Form **990** | Department of the Treasury Internal Revenue Service

Return of Organization Exempt From Income Tax

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

OMB No. 1545-0047 | **2025** | **Open to Public Inspection**

A For the 2025 calendar year, or tax year beginning and ending

B Check if applicable: [X] Address change; Name change; Initial return; Final return/terminated; Amended return; Application pending

C Name of organization: AKASHINGA, INC.
Doing business as
Number and street (or P.O. box if mail is not delivered to street address): 29476 NORTHWESTERN HWY — Room/suite: 531
City or town, state or province, country, and ZIP or foreign postal code: SOUTHFIELD, MI 48034-1029

D Employer identification number: 32-0408734
E Telephone number: (540) 316-0019
G Gross receipts $ 4,220,471.

F Name and address of principal officer: DR. STACY CREVELLO
SAME AS C ABOVE

H(a) Is this a group return for subordinates? Yes [X] No
H(b) Are all subordinates included? Yes No
If "No," attach a list. See instructions
H(c) Group exemption number

I Tax-exempt status: [X] 501(c)(3) 501(c) ( ) (insert no.) 4947(a)(1) or 527
J Website: WWW.IAPF.ORG
K Form of organization: [X] Corporation Trust Association Other
L Year of formation: 2013 **M** State of legal domicile: TX

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities: DELIVER ECOLOGICAL STABILITY AND LONG-TERM PROTECTION OF LARGE-SCALE WILDERNESS BY SUPPORTING AND

2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets.

3	Number of voting members of the governing body (Part VI, line 1a)	3	7
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	6
5	Total number of individuals employed in calendar year 2025 (Part V, line 2a)	5	7
6	Total number of volunteers (estimate if necessary)	6	6
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	8,960,180.	4,129,461.
	9	Program service revenue (Part VIII, line 2g)	0.	0.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	187,683.	89,952.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,322.	1,058.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	9,149,185.	4,220,471.
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	7,334,325.	7,163,591.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	870,447.	653,442.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b	Total fundraising expenses (Part IX, column (D), line 25) 566,622.		
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	1,042,777.	1,965,340.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	9,247,549.	9,782,373.
	19	Revenue less expenses. Subtract line 18 from line 12	-98,364.	-5,561,902.
			Beginning of Current Year	**End of Year**
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	9,917,367.	4,327,413.
	21	Total liabilities (Part X, line 26)	89,611.	28,980.
	22	Net assets or fund balances. Subtract line 21 from line 20	9,827,756.	4,298,433.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here
Signature of officer — Date
DR. STACY CREVELLO, CHIEF EXECUTIVE OFFICER
Type or print name and title

Paid Preparer Use Only

Preparer's name	Preparer's signature	Date	Check if self-employed	PTIN
ARMEN GRIGORIAN				P01582463

Firm's name: QUIGLEY & MIRON — Firm's EIN: 32-0530003
Firm's address: 3580 WILSHIRE BLVD., STE 1755
LOS ANGELES, CA 90010 — Phone no. (213) 639-3550

May the IRS discuss this return with the preparer shown above? See instructions Yes No

SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION

Part III | Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III .... [X]

1 Briefly describe the organization's mission:
DELIVER ECOLOGICAL STABILITY AND LONG-TERM PROTECTION OF LARGE-SCALE WILDERNESS BY SUPPORTING AND EMPOWERING LOCAL COMMUNITIES.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? .... [ ] Yes [X] No
If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? .... [ ] Yes [X] No
If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses $ 7,553,528. including grants of $ 6,894,921.) (Revenue $)
AKASHINGA DELIVERS RESILIENT NATURE CONSERVATION PROGRAMMES OF GLOBAL SIGNIFICANCE THROUGH COMMUNITY-DRIVEN PARTNERSHIPS. OUR MISSION IS GROUNDED IN A PRINCIPLE AS SIMPLE AS IT IS CONSEQUENTIAL: WHEN COMMUNITIES, AND SPECIFICALLY WOMEN IN LOCAL COMMUNITIES, ARE GIVEN GENUINE AUTHORITY OVER THE ECOSYSTEMS THEY DEPEND ON, THEY PROTECT THEM. NOT BECAUSE THEY HAVE BEEN TOLD TO, BUT BECAUSE THEY HAVE A REAL STAKE IN THE OUTCOME.

BIODIVERSITY LOSS, CLIMATE CHANGE, AND THE EROSION OF HUMAN WELLBEING ARE NOT PARALLEL CRISES; THEY ARE THE SAME CRISIS, COMPOUNDING EACH OTHER ACROSS GENERATIONS. AFRICA'S WILDLIFE CORRIDORS FACE CONVERGING PRESSURES: POACHING DRIVEN BY CRIME, POVERTY, AND EXCLUSION; HABITAT

4b (Code:) (Expenses $ 280,758. including grants of $ 226,887.) (Revenue $)
LEAD RANGER

AKASHINGA'S PARTNERSHIP WITH THE LEAD RANGER PROGRAMME - OPERATING UNDER THE NAME LEAD CONSERVATION, AND KNOWN PREVIOUSLY AS RANGER CAMPUS - STRENGTHENS THE CAPACITY OF CONSERVATION ORGANISATIONS TO PROTECT NATURE THROUGH TRAINING, COACHING, AND MENTORING IN FIELD OPERATIONS, STRATEGIC PROBLEM SOLVING, AND THE LEADERSHIP SKILLS PROACTIVE WILDLIFE PROTECTION REQUIRES. DELIVERED IN PARTNERSHIP WITH THE THIN GREEN LINE FOUNDATION, THE PROGRAMME EXTENDED MENTORSHIP BEYOND AKASHINGA'S OWN RANGER TEAMS TO A GROWING NETWORK OF PARTNER ORGANISATIONS ACROSS EAST AND SOUTHERN AFRICA.

4c (Code:) (Expenses $ 236,436. including grants of $) (Revenue $)
EDUCATION AND OUTREACH

WHILE FOCUSED PRIMARILY ON FIELD WORK AND ON THE GROUND RESULTS, WE ALSO SEEK TO EDUCATE THE PUBLIC ABOUT THE IMPORTANT ISSUES OF CONSERVATION, WILDLIFE PROTECTION, AND ITS CLIMATE IMPLICATIONS, AS PUBLIC OPINION AND PRESSURE PLAYS AN IMPORTANT ROLE IN BRINGING AN END TO POACHING AND PROTECTING NATURE. THE UNIQUENESS AND SUCCESS OF AKASHINGA GENERATES EMPATHY AND MEDIA INTEREST.

IN 2025, AKASHINGA'S EDUCATION AND OUTREACH EFFORTS SPANNED A BROAD RANGE OF CHANNELS - INCLUDING THE ORGANISATION'S WEBSITE, SOCIAL MEDIA PLATFORMS, MEDIA COVERAGE, NEWSLETTERS, AND PUBLIC COMMUNICATIONS

4d Other program services (Describe on Schedule O.)
(Expenses $ 66,881. including grants of $ 41,783.) (Revenue $)

4e Total program service expenses 8,137,603.

SEE SCHEDULE O FOR CONTINUATION(S)

Part IV | Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1	X	
2	Is the organization required to complete *Schedule B, Schedule of Contributors*? See instructions	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		X
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4		X
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? *If "Yes," complete Schedule C, Part III*	5		X
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D, Part I*	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		X
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? *If "Yes," complete Schedule D, Part V*	10		X
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D, Part VI*	11a		X
b	Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*	11b		X
c	Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*	11c		X
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		X
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e		X
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	X	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a	X	
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		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	X	
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	X	
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or other assistance to or for any foreign organization? *If "Yes," complete Schedule F, Parts II and IV*	15	X	
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or other assistance to or for foreign individuals? *If "Yes," complete Schedule F, Parts III and IV*	16		X
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I.* See instructions	17		X
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		X
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		X
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		X
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		X

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V ☐

					Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	10			
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c		

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

				Yes	No
2a	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	2a 7			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		2b	X	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?		3a		X
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation on Schedule O*		3b		
4a	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)?		4a		X
b	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).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		5c		
6a	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?		6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b		
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	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?		7a		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c		X
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h		
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		8		
9	**Sponsoring organizations maintaining donor advised funds.**				
a	Did the sponsoring organization make any taxable distributions under section 4966?		9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b		
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:				
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		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	Is the organization licensed to issue qualified health plans in more than one state? **Note:** See the instructions for additional information the organization must report on Schedule O.		13a		
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			
14a	Did the organization receive any payments for indoor tanning services during the tax year?		14a		X
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation on Schedule O*		14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.		15		X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.		16		X
17	**Section 501(c)(21) organizations.** Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.		17		

Part VI Governance, Management, and Disclosure. *For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.*

Check if Schedule O contains a response or note to any line in this Part VI ..... [X]

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a	7		
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.				
b	Enter the number of voting members included on line 1a, above, who are independent	1b	6		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		2		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		4		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		5		X
6	Did the organization have members or stockholders?		6		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		7a		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a	The governing body?		8a	X	
b	Each committee with authority to act on behalf of the governing body?		8b	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses on Schedule O*		9		X

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

			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		X
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	X	
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	12a	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe on Schedule O how this was done*	12c	X	
13	Did the organization have a written whistleblower policy?	13	X	
14	Did the organization have a written document retention and destruction policy?	14	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a		X
b	Other officers or key employees of the organization	15b		X
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed AL,AR,CA,FL,GA,HI,IL,KS,KY,MD,MA,MI

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

[X] Own website [X] Another's website [X] Upon request [ ] Other *(explain on Schedule O)*

19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records

THE ORGANIZATION - (540) 316-0019

29476 NORTHWESTERN HWY, 531, SOUTHFIELD, MI 48034-1029

SEE SCHEDULE O FOR FULL LIST OF STATES

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII ☐

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than $100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) DAMIEN MANDER PRESIDENT	40.00	X		X				145,710.	0.	0.
(2) KRISTIN BROOKS TITUS SECRETARY	1.50	X		X				0.	0.	0.
(3) MICHELLE NEVIN DIRECTOR	1.50	X						0.	0.	0.
(4) MELODY WESTEN EXECUTIVE DIRECTOR	40.00			X				15,656.	0.	666.
(5) ELIZABETH ATHERTON BOARD CHAIR	10.00	X		X				0.	0.	0.
(6) SARAH BOLKA TREASURER	1.50	X		X				0.	0.	0.
(7) NEILESH SHELAT DIRECTOR	1.50	X						0.	0.	0.
(8) ASHLEY SOGGE DIRECTOR	1.50	X						0.	0.	0.
(9) DR. STACY CREVELLO CHIEF EXECUTIVE OFFICER	60.00			X				7,308.	0.	0.
(10) IAN MACKENZIE-ROSS TREASURER & SECRETARY	1.50	X		X				0.	0.	0.
(11) KEVIN TANG DIRECTOR	1.50	X						0.	0.	0.
(12) GWEN FRANKLIN DIRECTOR OF OF STRATEGIC ENGAGEMENT	60.00					X		150,951.	0.	0.
(13) ERIN MULLIKIN SENIOR DIRECTOR OF BRAND & MARKETING	60.00					X		148,496.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
1b Subtotal								468,121.	0.	666.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								468,121.	0.	666.

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization 3

		Yes	No
3 Did the organization list any **former** officer, director, trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	3		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? *If "Yes," complete Schedule J for such individual*	4	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*	5		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than $100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
FIREWATCH, 555 N. EL CAMINO REAL #A345, SAN CLEMENTE, CA 92672	MANAGEMENT, ADMIN, OPERATIONAL SUPPORT	266,592.
COOLEY LLP, 3 EMBARCADERO CENTER, SAN FRANCISCO, CA 94111-4004	LEGAL SERVICES	234,210.
4M CONSULTING LLC P.O. BOX 207, VOLCANO, CA 95689	ADMINISTRATIVE AND DEVELOPMENT SERVICES	185,340.
BASTIAAN BOON, 49 WATLING CRESCENT, HANDBRIDGE, CHESTER, UNITED KINGDOM CH4	DIRECTOR OF OPERATIONS, AFRICA	148,341.
KURT STEINER, 13 BUTTON ROW 15 ABERDEEN RD., AVONDALE, HARARE, ZIMBABWE	DIRECTOR OF PROGRAMS AFRICA	124,001.

2 Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 of compensation from the organization 5

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII ☐

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts						
1 a	Federated campaigns	1a				
b	Membership dues	1b				
c	Fundraising events	1c				
d	Related organizations	1d				
e	Government grants (contributions)	1e				
f	All other contributions, gifts, grants, and similar amounts not included above	1f 4,129,461.				
g	Noncash contributions included in lines 1a-1f	1g $ 73,804.				
h	**Total.** Add lines 1a-1f		4,129,461.			
Program Service Revenue		Business Code				
2 a						
b						
c						
d						
e						
f	All other program service revenue					
g	**Total.** Add lines 2a-2f					
Other Revenue						
3	Investment income (including dividends, interest, and other similar amounts)		89,952.			89,952.
4	Income from investment of tax-exempt bond proceeds					
5	Royalties					
		(i) Real / (ii) Personal				
6 a	Gross rents	6a				
b	Less: rental expenses	6b				
c	Rental income or (loss)	6c				
d	Net rental income or (loss)					
		(i) Securities / (ii) Other				
7 a	Gross amount from sales of assets other than inventory	7a				
b	Less: cost or other basis and sales expenses	7b				
c	Gain or (loss)	7c				
d	Net gain or (loss)					
8 a	Gross income from fundraising events (not including $ ____ of contributions reported on line 1c). See Part IV, line 18	8a				
b	Less: direct expenses	8b				
c	Net income or (loss) from fundraising events					
9 a	Gross income from gaming activities. See Part IV, line 19	9a				
b	Less: direct expenses	9b				
c	Net income or (loss) from gaming activities					
10 a	Gross sales of inventory, less returns and allowances	10a				
b	Less: cost of goods sold	10b				
c	Net income or (loss) from sales of inventory					
Miscellaneous Revenue		Business Code				
11 a	OTHER INCOME	900099	1,058.			1,058.
b						
c						
d	All other revenue					
e	**Total.** Add lines 11a-11d		1,058.			
12	**Total revenue.** See instructions		4,220,471.	0.	0.	91,010.

Part IX | Statement of Functional Expenses

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

Check if Schedule O contains a response or note to any line in this Part IX [X]

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	7,163,591.	7,163,591.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	162,032.	106,894.	17,835.	37,303.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	403,549.	103,797.	26,692.	273,060.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	36,064.	9,434.	2,404.	24,226.
9 Other employee benefits	14,625.	4,916.	3,845.	5,864.
10 Payroll taxes	37,172.	9,150.	3,273.	24,749.
11 Fees for services (nonemployees):				
a Management				
b Legal	395,953.	15,007.	379,307.	1,639.
c Accounting	72,192.	48,661.	19,857.	3,674.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	1,257,804.	548,353.	581,142.	128,309.
12 Advertising and promotion	14,043.	2,163.	3,234.	8,646.
13 Office expenses	4,056.	1,543.	216.	2,297.
14 Information technology	51,533.	29,364.	1,992.	20,177.
15 Royalties				
16 Occupancy	8,545.	6,683.	1,602.	260.
17 Travel	106,530.	72,968.	8,103.	25,459.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization				
23 Insurance	6,717.	8.	6,701.	8.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a BANK CHARGES	39,626.	13,565.	16,818.	9,243.
b EDUCATION	5,837.	332.	4,714.	791.
c POSTAGE & SHIPPING	2,504.	1,174.	413.	917.
d				
e All other expenses				
25 **Total functional expenses.** Add lines 1 through 24e	9,782,373.	8,137,603.	1,078,148.	566,622.
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here [ ] if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X ☐

			(A) Beginning of year		(B) End of year
Assets	1	Cash - non-interest-bearing	1,104,844.	1	1,189,787.
	2	Savings and temporary cash investments	3,588,078.	2	1,785,752.
	3	Pledges and grants receivable, net	4,758,954.	3	798,602.
	4	Accounts receivable, net		4	
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges		9	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D — 10a			
	b	Less: accumulated depreciation — 10b		10c	
	11	Investments - publicly traded securities	465,280.	11	553,272.
	12	Investments - other securities. See Part IV, line 11		12	
	13	Investments - program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11	211.	15	0.
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)	9,917,367.	16	4,327,413.
Liabilities	17	Accounts payable and accrued expenses	89,611.	17	28,980.
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		25	
	26	**Total liabilities.** Add lines 17 through 25	89,611.	26	28,980.
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here** ☒ **and complete lines 27, 28, 32, and 33.**			
	27	Net assets without donor restrictions	5,068,803.	27	3,495,832.
	28	Net assets with donor restrictions	4,758,953.	28	802,601.
		Organizations that do not follow FASB ASC 958, check here ☐ **and complete lines 29 through 33.**			
	29	Capital stock or trust principal, or current funds		29	
	30	Paid-in or capital surplus, or land, building, or equipment fund		30	
	31	Retained earnings, endowment, accumulated income, or other funds		31	
	32	Total net assets or fund balances	9,827,756.	32	4,298,433.
	33	Total liabilities and net assets/fund balances	9,917,367.	33	4,327,413.

532011 12-15-25

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI ☐

1	Total revenue (must equal Part VIII, column (A), line 12)	1	4,220,471.
2	Total expenses (must equal Part IX, column (A), line 25)	2	9,782,373.
3	Revenue less expenses. Subtract line 2 from line 1	3	-5,561,902.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	9,827,756.
5	Net unrealized gains (losses) on investments	5	42,709.
6	Donated services and use of facilities	6	
7	Investment expenses	7	-10,130.
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	4,298,433.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII ☐

			Yes	No
1	Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		X
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b	X	
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c		X
	If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	3a		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits	3b		

SCHEDULE A (Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2025

Open to Public Inspection

Name of the organization
AKASHINGA, INC.

Employer identification number
32-0408734

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

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

1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)

3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)

6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

9 ☐ An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university:

10 ☐ An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)

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

12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.

a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**

b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**

c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**

d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**

e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

f Enter the number of supported organizations ....

g Provide the following information about the supported organization(s).

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	7395743.	5167655.	13455036.	8960180.	4129461.	39108075.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 **Total.** Add lines 1 through 3	7395743.	5167655.	13455036.	8960180.	4129461.	39108075.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						18925433.
6 **Public support.** Subtract line 5 from line 4.						20182642.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(f) Total
7 Amounts from line 4	7395743.	5167655.	13455036.	8960180.	4129461.	39108075.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	7,404.	1,770.	40,982.	187,683.	89,952.	327,791.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	7,404.	6,012.	7,732.	1,322.	1,058.	23,528.
11 **Total support.** Add lines 7 through 10						39459394.

12 Gross receipts from related activities, etc. (see instructions) 12

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2025 (line 6, column (f), divided by line 11, column (f)) .... 14 | 51.15 %

15 Public support percentage from 2024 Schedule A, Part II, line 14 .... 15 | 50.44 %

16a **33 1/3% support test - 2025.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization .... ☒

b **33 1/3% support test - 2024.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization .... ☐

17a **10% -facts-and-circumstances test - 2025.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization .... ☐

b **10% -facts-and-circumstances test - 2024.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization .... ☐

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions .... ☐

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 **Public support.** (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) 2025	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 **Total support.** (Add lines 9, 10c, 11, and 12.)						

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

Section C. Computation of Public Support Percentage

15	Public support percentage for 2025 (line 8, column (f), divided by line 13, column (f))	15	%
16	Public support percentage from 2024 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17	Investment income percentage for **2025** (line 10c, column (f), divided by line 13, column (f))	17	%
18	Investment income percentage from **2024** Schedule A, Part III, line 17	18	%

19a **33 1/3% support tests - 2025.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

b **33 1/3% support tests - 2024.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

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

Part IV **Supporting Organizations**

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations *(continued)*

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

			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**		

Section 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 on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? *If "Yes," describe in* **Part VI** *the role the organization's supported organizations played in this regard.*	**3**		

Section E. Type III Functionally Integrated Supporting Organizations

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

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

			Yes	No
2	Activities Test. **Answer lines 2a and 2b below.**			
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of its upported organization(s)? *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 each of its 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.*	**2b**		
3	Parent of Supported Organizations. **Answer lines 3a, 3b, and 3c below.**			
a	Are the organization and its supported organization(s) part of an integrated system (for example, a hospital system)? *If "Yes," provide details in* **Part VI.**	**3a**		
b	Did the organization direct the policies, programs, and activities of each of its supported organizations? *If "Yes," describe in Part VI the role played by the organization in this regard.*	**3b**		
c	Did the organization have the power to regularly appoint or elect (and remove) a majority of the officers, directors, or trustees of each of the supported organizations? *If "Yes" or "No," provide details in* **Part VI**.	**3c**		

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

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

Section A - Adjusted Net Income			(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3.	4		
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		
8	**Adjusted Net Income** (subtract lines 5, 6, and 7 from line 4)	8		

Section B - Minimum Asset Amount			(A) Prior Year	(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):			
a	Average monthly value of securities	1a		
b	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**):			
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		
8	**Minimum Asset Amount** (add line 7 to line 6)	8		

Section C - Distributable Amount				Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1		
2	Enter 0.85 of line 1.	2		
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3		
4	Enter greater of line 2 or line 3.	4		
5	Income tax imposed in prior year	5		
6	**Distributable Amount.** Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6		

7 ☐ Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).

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

Section D - Distributions		**Current Year**
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (prior IRS approval required - *provide details in* **Part VI**)	5	
6 **Total annual distributions.** Add lines 1 through 5.	6	
7 Distributions to attentive supported organizations to which the organization is responsive (*provide details in* **Part VI**). See instructions.	7	
8 Distributable amount for 2025 from Section C, line 6	8	
9 Line 7 amount divided by line 8 amount	9	

Section E - Distribution Allocations (see instructions)	**(i)** Excess Distributions	**(ii)** Underdistributions Pre-2025	**(iii)** Distributable Amount for 2025
1 Distributable amount for 2025 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2025 (reasonable cause required - *explain in* **Part VI**). See instructions.			
3 Excess distributions carryover, if any, to 2025			
a From 2020			
b From 2021			
c From 2022			
d From 2023			
e From 2024			
f **Total** of lines 3a through 3e			
g Applied to under distributions of prior years			
h Applied to 2025 distributable amount			
i Carryover from 2020 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2025 from Section D, line 6: $			
a Applied to underdistributions of prior years			
b Applied to 2025 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2025, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, *explain in* **Part VI.** See instructions.			
6 Remaining underdistributions for 2025. Subtract lines 3h and 4b from line 1. For result greater than zero, *explain in* **Part VI**. See instructions.			
7 **Excess distributions carryover to 2026.** Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2021			
b Excess from 2022			
c Excess from 2023			
d Excess from 2024			
e Excess from 2025			

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, 3b, and 3c; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5 and 7; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

Schedule B (Form 990)
(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Schedule of Contributors

Attach to Form 990, 990-EZ, or 990-PF.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

Name of the organization	Employer identification number
AKASHINGA, INC.	32-0408734

Organization type (check one):

Filers of:	**Section:**
Form 990 or 990-EZ	[X] 501(c)(3) (enter number) organization
	[ ] 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation
	[ ] 527 political organization
Form 990-PF	[ ] 501(c)(3) exempt private foundation
	[ ] 4947(a)(1) nonexempt charitable trust treated as a private foundation
	[ ] 501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule.**
Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

[ ] For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling $5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

[X] For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** $5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

[ ] For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than $1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

[ ] For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than $1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling $5,000 or more during the year .... $ ____________

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

Name of organization	Employer identification number
AKASHINGA, INC.	32-0408734

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1		$ 31,640.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
2		$ 10,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
3		$ 12,337.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
4		$ 5,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
5		$ 11,063.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
6		$ 25,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
AKASHINGA, INC.	32-0408734

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7		$ 5,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
8		$ 5,110.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
9		$ 41,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
10		$ 6,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
11		$ 96,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
12		$ 5,718.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
AKASHINGA, INC.	32-0408734

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
13		$ 10,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
14		$ 25,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
15		$ 12,143.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
16		$ 100,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
17		$ 1,410,322.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
18		$ 17,500.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)

Name of organization: AKASHINGA, INC.

Employer identification number: 32-0408734

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
19		$ 55,900.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
20		$ 10,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
21		$ 150,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
22		$ 309,919.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
23		$ 5,250.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
24		$ 472,136.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
AKASHINGA, INC.	32-0408734

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
25		$ 8,100.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
26		$ 10,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
27		$ 36,470.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
28		$ 21,583.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
29		$ 16,500.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
30		$ 30,230.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)

Name of organization: AKASHINGA, INC.

Employer identification number: 32-0408734

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
31		$ 35,250.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
32		$ 6,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
33		$ 50,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
34		$ 6,215.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
35		$ 75,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
36		$ 15,174.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)

Name of organization: AKASHINGA, INC.

Employer identification number: 32-0408734

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
37		$ 15,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
38		$ 10,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
39		$ 59,400.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
40		$ 125,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
41		$ 10,000.	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
AKASHINGA, INC.	32-0408734

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

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		$	

Name of organization: AKASHINGA, INC.

Employer identification number: 32-0408734

Part III **Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than $1,000 for the year from any one contributor.** Complete columns **(a)** through **(e) and** the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of **$1,000 or less** for the year. (Enter this info. once.) $

Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

SCHEDULE D (Form 990) (Rev. December 2024)
Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
AKASHINGA, INC.

Employer identification number
32-0408734

Part I **Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).
- ☐ Preservation of land for public use (for example, recreation or education)
- ☐ Protection of natural habitat
- ☐ Preservation of open space
- ☐ Preservation of a historically important land area
- ☐ Preservation of a certified historic structure

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

			Held at the End of the Tax Year
a	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 on line 2a	2c	
d	Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d	

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

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

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

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

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

Part III **Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.** Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

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

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

(i) Revenue included on Form 990, Part VIII, line 1 $ ______

(ii) Assets included in Form 990, Part X $ ______

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

a Revenue included on Form 990, Part VIII, line 1 $ ______

b Assets included in Form 990, Part X $ ______

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets *(continued)*

3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply).

a ☐ Public exhibition
b ☐ Scholarly research
c ☐ Preservation for future generations
d ☐ Loan or exchange program
e ☐ Other

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV Escrow and Custodial Arrangements Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

		Amount
c Beginning balance	1c	
d Additions during the year	1d	
e Distributions during the year	1e	
f Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII ☐

Part V Endowment Funds Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a Board designated or quasi-endowment ______ %
b Permanent endowment ______ %
c Term endowment ______ %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

		Yes	No
(i) Unrelated organizations?	3a(i)		
(ii) Related organizations?	3a(ii)		
b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?	3b		

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment				
e Other				

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

Part VII Investments - Other Securities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, line 13, col. (B))		

Part IX Other Assets

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, line 15, col. (B))*	

Part X Other Liabilities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, line 25, col. (B))*	

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ... [X]

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements			1	4,253,050.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a	42,709.		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines 2a through 2d			2e	42,709.
3	Subtract line 2e from line 1			3	4,210,341.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	10,130.		
b	Other (Describe in Part XIII.)	4b			
c	Add lines 4a and 4b			4c	10,130.
5	Total revenue. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 12.)*			5	4,220,471.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements			1	9,782,373.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines 2a through 2d			2e	0.
3	Subtract line 2e from line 1			3	9,782,373.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines 4a and 4b			4c	0.
5	Total expenses. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 18.)*			5	9,782,373.

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART X, LINE 2:

ACCOUNTING STANDARDS REQUIRE AN ORGANIZATION TO EVALUATE ITS TAX POSITIONS AND PROVIDE FOR A LIABILITY FOR ANY POSITIONS THAT WOULD NOT BE CONSIDERED 'MORE LIKELY THAN NOT' TO BE UPHELD UNDER A TAX AUTHORITY EXAMINATION. MANAGEMENT HAS EVALUATED ITS TAX POSITIONS AND HAS CONCLUDED THAT A PROVISION FOR A TAX LIABILITY IS NOT NECESSARY AT DECEMBER 31, 2025. GENERALLY, THE ORGANIZATION'S INFORMATION RETURNS REMAIN OPEN FOR EXAMINATION FOR A PERIOD OF THREE (FEDERAL) OR FOUR (STATE OF CALIFORNIA) YEARS FROM THE DATE OF FILING.

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

SCHEDULE F (Form 990) (Rev. December 2024) Department of the Treasury Internal Revenue Service

Statement of Activities Outside the United States

Complete if the organization answered "Yes" on Form 990, Part IV, line 14b, 15, or 16.
Attach to Form 990.
Go to *www.irs.gov/Form990* **for instructions and the latest information.**

OMB No. 1545-0047

Open to Public Inspection

Name of the organization: AKASHINGA, INC.

Employer identification number: 32-0408734

Part I — General Information on Activities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

1 **For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ...... [X] Yes [ ] No

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

3 Activities per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
AFRICA	0	500	CONSERVATION ACTIVITIES BY ALLIED CONTRACTORS	CONSERVATION ACTIVITIES BY ALLIED ORGANIZATIONS AND CONTRACTORS	7,901,167.
3 a Subtotal	0	500			7,901,167.
b Total from continuation sheets to Part I	0	0			0.
c Totals (add lines 3a and 3b)	0	500			7,901,167.

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than $5,000. Part II can be duplicated if additional space is needed.

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	CASH GRANTS TO PAY FOR CONSERVATION SUPPLIES AND AFRICA ACTIVITIES	3390945.	BANK WIRES	0.		
		SUB-SAHARAN AFRICA	CASH GRANTS TO PAY FOR CONSERVATION SUPPLIES AND AFRICA ACTIVITIES	1438577.	BANK WIRES	0.		
		SUB-SAHARAN AFRICA	CASH GRANTS TO PAY FOR CONSERVATION SUPPLIES AND AFRICA ACTIVITIES	1137143.	BANK WIRES	0.		
		SUB-SAHARAN AFRICA	CASH GRANTS TO PAY FOR CONSERVATION SUPPLIES AND AFRICA ACTIVITIES	756,816.	BANK WIRES	0.		
		SUB-SAHARAN AFRICA	CASH GRANTS TO PAY FOR CONSERVATION SUPPLIES AND AFRICA ACTIVITIES	226,881.	BANK WIRES	0.		
		SUB-SAHARAN AFRICA	CASH GRANTS TO PAY FOR CONSERVATION SUPPLIES AND AFRICA ACTIVITIES	171,000.	BANK WIRES	0.		

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

3 Enter total number of other organizations or entities

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 16.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	**(b)** Region	**(c)** Number of recipients	**(d)** Amount of cash grant	**(e)** Manner of cash disbursement	**(f)** Amount of noncash assistance	**(g)** Description of noncash assistance	**(h)** Method of valuation (book, FMV, appraisal, other)

Part IV Foreign Forms

1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see the Instructions for Form 926)* ☐ Yes ☒ No

2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see the Instructions for Forms 3520 and 3520-A; don't file with Form 990)* ☐ Yes ☒ No

3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see the Instructions for Form 5471)* ☐ Yes ☒ No

4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see the Instructions for Form 8621)* ☐ Yes ☒ No

5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see the Instructions for Form 8865)* ☐ Yes ☒ No

6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see the Instructions for Form 5713; don't file with Form 990)* ☐ Yes ☒ No

Part V Supplemental Information

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

PART I, LINE 2:
PERIODIC VISITS TO GRANTEE ORGANIZATIONS, AS WELL AS WRITTEN REPORTS OF SERVICES PROVIDED BY GRANTEE ORGANIZATIONS.

PART I, LINE 3:
WRITTEN REPORTS OF SERVICES PROVIDED AND GOODS & SUPPLIES PURCHASED BY GRANTEE ORGANIZATIONS, INCLUDING NARRATIVE AND ACTUAL EXPENSE STATEMENT OF MONIES SPENT.

SCHEDULE J (Form 990)

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization: AKASHINGA, INC.

Employer identification number: 32-0408734

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☐ First-class or charter travel ☐ Travel for companions ☐ Tax indemnification and gross-up payments ☐ Discretionary spending account ☐ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ Personal services (such as maid, chauffeur, chef)			
b	If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?	2		
3	Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. ☐ Compensation committee ☐ Independent compensation consultant ☐ Form 990 of other organizations ☐ Written employment contract ☐ Compensation survey or study ☒ Approval by the board or compensation committee			
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:			
a	Receive a severance payment or change-of-control payment?	4a		X
b	Participate in or receive payment from a supplemental nonqualified retirement plan?	4b		X
c	Participate in or receive payment from an equity-based compensation arrangement?	4c		X
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
	Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:			
a	The organization?	5a		X
b	Any related organization?	5b		X
	If "Yes" on line 5a or 5b, describe in Part III.			
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:			
a	The organization?	6a		X
b	Any related organization?	6b		X
	If "Yes" on line 6a or 6b, describe in Part III.			
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III	7		X
8	Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	8		X
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	9		

Part II **Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		**(B)** Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			**(C)** Retirement and other deferred compensation	**(D)** Nontaxable benefits	**(E)** Total of columns (B)(i)-(D)	**(F)** Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	**(ii)** Bonus & incentive compensation	**(iii)** Other reportable compensation				
(1) GWEN FRANKLIN	(i)	150,951.	0.	0.	0.	0.	150,951.	0.
DIRECTOR OF OF STRATEGIC ENGAGEMENT	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
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	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III **Supplemental Information**

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

SCHEDULE M (Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

Complete if the organizations answered "Yes" on Form 990, Part IV, line 29 or 30.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2025

Open to Public Inspection

Name of the organization: AKASHINGA, INC.

Employer identification number: 32-0408734

Part I Types of Property

		(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1	Art - Works of art				
2	Art - Historical treasures				
3	Art - Fractional interests				
4	Books and publications				
5	Clothing and household goods				
6	Cars and other vehicles				
7	Boats and planes				
8	Intellectual property				
9	Securities - Publicly traded	X	577	73,234.	
10	Securities - Closely held stock				
11	Securities - Partnership, LLC, or trust interests				
12	Securities - Miscellaneous				
13	Qualified conservation contribution - Historic structures				
14	Qualified conservation contribution - Other				
15	Real estate - Residential				
16	Real estate - Commercial				
17	Real estate - Other				
18	Collectibles				
19	Food inventory				
20	Drugs and medical supplies				
21	Taxidermy				
22	Historical artifacts				
23	Scientific specimens				
24	Archeological artifacts				
25	Other (EQUIPMENT)	X	1	570.	
26	Other ( )				
27	Other ( )				
28	Other ( )				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgment 29

			Yes	No
30a	During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?	30a		X
b	If "Yes," describe the arrangement in Part II.			
31	Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	31		X
32a	Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	32a		X
b	If "Yes," describe in Part II.			
33	If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.			

Part II **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also, complete this part for any additional information.

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information. Attach to Form 990 or Form 990-EZ. Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization: AKASHINGA, INC.

Employer identification number: 32-0408734

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
EMPOWERING LOCAL COMMUNITIES.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:
LOSS FROM AGRICULTURAL ENCROACHMENT; AND HUMAN-WILDLIFE CONFLICT THAT PITS COMMUNITIES AGAINST THE ECOSYSTEMS THEY DEPEND ON. ADDRESSING ANY ONE OF THESE IN ISOLATION IS INSUFFICIENT. ADDRESSING ALL THREE TOGETHER - THROUGH THE PEOPLE MOST AFFECTED AND MOST INVESTED - IS THE ONLY APPROACH WITH A REALISTIC CHANCE OF LASTING.

CONSERVATION HAS HISTORICALLY BEEN DESIGNED FOR ECOSYSTEMS, NOT WITH COMMUNITIES. EXTERNAL ACTORS ARRIVE, IMPOSE RULES, AND LEAVE. CONSERVATION GAINS ARE OFTEN DIFFICULT TO SUSTAIN WHERE LOCAL OWNERSHIP AND LONG-TERM COMMUNITY PARTNERSHIP ARE ABSENT. WILDLIFE RECOVERS TEMPORARILY AND DECLINES AGAIN WHEN THE FUNDING ENDS. WOMEN, WHO MAKE UP THE MAJORITY OF RURAL AFRICAN COMMUNITIES CLOSEST TO PROTECTED AREA, HAVE BEEN LARGELY ABSENT FROM FRONTLINE CONSERVATION LEADERSHIP. IN AN INDUSTRY WHERE WOMEN ARE OUTNUMBERED BY MEN 100 TO 1 AT AN OPERATIONAL LEVEL, THAT IS NOT A SMALL OVERSIGHT. IT IS A FUNDAMENTAL MISUNDERSTANDING OF WHO CONSERVATION IS FOR AND WHO IT MUST BE LED BY.

AKASHINGA WAS ESTABLISHED TO MEET THIS CHALLENGE: PLACING WOMEN AND COMMUNITIES NOT AT THE MARGINS OF CONSERVATION LEADERSHIP, BUT AT ITS CENTRE, IN AUTHENTIC ROLES WITH REAL AUTHORITY AND LONG-TERM STAKE. OUR MODEL COMBINES WOMEN-LED FRONTLINE OPERATIONS, INTELLIGENCE-LED ENFORCEMENT, COMMUNITY PARTNERSHIP, ACCESS TO HEALTH AND LIVELIHOOD SUPPORT, AND RIGOROUS ECOLOGICAL SCIENCE INTO A SINGLE INTEGRATED SYSTEM. EACH ELEMENT REINFORCES THE OTHERS. NONE WORKS WITHOUT THE OTHERS. TODAY, AKASHINGA OPERATES ACROSS 13.1 MILLION ACRES IN ZIMBABWE, MOZAMBIQUE, BOTSWANA, AND NAMIBIA. OUR WORKFORCE IS 98% LOCAL AND/OR INDIGENOUS IN THE COUNTRIES WHERE WE OPERATE, WITH 63% OF OUR WORKFORCE BEING WOMEN.

AKASHINGA CONTRIBUTES TO THE FOLLOWING GLOBAL CONSERVATION STRATEGIES AT THE LANDSCAPE LEVEL: 15 OF 17 UN SUSTAINABLE DEVELOPMENT GOALS, THE GLOBAL 30X30 CHALLENGE, THE PROTECTING OUR PLANET CHALLENGE, AND AGENDA 2063 OF THE AFRICAN UNION.

FORM 990, PART III, LINE 4A, DESCRIPTION OF PROGRAM SERVICE:
AKASHINGA - NATURE PROTECTED BY WOMEN
AKASHINGA'S APPROACH TO PROTECTING NATURE AT SCALE CENTRES WOMEN AND COMMUNITIES AS LEADERS SAFEGUARDING WILDLIFE AND THE CRITICAL PROTECTED HABITATS THEY CALL HOME. OUR MODEL INVESTS IN LOCAL DEVELOPMENT, SUPPORTS NATURE-BASED ECONOMIES, EMPLOYS COMMUNITY MEMBERS LIVING CLOSEST TO WILDLIFE, AND BUILDS THE PATHWAYS THAT FOSTER THE NEXT GENERATION OF CONSERVATION LEADERS. WHERE LOCAL WOMEN ARE GIVEN AUTHENTIC ROLES AND REAL AUTHORITY, COMMUNITIES FOLLOW. WHERE COMMUNITIES ARE INVESTED IN THE PROTECTED HABITATS THEY STEWARD, ECOSYSTEMS RECOVER.

AREAS DESIGNATED AS CONCESSIONS AND CONSERVANCIES - FORMALLY ADMINISTERED BY GOVERNMENT BUT INTEGRALLY LINKED TO THE LIVELIHOODS OF

Name of the organization: AKASHINGA, INC.

Employer identification number: 32-0408734

LOCAL RURAL COMMUNITIES - MAKE UP MORE THAN TWICE THE AREA HELD UNDER NATIONAL PARK PORTFOLIOS ACROSS THE AFRICAN CONTINENT. IF COMMUNITY NEEDS ARE NOT ADDRESSED AS A CENTRAL STRATEGY OF CONSERVATION, THESE AREAS WILL BE AT RISK, LEAVING ONLY ISOLATED POCKETS OF PROTECTED HABITAT AND FRAGMENTED ECOSYSTEMS. AKASHINGA PARTNERS DIRECTLY WITH COMMUNITIES IN HOLISTIC WILDLIFE PROTECTION, WORKING CLOSELY WITH ALL LEVELS OF SOCIETY TO MOVE AWAY FROM ADVERSARIAL, EXCLUSIVELY MALE-LED MODELS OF PROTECTION AND REHABILITATION. OUR MODEL INCORPORATES SOCIAL IMPACT APPROACHES - INCLUDING GENDER EQUALITY, HEALTHCARE, EDUCATION, WATER SANITATION, AND INFRASTRUCTURE DEVELOPMENT - TO ACHIEVE DURABLE CONSERVATION OUTCOMES. THESE INVESTMENTS ARE DESIGNED NOT AS STANDALONE DEVELOPMENT PROJECTS, BUT AS PART OF A BROADER CONSERVATION STRATEGY AIMED AT STRENGTHENING RESILIENCE, TRUST, AND LONG-TERM STEWARDSHIP WITHIN COMMUNITIES LIVING CLOSEST TO PROTECTED ECOSYSTEMS. THE SHIFT AWAY FROM AN OUTWARD SHOW OF FORCE, SUCH AS THE HEAVY ARMING AND MILITARY POSTURING THAT HAS DEFINED MUCH OF AFRICAN CONSERVATION, TOWARD COMMUNITY-INFORMED OPERATIONS REFLECTS BOTH THE EVIDENCE OF WHAT WORKS AND THE VALUES THE ORGANISATION HOLDS MOST SERIOUSLY. RANGER TRAINING TODAY PRIORITISES HUMAN RIGHTS, DE-ESCALATION, AND FIELD COMPETENCE. THE COMMUNITIES AKASHINGA WORKS WITH ARE PARTNERS, NOT SUBJECTS.

SEVENTEEN YEARS OF OPERATIONS ACROSS SOME OF SOUTHERN AFRICA'S MOST COMPLEX LANDSCAPES HAVE PRODUCED ONE CLEAR FINDING: CONSERVATION DRIVEN BY COMMUNITIES WITH GENUINE AUTHORITY AND ECONOMIC STAKE CONTINUES LONG AFTER EXTERNAL ACTORS LEAVE. CONSERVATION THAT EXCLUDES COMMUNITIES STOPS THE MOMENT THE FUNDING DOES. THE EVIDENCE - ACCUMULATED ACROSS MILLIONS OF ACRES - IS UNAMBIGUOUS: A 150%+ YEAR-OVER-YEAR INCREASE IN WILDLIFE SIGHTINGS AND RECORDINGS ACROSS AKASHINGA'S PROGRAMME SITES. THAT RESULT IS NOT INCIDENTAL TO THE MODEL: 98% OF AKASHINGA'S STAFF ARE DRAWN FROM THE COMMUNITIES WHERE THEY WORK.

DURING 2025 OPERATIONS, AKASHINGA CONTRIBUTED DIRECTLY TO THE SAFEGUARDING OF MORE THAN 13.1 MILLION ACRES (5.2 MILLION HECTARES) ACROSS ZIMBABWE, MOZAMBIQUE, BOTSWANA, AND NAMIBIA. BY FOCUSING ON COMMUNAL AREAS THAT LINK OFFICIALLY PROTECTED REGIONS, AKASHINGA HELPS SECURE CRITICAL WILDLIFE CORRIDORS, ENSURING THE LONG-TERM PRESERVATION OF ECOSYSTEMS AND BIODIVERSITY. BY PRIORITISING VAST, INTERCONNECTED LANDSCAPES, WE ENSURE THAT KEY ECOSYSTEMS REMAIN INTACT, ENABLING WILDLIFE TO MOVE FREELY WHILE ADVANCING COMMUNITY-LED CONSERVATION MODELS THAT DRIVE LONG-TERM ECOLOGICAL AND SOCIO-ECONOMIC BENEFITS.

AKASHINGA FURTHER STRENGTHENED FRONTLINE EFFECTIVENESS THROUGH CONTINUED INVESTMENT IN TRAINING, EQUIPMENT STANDARDISATION, AND UNIFIED DATA SYSTEMS. THE EXPANDED USE OF CAMERA TRAPS, GPS TRACKING, AND THE EARTHRANGER PLATFORM IMPROVED SITUATIONAL AWARENESS, SUPPORTED ADAPTIVE PATROL DEPLOYMENT, AND GENERATED CRITICAL ECOLOGICAL DATA TO INFORM LONG-TERM CONSERVATION PLANNING. THESE SYSTEMS ENSURE THAT ENFORCEMENT AND MONITORING ARE GUIDED BY EVIDENCE, COORDINATION, AND CONTINUOUS LEARNING.

ADDITIONAL INVESTMENTS FOCUSED ON AKASHINGA ESTABLISHING ITS OWN IN-HOUSE TRAINING ACADEMY, MARKING A SIGNIFICANT SHIFT IN HOW PROFESSIONAL DEVELOPMENT IS DELIVERED ACROSS THE ORGANISATION. THE ACADEMY IS DESIGNED TO MAINTAIN OPERATIONAL CONTINUITY WITHIN AKASHINGA'S RANGER TEAMS, ENABLING THE ORGANISATION TO SUSTAIN ITS OPS

Name of the organization: AKASHINGA, INC.

Employer identification number: 32-0408734

CYCLE, DELIVER REGULAR REFRESHER TRAINING, AND CONDUCT BASIC FIELD RANGER TRAINING AND RECRUITMENT INTERNALLY, WITHOUT DEPENDENCE ON EXTERNAL INSTRUCTION.

THE ACADEMY'S CURRICULUM INTEGRATES FIREARMS PROFICIENCY, DATA SYSTEMS, OPERATIONAL READINESS, AND PHYSICAL FITNESS ALONGSIDE HUMAN RIGHTS, USE OF FORCE PRINCIPLES, FIELDCRAFT, SELF-DEFENCE, FIRST AID, AND CODE OF CONDUCT. TRAINING IS SCENARIO-BASED AND GROUNDED IN SITUATIONS DRAWN FROM REAL RANGER FIELD EXPERIENCE. SELF-DEFENCE INSTRUCTION HAS BEEN SPECIFICALLY ADAPTED FOR AKASHINGA'S CONTEXTS, WITH TECHNIQUES TAILORED TO ADDRESS THE SIZE AND TACTICAL CHALLENGES COMMONLY FACED BY WOMEN IN LAW ENFORCEMENT ROLES IN THE FIELD. ALL INSTRUCTION IS GROUNDED IN INTERNATIONAL USE OF FORCE GUIDELINES AND THE UN BASIC PRINCIPLES FOR THE USE OF FORCE, WITH INDIVIDUAL PERFORMANCE ASSESSMENTS SUBMITTED FOR EACH PARTICIPANT TO SUPPORT TARGETED DEVELOPMENT PLANNING.

THE ACADEMY ALSO ADVANCES INSTRUCTOR DEVELOPMENT AS A STRATEGIC PRIORITY. AKASHINGA INSTRUCTOR ASIYATU PHIRI GRADUATED FROM THE MONTH-LONG BASIC PARAMILITARY INSTRUCTORS TRAIN-THE-TRAINER COURSE AT THE ZIMBABWE INSTITUTE OF WILDLIFE CONSERVATION (ZIWC), ENSURING AKASHINGA'S INTERNAL TRAINING CAPACITY IS ALIGNED WITH NATIONAL STANDARDS. THIS MODEL - BUILDING INSTRUCTORS FROM WITHIN THE RANGER FORCE RATHER THAN RELYING ON EXTERNAL PROVIDERS - IS CENTRAL TO THE ACADEMY'S LONG-TERM APPROACH TO INSTITUTIONAL CAPACITY.

ZIMBABWE LANDSCAPE

THE ZAMBEZI VALLEY, IN WHICH AKASHINGA'S FLAGSHIP PROGRAMME IS LOCATED, IS ONE OF THE MOST BIODIVERSE AND IMPORTANT ECOSYSTEMS IN SOUTHERN AFRICA. THE ZAMBEZI BASIN CONTAINS APPROXIMATELY 7,000 SPECIES OF PLANTS, 200 MAMMAL, 700 BIRD, 300 REPTILE AND AMPHIBIAN, 150 FISH, AND OVER 1,100 BUTTERFLY SPECIES. THE ECOLOGICAL COMPLEXITY OF THE SYSTEM, WITH FRAGILE INTERSPECIFIC RELATIONSHIPS AND DEPENDENCIES, MEANS THAT EVEN SMALL ENVIRONMENTAL DISTURBANCES ARE SEVERELY FELT. THE ZAMBEZI VALLEY AND GREATER ZAMBEZI BASIN SERVE AS BOTH A CATCHMENT AREA AND A CONDUIT FOR THE NUMEROUS TRIBUTARIES THAT FEED INTO ONE OF THE WORLD'S GREAT RIVERS. HOLISTIC HABITAT CONSERVATION IN THIS AREA IS AN URGENT PRIORITY TO PREVENT EROSION, SILTATION, AGROCHEMICAL POISONING, AND LOSS OF BIODIVERSITY.

THE LOWER ZAMBEZI VALLEY CONTAINS ONE OF THE LARGEST REMAINING ELEPHANT POPULATIONS IN THE WORLD. AKASHINGA'S PHUNDUNDU CONSERVANCY - DIRECTLY ADJACENT TO AND ACTING AS A BUFFER ZONE FOR MANA POOLS NATIONAL PARK, A UNESCO WORLD HERITAGE SITE - CONTAINS A HEALTHY AND GROWING POPULATION. OF PARTICULAR CONSERVATION SIGNIFICANCE, PHUNDUNDU BOASTS AN INTACT PREDATOR GUILD WITH RESIDENT LION, LEOPARD, WILD DOG, AND SPOTTED HYAENA - A STRONG INDICATOR OF OVERALL ECOSYSTEM HEALTH AND BIODIVERSITY. HEALTHY POPULATIONS OF PANGOLIN AND PYTHONS ARE ALSO WELL PROTECTED FROM THE ILLICIT INTERNATIONAL WILDLIFE TRADE.

AKASHINGA'S SONGO CONSERVANCY, SITUATED ON THE SHORES OF LAKE KARIBA IN ZIMBABWE, REPRESENTS A SIGNIFICANT CONSERVATION ACHIEVEMENT: THE REHABILITATION OF A FORMERLY TROPHY-HUNTED LANDSCAPE INTO A PROTECTED HABITAT UNDER COMMUNITY-LED MANAGEMENT. SINCE AKASHINGA'S DEPLOYMENT OF AN ALL-FEMALE RANGER UNIT TO THE AREA, WILDLIFE POPULATIONS HAVE RESPONDED WITH MEASURABLE RECOVERY, INCLUDING INCREASED BUFFALO PRESENCE DOCUMENTED THROUGH PATROL-BASED WILDLIFE MONITORING IN 2025.

Name of the organization: AKASHINGA, INC.

Employer identification number: 32-0408734

RANGERS CONDUCT REGULAR PATROLS ALONG THE LAKE KARIBA FRONTAGE, PROTECTING ONE OF ZIMBABWE'S MOST ECOLOGICALLY SIGNIFICANT SHORELINE CORRIDORS WHILE WORKING IN CLOSE PARTNERSHIP WITH SURROUNDING COMMUNITIES.

DURING 2025, AKASHINGA STRENGTHENED RANGER CAPACITY AND FRONTLINE EFFECTIVENESS ACROSS OUR ZIMBABWE SITES THROUGH FOCUSED TRAINING, SKILLS DEVELOPMENT, AND STRATEGIC DEPLOYMENT. A TOTAL OF 83 RANGERS COMPLETED PROFESSIONAL TRAINING, INCLUDING 20 RANGERS TRAINED IN KARIBA THROUGH A COLLABORATIVE INITIATIVE WITH ZIMPARKS AND THE PEACE PARKS FOUNDATION. THESE NEWLY TRAINED RANGERS WERE DEPLOYED TO THE PHUNDUNDU LANDSCAPE, EXPANDING PROTECTION IN A PRIORITY AREA, WHILE SIX EXPERIENCED RANGERS WERE DEPLOYED TO MANA POOLS NATIONAL PARK TO SUPPORT CROSS-LANDSCAPE OPERATIONS.

OPERATIONALLY, RANGER TEAMS MAINTAINED A STRONG FIELD PRESENCE THROUGHOUT 2025, CONDUCTING 1,356 FOOT PATROLS COVERING MORE THAN 15,538 KM, ALONGSIDE 22 JOINT OPERATIONS WITH PARTNER LAW ENFORCEMENT AGENCIES. THESE EFFORTS RESULTED IN 135 ARRESTS LINKED TO WILDLIFE AND ENVIRONMENTAL CRIME. SIGNIFICANT RECOVERIES INCLUDED 7 IVORY TUSKS, APPROXIMATELY 215 KILOGRAMS OF IVORY, 2 PANGOLINS (ONE RESCUED ALIVE), AND ADDITIONAL ILLEGAL ITEMS INCLUDING ILLEGAL FIREARMS, ANTELOPE HIDES, AXES, AND GILL NETS.

HUMAN-WILDLIFE CONFLICT MITIGATION REMAINED A CRITICAL PRIORITY THROUGHOUT THE YEAR. RANGERS RESPONDED TO 368 REPORTED INCIDENTS INVOLVING ELEPHANTS, LIONS, CROCODILES, AND HYENAS, WORKING DIRECTLY WITH AFFECTED HOUSEHOLDS TO ASSESS RISK AND DEPLOY NON-LETHAL DETERRENTS INCLUDING CHILI BRICKS, FIRECRACKERS, VUVUZELAS, AND OVERNIGHT KRAALING OF LIVESTOCK. BIODIVERSITY MONITORING REFLECTED ENCOURAGING ECOLOGICAL TRENDS: PATROL TEAMS RECORDED SIGHTINGS OF MORE THAN 200 ELEPHANTS, INCREASING BUFFALO PRESENCE IN THE SONGO LANDSCAPE, AND THE ESTABLISHMENT OF NEW LION PRIDES IN PHUNDUNDU. CAMERA TRAPS DEPLOYED ACROSS PRIORITY ZONES GENERATED 9,863 WILDLIFE DETECTIONS, CAPTURING A WIDE RANGE OF SPECIES INCLUDING ELEPHANT, BUFFALO, LION, LEOPARD, AND WILD DOG.

COMMUNITY PARTNERSHIP REMAINED CENTRAL TO AKASHINGA'S ZIMBABWE PROGRAMME. DURING 2025, 97 COMMUNITY MEETINGS WERE HELD, SUPPORTING TRANSPARENCY, TRUST-BUILDING, AND COLLABORATIVE PROBLEM-SOLVING WITH LOCAL LEADERS, INCLUDING CHIEFS AND COUNCILLORS. CONSERVATION EDUCATION SESSIONS WERE DELIVERED AT HUYO AND CHIPFUKO PRIMARY AND SECONDARY SCHOOLS, WHILE APPROXIMATELY 500 COMMUNITY MEMBERS PARTICIPATED IN HUMAN-WILDLIFE CONFLICT AWARENESS EVENTS. AKASHINGA'S SCHOLARSHIP PROGRAMME SUPPORTED MORE THAN 100 STUDENTS AND FUNDED 20 SUPPLEMENTARY TEACHERS. AT SINAMUSANGA PRIMARY SCHOOL, TWO CLASSROOM BLOCKS WERE REFURBISHED, IMPROVING LEARNING ENVIRONMENTS FOR STUDENTS AND EDUCATORS.

ACCESS TO HEALTHCARE REMAINS A MAJOR CHALLENGE IN REMOTE CONSERVATION AREAS. IN 2025, AKASHINGA-SUPPORTED CLINICS RECORDED 3,100 PATIENT VISITS, ALONGSIDE EXPANDED MOBILE OUTREACH INCLUDING A CLINIC IN LUUNGA VILLAGE WHERE 61 PATIENTS RECEIVED TREATMENT. WATER SECURITY INITIATIVES DELIVERED SIGNIFICANT IMPACT ACROSS HURUNGWE DISTRICT, INCLUDING THE INSTALLATION OF A 90,000-LITRE GALVANISED WATER TANK IN PHUNDUNDU, A SECOND LARGE-CAPACITY TANK AT INDIA VILLAGE, AND TWO

Name of the organization: AKASHINGA, INC.

Employer identification number: 32-0408734

BOREHOLES AT CHIPFUKO PRIMARY SCHOOL - EACH FITTED WITH DUAL 5,000-LITRE STORAGE TANKS - NOW PROVIDING CLEAN WATER ACCESS TO MORE THAN 570 PUPILS AND APPROXIMATELY 3,000 COMMUNITY MEMBERS ACROSS 16 VILLAGES.

WOMEN'S LEADERSHIP REMAINED A DEFINING FEATURE OF THE ZIMBABWE PROGRAMME. THE LEADING BRAVE FELLOWSHIP, DELIVERED IN PARTNERSHIP WITH THE RALLYING CRY, EQUIPPED WOMEN LEADERS WITH PRACTICAL SKILLS IN FINANCIAL LITERACY, PROFESSIONAL DEVELOPMENT, AND LEADERSHIP. THE PROGRAMME CULMINATED IN A MULTI-DAY GATHERING WHERE PARTICIPANTS REFLECTED ON GROWTH, SHARED CHALLENGES, AND STRENGTHENED PEER NETWORKS, EMERGING WITH INCREASED CONFIDENCE AND LEADERSHIP CAPACITY WITHIN THEIR TEAMS AND COMMUNITIES.

MOZAMBIQUE LANDSCAPE

SPANNING 2.2 MILLION ACRES INCLUDING 40 MILES OF COASTLINE, COUTADA 5 IS A COMPREHENSIVE BLEND OF TERRESTRIAL, COASTAL, AND MARINE CONSERVATION. AKASHINGA'S MOZAMBIQUE PROGRAMME, INITIATED IN 2022, SCALES AN INTEGRATED LAND-AND-SEASCAPE CONSERVATION MODEL COMBINING WILDLIFE CRIME PREVENTION, BIODIVERSITY MONITORING, MARINE PROTECTION, AND COMMUNITY PARTNERSHIP. THE PROGRAMME AIMS TO EXTEND PROTECTION INTO INSHORE COASTAL AREAS, CREATING A TRANSFORMATIVE CONSERVATION CORRIDOR THAT CONNECTS THREE NATIONAL PARKS AND SEVEN MILLION ACRES ACROSS DISTINCT ECOSYSTEMS WITH ENORMOUS BIODIVERSITY.

FRONTLINE PROTECTION REMAINED A CORE PRIORITY THROUGHOUT 2025. RANGERS CONDUCTED 761 PATROLS COVERING A TOTAL DISTANCE OF 22,803 KM ON FOOT, BY VEHICLE, AND THROUGH TARGETED TRACKING OPERATIONS. THESE PATROLS RESULTED IN 8 ARRESTS LINKED TO WILDLIFE-RELATED CRIMES AND 10 JOINT OPERATIONS CONDUCTED ALONGSIDE NATIONAL LAW-ENFORCEMENT PARTNERS. PATROL TEAMS RECORDED 1,523 WILDLIFE ENCOUNTERS ACROSS THE PROGRAMME AREA. AKASHINGA'S SCIENCE DEPARTMENT INSTALLED 46 CAMERA TRAPS FOR CONTINUOUS FAUNA MONITORING AND MONITORED EIGHT PERMANENT WATER POINTS TO ASSESS WILDLIFE USAGE PATTERNS.

SIGNIFICANT QUANTITIES OF ILLEGAL HUNTING EQUIPMENT AND CONTRABAND WERE RECOVERED, INCLUDING 710 SNARES AND TRAPS (INCLUDING 31 SPRING SNARES AND 11 SPRING-LOADED TRAPS), HOMEMADE WEAPONS INCLUDING FOUR 12-GAUGE SHOTGUNS, FOUR SHORT-CALIBRE FIREARMS, FOUR BOWS, AND ELEVEN ARROWS, AS WELL AS ADDITIONAL ILLEGAL ITEMS INCLUDING TIMBER LOGS, SAWS, AXES, PANGAS, AMMUNITION, AND BOLTS. IN A TARGETED JOINT OPERATION WITH THE ENVIRONMENTAL PROTECTION UNIT (EPU) AND THE MOZAMBIQUE WILDLIFE ALLIANCE (MWA), 8 KILOGRAMS OF PANGOLIN SCALES WERE SEIZED AND TWO SUSPECTS ARRESTED. THE CASE HAS BEEN REFERRED TO COURT AND IS PROCEEDING THROUGH THE RELEVANT JURISDICTION.

BIODIVERSITY MONITORING EXPANDED SIGNIFICANTLY DURING 2025. ACROSS TERRESTRIAL PATROL ZONES, RANGERS DOCUMENTED 451 VERIFIED WILDLIFE SIGHTINGS, INCLUDING ELEPHANT, PANGOLIN, KUDU, NYALA, IMPALA, BUSHBUCK, SERVAL, CIVET, BABOON, MONKEYS, AND GUINEAFOWL. A MAJOR CONSERVATION MILESTONE WAS ACHIEVED WITH THE CONFIRMED AERIAL SIGHTING OF A SMALL GROUP OF DUGONGS NORTH OF THE SAVE RIVER MOUTH IN COUTADA 5. AMONG THE WORLD'S MOST ENDANGERED MARINE MAMMALS, THIS RARE OBSERVATION MARKS A SIGNIFICANT BREAKTHROUGH FOR MARINE CONSERVATION WITHIN THE SAVE SEASCAPE.

Name of the organization	Employer identification number
AKASHINGA, INC.	32-0408734

AKASHINGA'S MARINE CONSERVATION PROGRAMME CONTINUED TO GROW IN BOTH SCALE AND COMMUNITY PARTICIPATION THROUGHOUT 2025. THE TURTLE GUARD PROGRAMME, STAFFED ENTIRELY BY LOCAL COMMUNITY MEMBERS, CONDUCTED EXTENSIVE BEACH AND MANGROVE SURVEILLANCE - COVERING 162.9 KM ON CHILOANE ISLAND AND 226.78 KM ON INHARRINGUE ISLAND - TO ASSESS NESTING ACTIVITY, IDENTIFY THREATS, AND PROTECT CRITICAL HABITATS. WORKING ALONGSIDE LOCAL FISHERS, THE TURTLE GUARD TEAM RESCUED AND RELEASED A CRITICALLY ENDANGERED JUVENILE HAWKSBILL TURTLE. IN JUNE, AKASHINGA'S SCIENCE DEPARTMENT LED A WORLD TURTLE DAY CELEBRATION ON CHILOANE ISLAND, BRINGING TOGETHER MORE THAN 50 PARTICIPANTS TO PROMOTE MARINE CONSERVATION.

IN A STRONG DEMONSTRATION OF COMMUNITY COOPERATION, SEVERAL RESIDENTS VOLUNTARILY SURRENDERED ILLEGAL HUNTING EQUIPMENT (INCLUDING HOMEMADE FIREARMS, WIRE SNARES, TRAPS, AXES, BOWS, AND ARROWS) DIRECTLY IMPROVING SAFETY FOR BOTH PEOPLE AND WILDLIFE. RANGERS DELIVERED 36 COMMUNITY MEETINGS AND ENGAGEMENT WORKSHOPS, 31 ENVIRONMENTAL AWARENESS PROGRAMMES, AND 74 CAPACITY-BUILDING SESSIONS FOCUSED ON COMMUNITY GOVERNANCE AND NATURAL RESOURCE MANAGEMENT. THE EXPANSION OF N'DZINDA HQ AND THE CONSOLIDATION OF THE CENTRAL TEAM AT A SINGLE SITE - PREVIOUSLY DISTRIBUTED ACROSS THREE LOCATIONS - MARKED ONE OF THE PROGRAMMES MOST SIGNIFICANT OPERATIONAL DEVELOPMENTS OF 2025. ON 11 NOVEMBER 2025, N'DZINDA HQ HOSTED THE GRADUATION OF THE SECOND CLASS OF AKASHINGA RANGERS, ATTENDED BY SENIOR NATIONAL, PROVINCIAL, AND DISTRICT OFFICIALS INCLUDING THE DEPUTY DIRECTOR GENERAL OF MOZAMBIQUE'S NATIONAL AUTHORITY FOR CONSERVATION AREAS (ANAC) AND THE CHIEF PROSECUTOR OF SOFALA PROVINCE. A MAJOR COMMUNITY MILESTONE WAS THE COMPLETION OF ZIMUALA PRIMARY SCHOOL, DELIVERING THREE FULLY FURNISHED CLASSROOMS, 70 DESKS AND CHAIRS, AND A 1,500-LITRE WATER TANK FOR 106 STUDENTS.

TRAINING DELIVERED IN MOZAMBIQUE IN 2025 INCLUDED A COMPREHENSIVE HUMAN RIGHTS, USE OF FORCE, AND MEDICAL PACKAGE AT COUTADA 5, COVERING FIRST AID, PHYSICAL FITNESS ASSESSMENT, CODE OF CONDUCT, FIELDCRAFT, SELF-DEFENCE, USE OF FORCE, AND ARREST TECHNIQUES. IN ZIMBABWE, 83 RANGERS COMPLETED PROFESSIONAL TRAINING THROUGH THE ACADEMY AND ASSOCIATED PROGRAMMES. A FORMAL RANKING CEREMONY RECOGNISED 43 RANGERS, AN IMPORTANT MILESTONE IN CAREER PROGRESSION REINFORCING PROFESSIONALISM, MORALE, AND LEADERSHIP PATHWAYS WITHIN THE SECTOR.

BOTSWANA LANDSCAPE
IN 2021, AKASHINGA'S PARTNERSHIP WITH NGO KALAHARI RESEARCH AND CONSERVATION (KRC) EXPANDED OUR WORK INTO BOTSWANA. OPERATING WITHIN WILDLIFE MANAGEMENT AREAS KD1, KD2, KD12, AND KD15 - COVERING 9.4 MILLION ACRES ACROSS BOTSWANA'S WESTERN KALAHARI - THE PROGRAMME FOCUSES ON SAFEGUARDING BIODIVERSITY WHILE STRENGTHENING COMMUNITY LIVELIHOODS THROUGH SUSTAINABLE NATURAL RESOURCE UTILISATION. BY LINKING WILDLIFE PROTECTION, ECO-TOURISM, RESEARCH, AND COMMUNITY-LED DEVELOPMENT, THE BOTSWANA PROGRAMME DEMONSTRATES HOW CONSERVATION CAN SERVE AS BOTH AN ECOLOGICAL AND ECONOMIC ASSET FOR RURAL COMMUNITIES LIVING ALONGSIDE WILDLIFE.

THROUGHOUT 2025, COMMUNITIES ACROSS KD1, KD2, KD12, AND KD15 CONTINUED TO BENEFIT DIRECTLY FROM CONSERVATION-BASED INCOME AND EMPLOYMENT OPPORTUNITIES. TOURISM PARTNERSHIPS GENERATED SUSTAINED COMMUNITY REVENUE REINVESTED INTO LOCALLY IDENTIFIED PRIORITIES INCLUDING BOOM

Name of the organization: AKASHINGA, INC.

Employer identification number: 32-0408734

GATE OPERATIONS, TOURISM STAFF EMPLOYMENT, RENEWABLE ENERGY SOLUTIONS FOR EARLY CHILDHOOD EDUCATION FACILITIES, AND SCHOOL INFRASTRUCTURE. IN KD15, CONSERVATION REVENUE SUPPORTED VILLAGE-WIDE INITIATIVES INCLUDING COMMUNITY INTERNET CONNECTIVITY, ENVIRONMENTAL EDUCATION PROGRAMMES, AND VILLAGE CLEAN-UP CAMPAIGNS.

WILDLIFE PROTECTION EFFORTS WERE STRENGTHENED THROUGH COORDINATED OPERATIONS WITH BOTSWANA POLICE SERVICES, THE BOTSWANA DEFENCE FORCE, AND THE DEPARTMENT OF WILDLIFE AND NATIONAL PARKS ANTI-POACHING UNIT. THESE PARTNERSHIPS RESULTED IN JOINT PATROL DEPLOYMENTS ACROSS KEY WILDLIFE CORRIDORS, THE DETECTION OF 40 POACHING INCIDENTS, AND 98 ARRESTS LINKED TO ILLEGAL WILDLIFE ACTIVITIES. THE ESTABLISHMENT OF A DISTRICT LAW ENFORCEMENT COMMITTEE FURTHER STRENGTHENED COORDINATION BETWEEN GOVERNMENT AGENCIES, CONSERVATION PARTNERS, AND COMMUNITY LEADERSHIP. TEN COMMUNITY SCOUTS WERE EMPLOYED TO MANAGE LIVESTOCK MOVEMENT AND REDUCE CONFLICT ALONG CONSERVATION BOUNDARIES, SUPPORTED BY THE INTRODUCTION OF HORSEBACK PATROLS USING SIX HORSES.

SCIENTIFIC RESEARCH REMAINED A PRIORITY IN 2025. FIVE LION SATELLITE COLLARS WERE DEPLOYED, WITH DATA CONFIRMING EXTENSIVE USE OF COMMUNITY AND WILDLIFE MANAGEMENT AREAS. A COMPREHENSIVE LION SURVEY WAS CONDUCTED BETWEEN JUNE AND SEPTEMBER 2025 ACROSS EASTERN AND SOUTHERN KGALAGADI TRANSFRONTIER PARK, KD12, AND KD15 WITH SUPPORT FROM THE LION RECOVERY FUND. SIX WILD DOG PACKS WERE MONITORED USING SATELLITE AND VHF COLLARS ACROSS KTP, KD1, KD2, KD12, AND KD15. A TOTAL OF 360 PARTICIPANTS ENGAGED IN CLIMATE AND CONSERVATION EDUCATION PROGRAMMES THROUGHOUT THE YEAR.

NAMIBIA

IN 2024, AKASHINGA EXPANDED INTO NAMIBIA THROUGH A PARTNERSHIP WITH CONSERVE GLOBAL. IN 2025, THE PROGRAMME CONTINUED TO STRENGTHEN COMMUNITY-LED CONSERVATION ACROSS THE KUNENE HIGHLANDS LANDSCAPE, A VAST TARGET AREA OF 5,689 KM2, DELIVERING MEASURABLE GAINS IN GOVERNANCE, COEXISTENCE, WATER SECURITY, AND SUSTAINABLE LIVELIHOODS.

A MAJOR INSTITUTIONAL MILESTONE WAS ACHIEVED WITH THE SIGNING OF A 20-YEAR SERVICE LEVEL AGREEMENT (SLA) WITH EHI-ROVIPUKA CONSERVANCY IN SEPTEMBER 2025 - THE FIRST NEW SLA EXPANSION OF THE PROGRAMME - STRENGTHENING LONG-TERM GOVERNANCE FRAMEWORKS AND FORMALISING CONSERVATION RESPONSIBILITIES ACROSS AN EXPANDING LANDSCAPE. SEVEN WATERPOINTS WERE UPGRADED ACROSS ORUPUPA AND OKANGUNDUMBA CONSERVANCIES, BRINGING THE TOTAL TO 13 IMPROVED WATERPOINTS SINCE PROGRAMME INCEPTION. INTERVENTIONS INCLUDED SOLAR PUMP INSTALLATIONS, ELEPHANT PROTECTION WALLS, RESERVOIR REPAIRS, PIPELINE UPGRADES, AND WILDLIFE TROUGHS DESIGNED TO REDUCE COMPETITION AT SHARED WATER SOURCES, CONTRIBUTING TO A MARKED REDUCTION IN HUMAN-ELEPHANT CONFLICT WITH ZERO CONFLICT EVENTS RECORDED AT PROTECTED COMMUNAL GARDENS.

TO STRENGTHEN LOCAL OWNERSHIP AND SUSTAINABILITY, 19 WATER POINT COMMITTEES WERE ESTABLISHED AND 114 COMMUNITY MEMBERS - INCLUDING 42 WOMEN - WERE TRAINED IN OPERATIONS, MAINTENANCE, AND BYLAW COMPLIANCE IN PARTNERSHIP WITH THE DEPARTMENT OF RURAL WATER SUPPLY. A 400-METRE ELECTRIFIED ELEPHANT DETERRENT FENCE INSTALLED AT THE OKAKAUJO COMMUNAL GARDEN NOW PROTECTS 40 FARMERS, WITH ZERO ELEPHANT DAMAGE RECORDED SINCE INSTALLATION. ECOLOGICAL MONITORING WAS EXPANDED THROUGH CAMERA TRAP DEPLOYMENT AT SIX STRATEGIC SITES, WITH DATA INTEGRATED INTO

Name of the organization: AKASHINGA, INC.
Employer identification number: 32-0408734

ANNUAL NATIONAL AUDITS TO STRENGTHEN EVIDENCE-BASED ADAPTIVE MANAGEMENT ACROSS CONSERVANCIES.

NATURE-BASED TOURISM DEVELOPMENT ADVANCED DECISIVELY DURING 2025. THE EKOTO SELF-CATERING CAMP IN ORUPUPA CONSERVANCY WAS COMPLETED IN SEPTEMBER AND OFFICIALLY OPENED IN NOVEMBER 2025, REPRESENTING THE CONSERVANCY'S FIRST RELIABLE TOURISM REVENUE STREAM AND A MAJOR STEP TOWARD FINANCIAL INDEPENDENCE. AN EKOTO JOINT MANAGEMENT COMMITTEE WAS ESTABLISHED TO STRENGTHEN SHARED DECISION-MAKING AND LONG-TERM ASSET GOVERNANCE. CONSTRUCTION OF THE ORUPUPA CONSERVANCY HEADQUARTERS COMMENCED DURING THE YEAR AND IS SCHEDULED FOR COMPLETION IN Q1 2026, FURTHER STRENGTHENING LOCAL GOVERNANCE, RANGER COORDINATION, AND COMMUNITY ENGAGEMENT CAPACITY ACROSS THE KUNENE HIGHLANDS.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:
THROUGH THE FIRST HALF OF 2025, THE PROGRAMME DELIVERED SIX TRAINING COURSES AND MENTORSHIPS, TOTALLING 1,770 HOURS OF INSTRUCTION TO 84 LEARNERS, 32 OF THEM WOMEN, ACROSS COHORTS INCLUDING THE SOUTHERN AFRICAN WILDLIFE COLLEGE, WILDLIFE CONSERVATION SOCIETY INDIA, CHEWORE CONSERVATION TRUST AND VICTORIA FALLS ANTI-POACHING UNIT, AND PARTNER ORGANISATIONS IN KENYA AND INDONESIA. CURRICULUM SPANNED FIELD PROBLEM SOLVING, GIS-BASED MAPPING, AND OPERATIONAL READINESS. POST-TRAINING EVALUATIONS FOUND LEARNERS APPLYING NEW SKILLS DIRECTLY IN THE FIELD, INCLUDING LIFE-SAVING FIRST AID ADMINISTERED DURING REAL OPERATIONAL INCIDENTS.

IN MID-2025, THE PROGRAMME WAS FORMALLY ESTABLISHED AS ITS OWN INDEPENDENT ENTITY. THIS TRANSITION MARKED THE PROGRAMME'S EVOLUTION FROM AN AKASHINGA-PARTNERED INITIATIVE INTO A FREESTANDING ORGANISATION CARRYING ITS TRAINING MODEL FORWARD INDEPENDENTLY.

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:
CAMPAIGNS - TO RAISE AWARENESS OF CONSERVATION ISSUES AND BUILD SUPPORT AMONG DONORS, PARTNERS, AND THE GENERAL PUBLIC IN THE UNITED STATES AND INTERNATIONALLY. AKASHINGA'S DIGITAL PRESENCE CONTINUED TO GROW, WITH SOCIAL MEDIA CONTENT REACHING NEW AUDIENCES ACROSS MULTIPLE PLATFORMS AND WEBSITE TRAFFIC DRIVEN BY A COMBINATION OF ORGANIC SEARCH, NEWS COVERAGE, AND DONOR COMMUNICATIONS. THE BRAND & MARKETING TEAM PRODUCED AND DISTRIBUTED CONTENT HIGHLIGHTING RANGER STORIES, ECOLOGICAL MILESTONES, AND COMMUNITY IMPACT, POSITIONING AKASHINGA'S MODEL AS A COMPELLING ALTERNATIVE TO CONVENTIONAL CONSERVATION APPROACHES. MEDIA COVERAGE, PODCAST APPEARANCES, AND SPEAKING ENGAGEMENTS BY ORGANISATIONAL LEADERSHIP EXTENDED PUBLIC REACH AND REINFORCED AKASHINGA'S CREDIBILITY WITH CONSERVATION AND PHILANTHROPY AUDIENCES. THESE OUTREACH EFFORTS ARE INTEGRAL TO AKASHINGA'S REVENUE GENERATION STRATEGY, INFORMING AND CULTIVATING THE DONOR BASE THAT SUSTAINS PROGRAMME DELIVERY ACROSS ALL FOUR COUNTRIES.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:
ENVIRONMENTAL PROTECTION UNIT (EPU)
DUE TO THE SENSITIVE NATURE OF THIS WORK, THE ENVIRONMENTAL PROTECTION UNIT (EPU) IS A LESS-PUBLICIZED PROGRAMME. ITS FOCUS IS COUNTERING ILLEGAL WILDLIFE TRADE THROUGH COUNTER-TRAFFICKING INVESTIGATIONS, EARLY WARNING, AND INCIDENT RESPONSE. WORKING WITH NATIONAL LAW ENFORCEMENT PARTNERS, STATE AUTHORITIES, AND PRIVATE AND NGO

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Employer identification number: 32-0408734

STAKEHOLDERS ACROSS ZIMBABWE AND MOZAMBIQUE, THE EPU MAINTAINS SUSTAINED PRESSURE ON ILLEGAL NETWORKS TO IDENTIFY, DISRUPT, AND PROSECUTE ORGANISED WILDLIFE CRIME.
EXPENSES $ 66,881.   INCLUDING GRANTS OF $ 41,783. REVENUE $ 0.

FORM 990, PART VI, SECTION B, LINE 11B:
THE BOARD OF DIRECTORS REVIEWS THE FORM 990 PRIOR TO FILING THE RETURN.

FORM 990, PART VI, SECTION B, LINE 12C:
THE ORGANIZATION HAS A FORMAL WRITTEN DISCLOSURE PROCEDURE FOR MONITORING COMPLIANCE WITH THE CONFLICT OF INTEREST POLICY. THE CEO DISTRIBUTES A QUESTIONNAIRE TO BOARD MEMBERS ANNUALLY.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:
AL,AR,CA,FL,GA,HI,IL,KS,KY,MD,MA,MI,MN,MS,NH,NJ,NM,NY,NC,ND,OR,PA,RI,SC,TN UT,VA,WV,WI

FORM 990, PART VI, SECTION C, LINE 19:
THE CANDID AND AKASHINGA WEBSITES DISPLAY THE FINANCIAL DOCUMENTS. THE OTHER DOCUMENTS ARE AVAILABLE UPON REQUEST.

PART VI GOVERNANCE, MANAGEMENT, AND DISCLOSURE, SECTION B, BOX 15A
THE COO REPORTED THE BOARD OF DIRECTORS' PROCESS IN THE 2025 HIRING OF THE CEO WHICH WAS TO REVIEW BENCHMARK COMPENSATION DATA FOR COMPARABLE NONPROFIT EXECUTIVE POSITIONS, OBTAINED BOTH THROUGH INDEPENDENT RESEARCH BY THE BOARD CHAIR AND DATA PROVIDED BY THE EXECUTIVE RECRUITING FIRM THE ORGANIZATION RETAINED, AND THE BOARD APPROVED THE RESULTING COMPENSATION RANGE.

PART VI GOVERNANCE, MANAGEMENT, AND DISCLOSURE, SECTION B, BOX 15B
FOR THE ONLY SENIOR-LEVEL POSITION HIRED IN 2025 BESIDES THE CEO, THE GLOBAL HR MANAGER DOCUMENTED IN WRITING TO THE COO THAT THE PROPOSED COMPENSATION HAD BEEN BENCHMARKED AGAINST CURRENT MARKET JOB POSTINGS AND COMPARABLE POSITIONS AT A SIMILAR ORGANIZATION.

FORM 990, PART IX, LINE 11G, OTHER FEES:
FIELD WORKERS, INSTRUCTORS, RANGERS:

PROGRAM SERVICE EXPENSES	548,353.
MANAGEMENT AND GENERAL EXPENSES	581,142.
FUNDRAISING EXPENSES	128,309.
TOTAL EXPENSES	1,257,804.
TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	1,257,804.