount Current Year		L	-
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	<u> </u>	_
		ì	i	=
2	Enter 85% of line 1	2		-
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
			l	-
		i	Ī	

+ Litter greater or line 2 or line 3		*		_
5 Income tax imposed in prior year		5		_
Income tax imposed in prior year				_
6 Distributable Amount. Subtract line 5 from line 4, unle reduction (see instructions)	ess subject to emergency temporar	y 6		_
7 Check here if the current year is the organization	's first as a non-functionally-integra	ated Type III supporting	g organizatio	on (see instructions)
				Schedule A (Form 990) 2021
	Page 7			
	J			
Schedule A (Form 990) 2021				Page 7
Part V Type III Non-Functionally Integrated 50 Section D - Distributions	9(a)(3) Supporting Organizat	ions (c	ontinued)	Current Year
1 Amounts paid to supported organizations to accomplish	exempt purposes		1	
2 Amounts paid to perform activity that directly furthers ex excess of income from activity	empt purposes of supported organ	nizations, in	2	
3 Administrative expenses paid to accomplish exempt purp	oses of supported organizations		3	
4 Amounts paid to acquire exempt-use assets			4	
5 Qualified set-aside amounts (prior IRS approval required - p	orovide details in Part VI)		5	
6 Other distributions (describe in Part VI). See instructions			6	
7 Total annual distributions. Add lines 1 through 6.			7	
8 Distributions to attentive supported organizations to white details in Part VI). See instructions	ch the organization is responsive (p	provide	8	
9 Distributable amount for 2021 from Section C, line 6			9	
10 Line 8 amount divided by Line 9 amount			10	
Section E - Distribution Allocations (see instruction	S) (i) Excess Distributions	(ii) Underdistributi Pre-2021	ons	(iii) Distributable Amount for 2021
1 Distributable amount for 2021 from Section C, line 6				
2 Underdistributions, if any, for years prior to 2021 (reasonable cause required <i>explain in Part VI</i>). See instructions.				
3 Excess distributions carryover, if any, to 2021:				
a From 2016 b From 2017				
b From 2017				
d From 2019				
e From 2020				
f Total of lines 3a through e g Applied to underdistributions of prior years				
h Applied to 2021 distributable amount				
i Carryover from 2016 not applied (see				
instructions)				
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.4 Distributions for 2021 from Section D, line 7:				
\$ a Applied to underdistributions of prior years				
b Applied to 2021 distributable amount				
c Remainder. Subtract lines 4a and 4b from line 4.				
5 Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, <i>explain in Part VI</i> . See instructions.				
6 Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, <i>explain in Part VI</i> . See instructions.				
7 Excess distributions carryover to 2022. Add lines 3j and 4c.				
8 Breakdown of line 7:				
a Evrace from 2017	ı			
	9349301865 - Submission: 20	23-08-09		TIN: 04-357261
Schedule B Sc	chedule of Contribu	utors		OMB No. 1545-0047

(Form 990) Department of the Treasury Department of the Treasury Go to www.irs.gov/Form990 for the latest information.							
Internal Revenue Service Name of the organization GNOME Foundation Inc		Employer ide	entification number				
		04-3572618					
Organization type (c	heck one):						
Filers of:	Section:						
Form 990 or 990-EZ	501(c)() (enter number) organization						
4947(a)(1) nonexempt charitable trust not treated as a private foundation							
	527 political organization						
Form 990-PF	501(c)(3) exempt private foundation						
	4947(a)(1) nonexempt charitable trust treated as a pri	ivate foundation					
	501(c)(3) taxable private foundation						
	ation is covered by the General Rule or a Special Rule . 601(c)(7), (8), or (10) organization can check boxes for both the Ge	neral Rule and a Specia	al Rule. See				
General Rule							
(in money or	ization filing Form 990, 990-EZ, or 990-PF that received, during th other property) from any one contributor. Complete Parts I and I total contributions.	-	_				
Special Rules							
regulations under sections that received f	ation described in section 501(c)(3) filing Form 990 or 990-EZ that 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 rom any one contributor, during the year, total contributions of the Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete F	0 or 990-EZ), Part II, lin he greater of (1) \$5,000	e 13, 16a, or 16b, and				
contributor, during the yea	ation described in section 501(c)(7), (8), or (10) filing Form 990 or r, total contributions of more than \$1,000 <i>exclusively</i> for religious rrposes, or for the prevention of cruelty to children or animals. Co	s, charitable, scientific, l	literary, or				
For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions <i>exclusively</i> for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an <i>exclusively</i> religious, charitable, etc., purpose. Don't complete any of the parts unless the General Rule applies to this organization because it received <i>nonexclusively</i> religious, charitable, etc., contributions totaling \$5,000 or more during the year							
990-EZ, or 990-PF), bu	tion that isn't covered by the General Rule and/or the Special Rult it must answer "No" on Part IV, line 2, of its Form 990; or check Part I, line 2, to certify that it doesn't meet the filing requirements	the box on line H of its	Form 990-EZ				

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

Cat. No. 30613X

Schedule B (Form 990) (2021)

hedule B (Form	n 990) (2021)	Pag	e 2
Name of organization Employer identification number of organization GNOME Foundation Inc 04-3572618			
Part I	Contributors		
ntributor <u>s</u>	(see instructions). Use duplicate copies of Part I if additional space is		(D)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
ESTRICTED			Person
			Payroll
		* RESTRICTED	Noncash
	,		(Complete Part II for noncash
(a)	(b)	(c)	contributions.) (d)
No.	Name, address, and ZIP + 4	Total contributions	Type of contribution
			Person
			Payroll
		\$	Noncash
			(Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
			Person
			Payroll
		\$	Noncash
			(Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
			Person
			Payroll
		\$	Noncash
			(Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1101	21111115) MARIE 500) MINE 212 2	101111 001111 20 111111	Person
			Payroll
		\$_	Noncash
			(Complete Part II for noncash contributions.)
(a)	(b)	(c)	(d)
No.	Name, address, and ZIP + 4	Total contributions	Type of contribution
			Person
			Payroll
			Noncash
			(Complete Part II for noncash contributions.)

Schedule B	(Form 990) (2021)			Page :
Name of orga			Employer identification i	number
GNOME Four	idation Inc		04-3572618	
Part II	Noncash Property (see instructions). Use duplicate copies of	Part II if additional space is needed.	<u> </u>	
(a) No. from Part I	Description of noncash property given		(d) Date received	
-			\$	
(a) No. from Part I	(b) Description of noncash prope	rty given	(c) FMV (or estimate) (See instructions)	(d) Date received
-			\$	
(a) No. from Part I	(b) Description of noncash prope	rty given	(c) FMV (or estimate) (See instructions)	(d) Date received
-				
(a) No. from Part I	(b) Description of noncash prope	rty given	(c) FMV (or estimate) (See instructions)	(d) Date received
-	<u> </u>			
(a) No. from Part I	(b) Description of noncash prope	rty given	(c) FMV (or estimate) (See instructions)	(d) Date received
-			\$	
(a) No. from Part I	(b) Description of noncash prope	rty given	(c) FMV (or estimate) (See instructions)	(d) Date received
-			\$	
				Schedule B (Form 990) (2021
ofilo Dublic	Visual Render	: Submission: 2022 09 00	<u> </u>	TIN: 04-3572618
		7 - 3ubiiii33i0ii. 2023-06-0:		OMB No. 1545-0047
SCHEDUL (Form 990)	Supplemental	Financial State	ments	2021
Department o	Part IV, line 6, 7, 8, 9, 10, 1 f the Part IV, line 6, 7, 8, 9, 10, 1 Att Go to www.irs.gov/Form990 f	zation answered "Yes," on Fo 1a, 11b, 11c, 11d, 11e, 11f, 12 ach to Form 990. or instructions and the lates	a, or 12b.	2021 Open to Public Inspection
Internal Reve Service	nue			-
Name of the	e organization		Employer identifi	cation number
	action inc		04-3572618	
Part I	Organizations Maintaining Donor Advised Funds		or Accounts.	
	Complete if the organization answered "Yes" on For	(a) Donor advised funds	(b) Funds an	d other accounts
1 Total nu	mber at end of year			
2 Aggrega	te value of contributions to (during year)			
	ate value of grants from (during year)			
	ite value at end of year	ng that the assets held in donc	or advised funds are the	
6 Did the	eation's property, subject to the organization's exclusive legal	ors in writing that grant funds	can be used only for charitable	Yes No
	es and not for the benefit of the donor or donor advisor, or		ing impermissible private benefi	Yes No

Part II Conservation Easements.

	Complete if the organization answered "Yes" on Form 990, Par	rt IV, IIN	e /.		
1	Purpose(s) of conservation easements held by the organization (check all that a	apply).			
	Preservation of land for public use (e.g., recreation or education)		Preservation	of an histori	cally important land area
	Protection of natural habitat		Preservation	of a certified	l historic structure
	Preservation of open space				
2	Complete lines 2a through 2d if the organization held a qualified conservation	contribu	tion in the form	m of a conse	ovation easement on the
2	last day of the tax year.	COTILIBL	don in the fort	ii oi a consei	Held at the End of the Year
а	Total number of conservation easements			2a	
b	Total acreage restricted by conservation easements			2b	
c	Number of conservation easements on a certified historic structure included in	(a)		2c	
d	Number of conservation easements included in (c) acquired after 7/25/06, and listed in the National Register	not on a	historic structi	ure 2d	
3	Number of conservation easements modified, transferred, released, extinguish tax year	ned, or t	erminated by tl	he organizati	ion during the
4	Number of states where property subject to conservation easement is located	>			
5	Does the organization have a written policy regarding the periodic monitoring, enforcement of the conservation easements it holds?		on, handling o	f violations,	and Yes No
6	Staff and volunteer hours devoted to monitoring, inspecting, handling of violat	tions, an	d enforcing co	nservation ea	asements during the year
7	Amount of expenses incurred in monitoring, inspecting, handling of violations, \$ \begin{align*} \text{*} \\ \text	, and eni	orcing conserv	ation easem	ents during the year
8	Does each conservation easement reported on line 2(d) above satisfy the requi		of section 170	(h)(4)(B)(i) an	nd section
	170(h)(4)(B)(ii)?				Yes No
9	In Part XIII, describe how the organization reports conservation easements in i balance sheet, and include, if applicable, the text of the footnote to the organization's accounting for conservation easements.				
Par	t III Organizations Maintaining Collections of Art, Historical Tre			imilar Asse	ets.
1-	Complete if the organization answered "Yes" on Form 990, Par If the organization elected, as permitted under FASB ASC 958, not to report in i			and halance s	theet works of art, historical
1a	treasures, or other similar assets held for public exhibition, education, or resea the footnote to its financial statements that describes these items.				
b	If the organization elected, as permitted under FASB ASC 958, to report in its retreasures, or other similar assets held for public exhibition, education, or researched to the contract of th				
,	relating to these items:			.	
) Revenue included on Form 990, Part VIII, line 1				
(ii) Assets included in Form 990, Part X			🕨 \$	
2	If the organization received or held works of art, historical treasures, or other s following amounts required to be reported under FASB ASC 958 relating to these states of the second second report of the second second report of the second			cial gain, prov	vide the
а	Revenue included on Form 990, Part VIII, line 1			►\$	
b	Assets included in Form 990, Part X			▶\$	
	aperwork Reduction Act Notice, see the Instructions for Form 990.			t. No. 52283[Schedule D (Form 990) 202
	Page 2				
	lule D (Form 990) 2021				Page
Par					
3	Using the organization's acquisition, accession, and other records, check any of all that apply):	f the foll	owing that are	a significant	use of its collection items (check
а	4				
b	Public exhibition e		Loan or excha		ns
с	Scholarly research Preservation for future generations		OUICI		
4	Provide a description of the organization's collections and explain how they fur	ther the	organization's	exempt pur	pose in
	Part XIII.		_		· · · · · · · ·
5	During the year, did the organization solicit or receive donations of art, historic assets to be sold to raise funds rather than to be maintained as part of the organization.				Yes No
Par	t IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" on Form 990, Par	rt <u>I</u> V, lin	e 9, or report	ted an amo	unt on Form 990, Part X, line 21.
1a	Is the organization an agent, trustee, custodian or other intermediary for contributed on Form 990, Part X?				Yes No
b	If "Yes," explain the arrangement in Part XIII and complete the following table:		1		Amount
c	Beginning balance			1c	
d	Additions during the year			1d	
				1e	
е	Distributions during the year			16	

f Ending balance				1f				
2a Did the organization include an amount on Forr	n 990, Part X, line 21, fc	or escrow or o	ustodial	account liability? .		Ye	s 🔲	No
b If "Yes," explain the arrangement in Part XIII. Ch	neck here if the explana	ation has beer	n provide	d in Part XIII	. 🗆			
Part V Endowment Funds.								
Complete if the organization answe								
l a Beginning of year balance	(a) Current year	(b) Prior y	ear	(c) Two years back	(d) Three yea	rs back	(e) Four ye	ars back
b Contributions								
c Net investment earnings, gains, and losses								
d Grants or scholarships								
e Other expenditures for facilities and programs								
f Administrative expenses								
Provide the estimated percentage of the current	t vear end balance (line	e 1a. column (a)) held a	is:				
a Board designated or quasi-endowment	- ,	- · g,····	,,					
b Permanent endowment								
c Term endowment								
The percentages on lines 2a, 2b, and 2c should	•							
a Are there endowment funds not in the possession organization by:	on of the organization t	that are held	and adm	inistered for the			Yes	No
(i) Unrelated organizations						3	a(i)	
(ii) Related organizations				•		<u> </u>	a(ii)	<u> </u>
b If "Yes" on 3a(ii), are the related organizations list Describe in Part XIII the intended uses of the organization.	•				•		3b	
Part VI Land, Buildings, and Equipment.								
Complete if the organization answe								
Description of property (a) Cost or ot (investm		t or other basis	(other)	(c) Accumulated d	epreciation	(d) Book valu	e
a Land								
b Buildings c Leasehold improvements								
d Equipment			38,370		25,224			13,146
e Other								
otal. Add lines 1a through 1e. (Column (d) must equal	Form 990, Part X, columi	n (B), line 10(c).)	•				13,146
hedule D (Form 990) 2021		Page 3 —						Page
Part VII Investments - Other Securities. Complete if the organization answer	ered "Yes" on Form ^ç	990. Part IV.	line 11b	See Form 990.	Part X. line 1	2.		
(a) Description of security or	category		(b) Book		(c) Method o	f valuatio		
(including name of secu	rity)		value	Cos	t or end-of-ye	ar marke	t value	
.) Financial derivatives 2) Closely-held equity interests 3)Other		· · · <u> </u>						
)								
3)								
C)								
))								
()								
i)								
1)								
ptal. (Column (b) must equal Form 990, Part X, col. (B) line 12.) Part VIII		۰						
Investments - Program Related. Complete if the organization answered 'Yes' o (a) Description of inv		line 11c. Se		990, Part X, line		Method o	f valuation	
(a) Description of inv	Codificit			(w) DOOK value			ar market	

(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
Total (Column	ın (b) must equal Form 990, Part X, col.(B) line 13.)	•			
Part IX	Other Assets.	-			
	Complete if the organization answered 'Yes' on Form 990,	Part IV, line 11d. S	See Form 990, P	art X, line 15.	
	(a) Description				(b) Book value
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
Total. (Colu	umn (b) must equal Form 990, Part X, col.(B) line 15.)				
Part X	Other Liabilities.				
	Complete if the organization answered 'Yes' on Form 990,		r 11f.See Form 9	990, Part X, line	
1. (1) Federal i	(a) Description of income taxes	liability			(b) Book value
(1) Teacrain	income taxes				
Total (Column	n (b) must equal Form 990, Part X, col.(B) line 25.)			•	
	for uncertain tax positions. In Part XIII, provide the text of the footnot	e to the organization	's financial statem		the organization's
	uncertain tax positions under FIN 48 (ASC 740). Check here if the text				
-				Sch	nedule D (Form 990) 2021
	Pa(ge 4			
Schedule D	(Form 990) 2021				Page 4
Part XI	•		nue per Returr	1.	-
	Complete if the organization answered 'Yes' on Form 990			- 	
	I revenue, gains, and other support per audited financial statements ounts included on line 1 but not on Form 990, Part VIII, line 12:		• •	1	
	unrealized gains (losses) on investments	2a			
	and assistance and transfer of facilities	24			

D Donated Servi				•			L	∠D						
c Recoveries of							_	2c						
d Other (Describ				•				2d						
e Add lines 2a t	_			•					•			2e		
efile Public Visual Re		1 ectId: 20230221	02/020196	2E C 11	hmission: 2	022 NO NO				TIN	N: 04-3572618	3	l	
											o. 1545-0047			
SCHEDULE F (Form 990)		ment of A							S					
	•	Complete if the org			"Yes" to Form 99 to Form 990.	00, Part IV, line	e 14b, 15, or 16.			20	J21			
Department of the		► Go to www.ir	s.gov/Form99	90 for in	structions and t	he latest info	rmation.			Open Inspe	to Public			
Treasury Natural Revenuation							E	mplove	r identi	fication 1				
GNOME Foundation Inc								4-35726						
		n Activities Ou	tside the l	United	d States. Con	nplete if the				"Yes" on	Form 990,			
Part IV, line				1										
1 For grantmakers. other assistance, the to award the grant	ne grantees' eli	gibility for the g	rants or ass	sistanc	e, and the sel	ection criter	ia used				Yes No			
2 For grantmakers. United States.	Describe in Pa	art V the organiza	ation's proc	edure	s for monitor	ing the use o	of its grants a	and oth	er assis	_	_			
3 Activites per Region	. (The following	Part I, line 3 tabl	e can be duj	plicated										
(a) Region		(b) Number of offices in the region	(c) Number employees, a and indeper contractors	agents, ndent	(d) Activities of region (by typ fundraising, pro- investments	e) (such as, gram services,	(e) If activity program se specif service(s)	rvice, de c type of	scribe [for an	al expenditures ad investments the region			
Europe		0	region		recipients loc regio Program servi	on)	Conference,	system	admin		167,897			
Central America & Ca	aribbean	0		0	Program servi	ces	Conference -	GUADE	C		62,434			
3a Sub-total b Total from continuati				4							230,331			
Part I														
c Totals (add lines 3a a For Paperwork Reduction Ad		Instructions for F	orm 990.	4		Cat.	No. 50082W	Sc	hedule F	(Form 990	230,331			
				— Ра	age 2 ———									
Schedule F (Form 990) 202	1													Page 2
Part II Grants and	d Other Assi										ganization ans	wered	"Yes" on Form 990,	
		ved more than							neede Manne		(-) 4		G) December in	(D. M. d. d. d. f.
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region			urpose of grant		ount of grant		cash cash isbursen		(g) Amount of noncash assistance		(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
											*			
											*			
		1												

nternship. Interns have a \$500 USD travel stipend to attend conferences or events. Anyone who faces under-representation, systemic bias, or discrimination in the technology industry of their country is invited to apply.

Schedule I (Form 990) 2021

Return to Form **Additional Data**

> Software ID: 21013475 Software Version: 2021v4.1

efile Public Visual Render

ObjectId: 202302219349301865 - Submission: 2023-08-09

TIN: 04-3572618OMB No. 1545-0047

SCHEDULE O (Form 990)

Department of the

Treasury

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

• Attach to Form 990 or 990-EZ.

Go to <u>www.irs.gov/Form990</u> for the latest information.

2021

Open to Public Inspection

Internal Revenue Service-Name of the organization GNOME Foundation Inc

Employer identification number

04-3572618

Return Reference	Explanation
Form 990, Part VI, Line 4: Description of Significant Changes to Organization Documents	Changed from all Board Directors have to be members of the Foundation to up to 30% of Board Directors can be non-members at the time of their election or appointment, and their nomination must be seconded by 5% or 5 members, whichever is lower.
Form 990, Part VI, Line 7b: Describe Decisions of Governing Body Approval by Members or Shareholders	Members of the Foundation elect the Board of Directors. In addition, changes to the bylaws require a vote from the membership.
Form 990, Part VI, Line 11b: Form 990 Review Process	Form is sent via email to the Board of Directors and Executive Director for review. Advice and guidance on key areas provided to Board of Directors to aid review.
Form 990, Part VI, Line 12c: Explanation of Monitoring and Enforcement of Conflicts	Policy is reviewed annually by the Board of Directors, with a report on conflicts that arose and actions that have been taken to prevent a conflict of interest.
Form 990, Part VI, Line 15a: Compensation Review & Approval Process - CEO, Top Management	The Board of Directors established a Compensation Committee. This committee obtains annual figures to benchmark the salary of the ED and other Key Staff against comparable roles in other similar organizations; no less than annually, agrees the Executive Director's high-level goals with them and their line manager; assesses the ED's performance against these agoals, in line with the Foundation's normal employee processes wherever possible; makes recommendations to the board for the salary of the ED and other Key Staff; and maintains detailed records of what data was used to arrive at these decisions and the people involved. The Board of Directors takes the recommendations to decide on the compensation.
Form 990, Part VI, Line 19: Other Organization Documents Publicly Available	All documents are available onwiki.gnome.org. Financial statements are published publicly in an annual report.
Form 990, Part XI, Line 8 - Prior Period Adjustment	The Organization removed a stale receivable of approximately \$76,413 from its opening balance sheet. In addition, the Organization identified \$11,462 in expenses related to the period ending 9/30/2021 that had not been accrued at year end for accounting purposes.

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990- Cat. No. 51056K

Schedule O (Form 990) 2021

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Additional Data Return to Form

Software ID: 21013475 **Software Version:** 2021v4.1