



Waffle Annual Report 2024-2025

Greeting

Thank you very much for your continued support of Waffle's activities throughout Fiscal Year 2024.

We are truly delighted to celebrate the fifth anniversary since our founding in 2019 together with all of you. The fact that we have been able to continue our work is thanks to the generous support of numerous companies, organizations, and individuals who cheer us on. We are sincerely grateful for your encouragement.

In our education programs, we held Waffle Camp in six cities across Japan, providing opportunities for junior and senior high school students to build original websites and engage with female role models working in the tech industry. These programs fostered interest in technology and supported early career exploration.

In 2024, we also launched new initiatives focused on regional outreach. As pilot programs, we hosted AI and programming workshops for elementary school students in locations such as Akita Prefecture, Kesenuma City in Miyagi Prefecture, and Goto city in Nagasaki Prefecture. These workshops tackled local issues—such as “Let’s clean the ocean using AI!”—to bring location-specific, early-stage technology education to underserved regions.

We further launched Waffle Club, a regular online program for middle and high school students, where participants are developing projects such as chat applications and AI image recognition apps.

Through Technovation Girls Japan, approximately 440 participants from across the country joined us in taking on the global challenge of developing mobile applications that address societal issues. With the help of many mentors, companies, and partner organizations, we continue to support the next generation of changemakers.

Our university-level program, Waffle College, welcomed 100 participants this year. Among them, 30 graduates of the Tech Career Course secured a total of 21 internships or full-time job offers. Furthermore, 40% of students reported a heightened motivation to demonstrate leadership, making tangible progress in their personal and professional growth.

In 2024, while continuing to focus on education and policy advocacy, we have fully embraced a multi-stakeholder approach to driving social change. For individuals, we defined five key digital competencies and provided comprehensive digital education that fosters critical thinking related to the gender gap and AI literacy.

We also strengthened partnerships with external organizations to build sustainable education infrastructures in local communities across Japan. On the policy front, we are exploring how to effectively convey emerging values throughout society, particularly in the context of AI and gender equity.

As we look ahead to the next 10 or even 20 years, we remain committed to addressing the gender gap in technology and creating greater social impact. We hope to continue working together with all of you in this important mission.

Thank you once again for your unwavering support.

With sincere gratitude,



Sayaka Tanaka

CEO of NPO Waffle

Mission

Unlock women's potential and make an impact in the world together.

Vision

Close the gender gap in the technology field.

Origin of Waffle

Waffle stands for “Women AFFection Logical Empowerment”.

Our mission is to empower women with both affection and logic.

We aspire to make technology, often seen as complex, as delightful and approachable as a warm waffle fresh off the griddle.

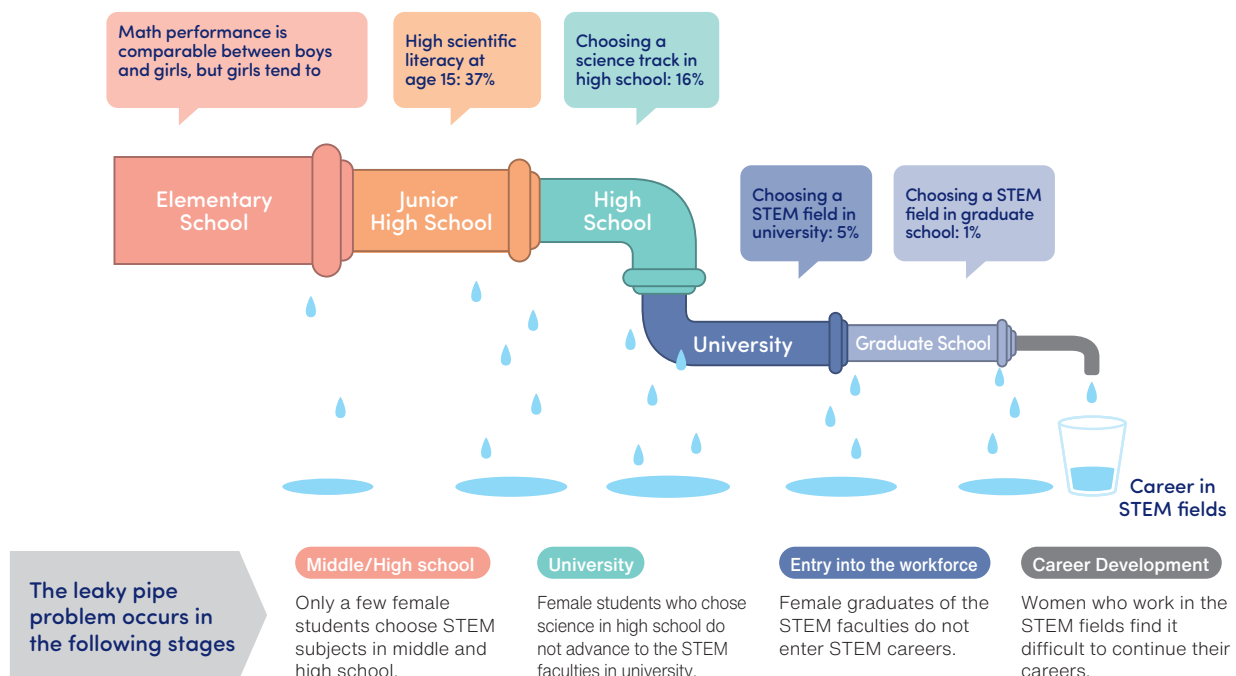
This is the very reason behind our choice of the name ‘Waffle’ for our organization.

Mitigating the gender disparity
in the IT field through education and empowerment

Addressing the Gender Gap in IT through Education and Empowerment

CHALLENGE

The Challenge of the Leaky Pipeline in STEM for Girls



Reference: Based on PISA (2018), TIMSS (2019), and materials from the Cabinet Office

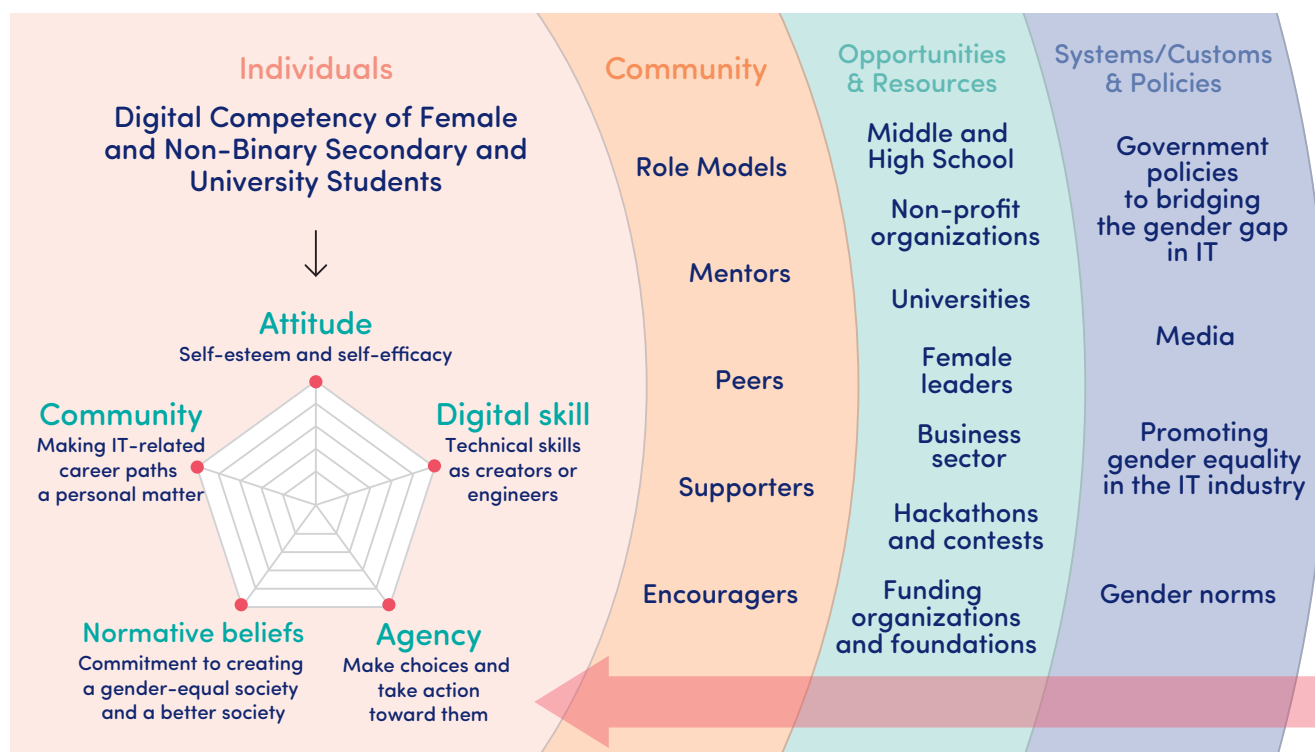
Japan lags behind other OECD (Organisation for Economic Co-operation and Development) countries in terms of the percentage of women pursuing an education in STEM (Science, Technology, Engineering, and Mathematics) fields. The “Leaky Pipeline Issue” describes the gradual decline of women at each stage of education, employment, and career progression within STEM disciplines. The term draws an analogy to water leaking from holes in a pipe, resulting in minimal flow to the final destination. Despite Japanese female students’ strong performance in the international PISA (Programme for International Student Assessment) study, their enrollment in engi-

neering programs at universities remains the lowest among OECD nations. This disparity is influenced by societal structures that discourage women from choosing STEM careers.

Of particular concern is the scant representation of women in information engineering and other IT fields. In today’s rapidly evolving landscape of AI and robotics technology, diversifying the workforce—by encouraging more female and non-binary individuals to enter these fields—is becoming increasingly essential. Such efforts not only promote economic empowerment but also enhance the overall diversity of the IT industry.

HOW WE CHANGE?

Driving Transformation Across the Entire Social Structure by Engaging with All Stakeholders



What We Do

In a society like Japan where the gender gap remains deeply rooted, we provide educational programs that enable students to participate equally in the digital age—not only by teaching programming skills, but also by cultivating five core elements of digital competency.

Systems/Practices & Policies

Policy Advocacy and Public Awareness to Elevate National Priorities

We submit policy proposals—such as to the Basic Policy on Economic and Fiscal Management and Reform (“Honebuto no Hōshin”)—aimed at increasing budget allocations to support girls’ participation in STEM education. At the same time, we work to build public awareness and recognition of the gender gap in IT/STEM fields as a critical societal issue.

Community

Creating Supportive Communities for Female and Non-Binary Tech Learners

We create spaces where girls and non-binary students interested in programming can connect with peers and role models. By increasing the number of supportive teachers, companies, and parents, we aim to build an ecosystem that empowers students to confidently pursue STEM and IT-related pathways.

Opportunities & Resources

Encouraging Gender-Inclusive Practices Across Organizations

We collaborate with other organizations—including companies and educational institutions—to ensure that gender-inclusive education, opportunities, and resources are made available not only through Waffle, but also across society as a whole. By working together, we aim to influence systemic change beyond our own programs.

Individuals

Educational Programs to Build Digital Competencies Among Students

We cultivate five key elements of digital competency:

- Attitude (fostering self-esteem and a sense of self-efficacy)
- Digital Skills (technical capabilities as engineers and creators)
- Normative Beliefs (commitment to building a more equitable and just society)
- Agency (the power to make and act on one’s own choices)
- Community (developing a sense of ownership over one’s path into IT)

In our mission to empower female and non-binary middle school, high school, and university students, we recognize that individual efforts alone are insufficient. To bridge the gender gap in the IT field, we must address social structures comprehensively. Our approach involves empowering students through education while strategically transforming the broader social and economic systems that impact them.

To that end, we intervene across four key stakeholder groups: by providing direct education to individuals, fostering communities of supportive adults, raising awareness among partner organizations, and engaging in advocacy aimed at governments and public discourse.

We believe that by influencing these spheres simultaneously, we are better able to have a meaningful impact on the societal systems themselves.

Waffle Education Program

Core Values in Our Educational Programs

To drive systemic change in society, we actively collaborate with multiple sectors, emphasizing three core principles within our educational programs:

Outreach

Delivering Information and Opportunities to Rural Students

The IT and digital industries are predominantly centered around Tokyo, which restricts opportunities for students outside the Kanto region to engage with professionals or participate in educational programs. To address this, we collaborate with local governments, establish regional networks, and actively involve middle and high school students from all corners of Japan. Additionally, we provide travel support for students attending events in Tokyo, offer computer loans, and facilitate hybrid programs that combine on-site and online learning to reach a diverse student audience.

Skills & Mindset

Fostering Collaborative Problem-Solving and a Positive Career Outlook through Product Development and AI Applications

With the rapid advancement of technologies such as generative AI, the IT and digital industries are undergoing significant change. While routine coding tasks are increasingly being automated, there is a growing demand for creativity, problem-solving skills, and the ability to develop meaningful products using AI.

To meet these evolving needs, we offer a wide range of programs for middle school, high school, and university students—from foundational programming to product development leveraging AI technologies. Through these programs, students work in teams with peers from diverse backgrounds to solve real-world challenges. In doing so, they not only gain technical skills, but also develop communication abilities and a spirit of collaboration.

Our approach goes beyond simply teaching skills. It helps students strengthen their ability to turn ideas into action, adapt to constantly changing technological environments, and build a sense of self-efficacy through firsthand experiences of success—"I made it happen." These experiences, accumulated over time, empower students to believe in their potential, take ownership and initiative regarding their future paths, and cultivate leadership skills as they explore their careers.

Environment

Creating Gender-Transformative Learning Environments and Materials

We aim to create gender-transformative learning environments where every student can fully realize their potential. This approach goes beyond simply being considerate of gender; it actively challenges and seeks to transform existing gender inequalities and stereotypes.

For example, in STEM fields, unconscious gender biases and stereotypes often persist. To address and dismantle these, we are taking the following actions:

Eliminating gender-based assumptions when interacting with students, and consistently using respectful, inclusive language and forms of communication.

Providing regular gender training for staff, mentors, and instructors to deepen their understanding of, and their ability to apply, gender equity practices. Intentionally inviting women and non-binary professionals as lecturers and judges in academic and career sessions to provide diverse role models.

Incorporating gender perspectives into our teaching materials and curriculum design to prevent the reinforcement of structural biases.

Through these efforts, we aim not only to be "considerate" of gender issues, but to fundamentally re-examine the nature of education itself—and to help build a more equitable and inclusive future.

PROGRAM PIPELINE

We offer comprehensive programs that support female and non-binary students from various age groups—from middle and high school to university—on their journey from developing an interest in IT to pursuing information engineering and becoming engineers.

Barriers

Gender biases such as "girls should pursue liberal arts" and "women are not suited for STEM fields"

Stereotypes that programming is "difficult" and "suitable for boys" lead to fewer opportunities for girls

Lack of female and non-binary role models in programming makes pursuing IT careers harder

Difficulty in choosing career paths and roles due to the scarcity of role models

Exposure

Experience

Continue Learning with Peers in the Community

Choose IT Career Paths

Middle and High School Students



Waffle book
"Me x IT = Infinity"

Waffle Camp

One-day workshops on website development and career talks

Technovation Girls

International business and app competition where teams solve SDGs-related issues using mobile apps over five months

- Choose a STEM major in the university
- Change career path to computer science/IT areas
- Take programming courses in the university

Mentor for Waffle Camp & Technovation Girls Mentoring

Waffle College Entry Course

10-day program to experience IT

Waffle College Tech Career Course

5-month program to secure an IT engineer internship

Internships

Support for securing internships and collaboration with companies

Waffle Club

Online programs for continuous learning

- Participate in engineering internships
- Secure employment in IT technical roles

University Students

Highlights

April

CEO Sayaka Tanaka was selected as a Young Global Leader by the World Economic Forum.

Waffle College Entry Course (3rd cohort) – April session launched. (See p.11 for details)

Hosted a career event featuring engineers from global startups.

Provided a space for women and non-binary students from Japan and the U.S. to share knowledge and insights on technology.

Relocated our office to Shibuya, Tokyo.

May

Held the official pitch event for Technovation Girls Japan 2024.

Hosted Waffle Festival 2024.

A tech conference for middle school, high school, and university students under the theme: “Claim Your Future with Tech”.



June

The Japanese Government's “Honebuto Policy 2024” and the Gender Edition included language on increasing the number of women in STEM fields. (See p.16 for details)

Conducted a three-part special lecture series on programming and STEM careers at Seisen Jogakuin Junior and Senior High School (Kamakura City, Kanagawa Prefecture)



July

Waffle Camp 2024 kicked off.

Held in six cities across Japan, with participation from 117 middle and high school students

Waffle College Entry Course (3rd cohort) – July session launched.



August

Waffle College Tech Career Course started.

35 highly motivated students joined with the goal of pursuing tech careers. (See p.11 for details)

September

Forbes Women in Tech TOP 30 was announced—highlighting 30 women transforming the world through tech.

Held for the first time in Japan with special support from Waffle.

Conducted an AI experience workshop as part of the Children's Job Challenge program in Goto city in Nagasaki prefecture.



October

Participated in Tokyo Yamathon, a walkathon event around the Yamanote Line. (See p.18 for details)

Technovation Girls 2025 officially launched.

Held a networking event for Waffle College Tech Career Course participants.

Hosted at Kyndryl Japan, where students interacted with company employees.

Hosted a workshop and networking event for former Technovation Girls mentors.

At the Technovation Girls 2024 World Summit, the team Spes Dojo—supported by CoderDojo Mizuho—received the Technology Award from among the Junior Division finalists.



November

Held a networking event for Waffle College graduates.

Hosted at Free Inc., providing a space for alumni to reconnect.

announced the 2025–2030 Strategic Plan outlining Waffle's long-term vision through 2030.



December

Technovation Girls 2025 Starts!

January

Conducted a Programming × Making Workshop for elementary school students in Kesennuma City.

Held a debriefing session on the U.S. Department of State's International Visitor Leadership Program (IVLP).

Director Morita shared initiatives from the program focused on promoting DE&I in STEM fields.

Held the Waffle College Tech Career Course Graduation Ceremony.



February

Hosted Waffle Club: Let's Build a Homepage and Learn from Women in the Semiconductor Industry!

Conducted a programming workshop at Tsukidate Elementary School in Kesennuma City.



March

Held the Waffle Annual Meeting.

Waffle Camp

Waffle Camp is a program for female and non-binary middle and high school students aimed at reducing apprehension towards IT and STEM fields and increasing their interest through website development. The program not only focuses on skill acquisition but also features career talks from women working in the IT industry.

[Program Overview]

Event Period: July–August 2024

Participation Fee: Free of charge

Event Locations: 6 cities nationwide (Chiba Prefecture, Inzai in Chiba Prefecture, Nagaoka in Niigata Prefecture, Fukui Prefecture, Kamiina region in Nagano Prefecture, Toyooka in Hyogo Prefecture)

Note: All 6 municipalities hosted hybrid events (both in-person and online).

Target Participants: Female and non-binary middle and high school students residing in or attending schools in the respective event locations.

Key Activities:

Developing original websites using HTML/CSS

Hosting inspirational talks featuring accomplished female engineers as role models



Feedback from Participants

The content gave me valuable hints for thinking about my future.

I was struggling with choosing between the humanities and the sciences, so this was very helpful.

Through today's experience, I realized that programming is more accessible than I thought, and even when it's challenging, it can still be fun! I really enjoyed it.

When I asked questions about things I didn't understand, they looked them up and explained everything kindly and thoroughly.

I received lots of helpful advice on how to improve my project.

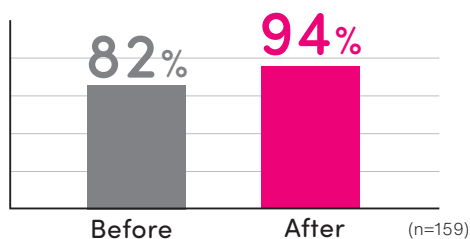
Participants Changes

Number of participants in Waffle Camp

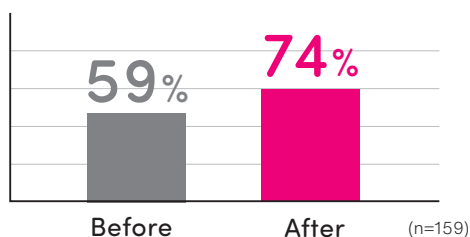
117 students

The average number of participants per event increased from 9.3 (previous year) to 19.8.

Interest in programming



Interest in STEM fields



Summary of the 2024 Program

● This year, with the support of the Mitsubishi Memorial Foundation for Educational Excellence, we provided targeted assistance to female middle and high school students who have limited access to STEM experiences due to regional and economic disparities. To lower the barriers to participation, we covered lunch and transportation costs, resulting in a total of 117 participants. With the cooperation of local governments, the average number of participants per municipality increased from 9.3 last year to 19.8 this year, showing stronger local interest.

● In some areas, the program was held at the offices of partner companies, providing students with opportunities to interact with professionals and envision more concrete career paths in the technology.

● Following the program, we offered an online course, Waffle Club, in which approximately 25 students continued to participate.

Check out
Waffle Camp



Waffle Club

An online club activity for female and non-binary middle and high school students who are interested in programming and STEM-related pathways. Participants can join at their own pace—whether occasionally or regularly—and gradually build confidence in technology through positive, empowering experiences that spark the feeling of “Maybe I can do this too.”

[Program Overview]

Event Period: August 2024 – February 2025 (4 sessions in total)

Participation Fee: Free of charge

Target Participants: Female and non-binary middle and high school students, including both alumni of Waffle programs as well as new participants.

Key Activities: An online program where participants can explore diverse technologies, including AI and app development, and connect with a wide range of role models.

August: ‘Create your own original chat app using your favorite character with Thunkable!’

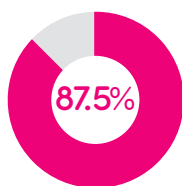
October: ‘Build an AI-powered recognition tool that picks out your favorite characters only!’

December: ‘Let’s make your own customized chat app!’

February: ‘Design a homepage and hear from women working in the semiconductor industry!’

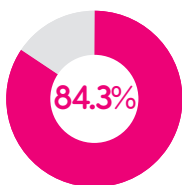
Participants Changes

Intention for continuous app development



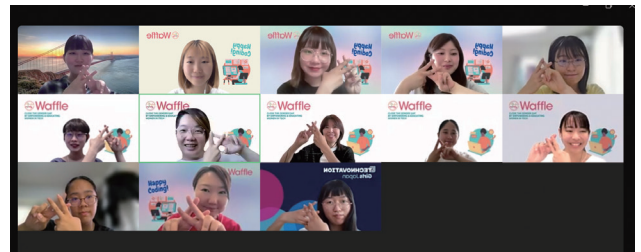
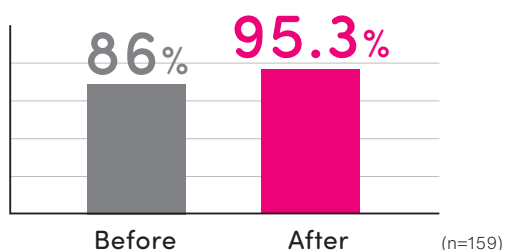
87.5% of participants indicated a willingness to continue creating apps, selecting either “somewhat applicable” or “strongly applicable.”

Improved confidence in programming skills



Confidence in programming skills also improved, with 84.3% of participants reporting greater confidence.

Level of interest in STEM majors and STEM-related career paths



Being able to program with AI first-hand helped me gain a deeper understanding of STEM.

After this experience, I want to keep improving and developing my own website.

Feedback from Participants

I had originally been more interested in the humanities, but after hearing from senior students during the talk session, I began to see STEM as a real option for my future.

This was my first time building a website, and I was able to understand and apply how HTML and CSS work. I'd love to learn the advanced version next.

The two-hour session was full of value both the app creation workshop and the talk session.

Summary of the 2024 Program

Waffle Club was launched in response to participants from other Waffle programs who expressed a desire for continued learning and opportunities to connect with peers. Designed as a light, accessible format—just a few hours on weekends with hands-on sessions held online—it successfully delivered meaningful outcomes.

87.5% of participants indicated a desire to continue learning, and 84.3% reported increased confidence in their programming skills.

Participants shared comments such as “I want to learn more about HTML,” “I want to keep creating apps,” and “This helped me consider STEM as one of my options”—demonstrating both concrete learning motivation as well as a positive shift in career thinking.

The program served as a launching point for students who were ready to take a new step, and also functioned as a welcoming, safe space to return to. It fostered a community where participants encouraged one another, shared new interests and discoveries, and found energy in mutual support.

Check out
Waffle Club



Technovation Girls

Technovation Girls is one of the world's largest technology education programs hosted by the US-based STEM NPO "Technovation," aiming to nurture the next generation of female IT entrepreneurs. As the official ambassador in Japan, Waffle supports domestic teams participating in this program.

[Program Overview]

Event Period: December 8, 2024 – June 21, 2025

A global World Summit hosted by the U.S.-based NPO Technovation is scheduled for September 2025 (online).

Participation Fee: Free of charge

Endorsement: Ministry of Education, Culture, Sports, Science and Technology (MEXT), Japan

Target Participants: Female and gender minority* middle and high school students

Main Content: - App Development Course (7 days)
- Business Development Course (4 days)

Instructors: - Maiko Kojima (Founder & CEO, CRAFTER Inc.)
- Yuichiro Masui (Director CTO, Bloom&Co.)

Japan Official Pitch Event: A Japan-specific pitch event held after a preliminary selection round.

The top 10 finalist teams and 10 "Challenge Stage" teams (ranked 11th–20th) will present at the Tokyo event on June 21, 2025.

International Exchange with Participants from Kenya: A platform to provide mutual feedback on apps under development.

Career Exploration & Mentorship Sessions:

Talk sessions with university students and professionals to support participants in planning their future career paths.

* In line with the global guidelines of Technovation Girls, we welcome all participants who identify as female, as well as transgender, non-binary, and gender non-conforming individuals who wish to learn in a female-identified environment.

Participants Changes

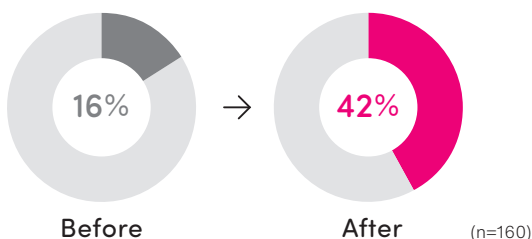
Number of participants in Technovation Girls

from all
47 prefectures
across Japan

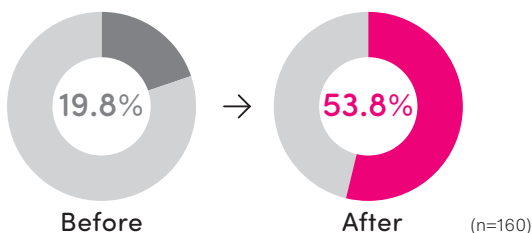
440

Among them, 88 teams successfully completed the full curriculum, and 7 teams were selected as semifinalists in the global competition.

Improved confidence in programming skills



Business building skills



There was a noticeable improvement in participants' confidence in their business development skills.



I really enjoyed working with my team—heading in the same direction and programming together was a lot of fun.

I hope to continue building apps and eventually create something more advanced.

Feedback from Participants

Developing an app was a great experience that I believe will help shape my future career.

I learned so much, including programming and marketing—things I wouldn't normally encounter in everyday life.

Seeing the mentors and judges inspired me. I want to become someone who can contribute to others just like they do.

Summary of the 2024 Program

● In Fiscal Year 2024, Technovation Girls Japan saw its highest numbers yet in terms of both participant and team count—an encouraging sign that the program is steadily expanding across the country year by year.

● Looking ahead, we aim to strengthen our alumni community so that participants can share the value of their experiences within their schools and personal networks. We hope to position Technovation Girls as a program that inspires students to "take the first step" toward their futures—whether in higher education or beyond.

● This year, we received a message from one of the students who was awarded the Minister of Education, Culture, Sports, Science and Technology Award. Though she had previously focused on the humanities in high school, her experience in the program led her to begin exploring a future in computer science. Participating as a second-year high school student is no small challenge—balancing schoolwork and the program can be demanding—but it's clear that Technovation Girls plays a significant role in shaping university decisions and long-term goals. We recognize the importance of sharing stories like hers to inspire future participants and communicate the program's lasting impact.

Check Out
the Technovation Girls
Japan Official Pitch Event



Waffle College

Waffle College is a tech community primarily for humanities university students to become IT engineers. It offers an "Entry Course" for programming beginners and a "Tech Career Course" for those who want to learn IT skills in-depth and participate in internships at IT companies.

[Program Overview]

Event Period:

Entry Course: April 26 – May 5, 2024 & July 5 – July 15, 2024
(Held twice, each for approximately 10 days)

Tech Career Course: August 2024 – January 2025 (Approximately 5 months)

Participation Fee: Free of charge

Target Participants: Female and non-binary students aged 18 or older who are currently enrolled in domestic or international universities, graduate schools, junior colleges, technical colleges, or vocational schools.

Program Overview:

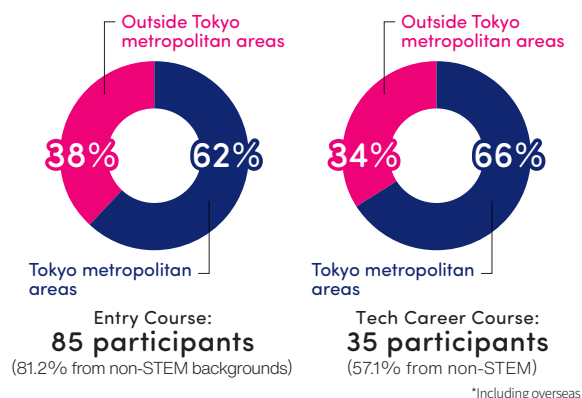
- **Entry Course:** Participants were introduced to the fundamentals of programming and App development using the block programming tool "Thunkable" / Gender studies lectures, Business lectures / Office tours, Networking events / Role model talks by past Waffle College participants
- **Tech Career Course:** Programming lectures using Python, App development / Foundational lectures in computer science and AI / Gender studies lectures, business lectures, career development lectures / Project week involving group work on assigned challenges / Graduation hackathon

Participants Changes

Number of participants in Waffle College

101

(Entry Course and Tech Career Course)



Among the 30 students who completed the Tech Career Course, a total of 21 internship or job offers were secured as of June 2025.

These included 14 internships and 7 full-time job offers, primarily in IT roles such as software engineering. Host companies included: CyberAgent Inc., Recruit Holdings Co., Ltd., Mercari Inc., NTT DATA Shinetsu, and others.

Additionally, 40% of the graduates (12 out of 30) showed an increase in their self-assessed willingness to take on leadership roles.

Specifically, they reported a higher level of agreement with the statement: "I believe I have the right to be a leader in various activities." This demonstrates meaningful growth in confidence and personal leadership identity.



I had many anxieties at first, but this experience far exceeded them. Through the program, I gained something no one can ever take from me—knowledge about IT that now feels like a part of who I am.

It wasn't just programming skills—I feel that I also grew in terms of personal strength, leadership, and the ability to express my thoughts clearly.

Feedback from Participants

To me, the Waffle College community is where I can be most true to myself.

Through this experience, I was able to reflect on my career path and was recently offered a position at an IT infrastructure company I had long aspired to join. I hope to continue building an independent career, drawing on everything I learned at Waffle.

Meeting this community during the limited and valuable time I have as a university student—just before entering society—has become a foundational experience that I believe will support me for the rest of my life.

Summary of the 2024 Program

Entry Course

A 10-day intensive program designed to foster growth in tech career readiness, empowerment, and leadership. This year, we placed particular emphasis on learning around AI, career development, and developing a leadership mindset.

Tech Career Course

The main programming language was updated to Python, and students engaged in a project-based curriculum to build their own blogs. A new AI module was introduced, where students practiced prompt engineering with ChatGPT and hands-on exercises using the OpenAI API. Reflecting participant feedback, we also expanded the number of career-focused workshops.

Research

At the Graduation Hackathon, many students submitted creative apps powered by the OpenAI API.

A number of students went on to participate in internships or selection processes at top companies, including at our corporate sponsors.

New Initiatives in 2024

In 2024, we conducted new initiatives including regional workshops that nurture an enjoyment of technology and proactive learning through community-rooted experiences, and Waffle Festival, which provides opportunities to learn about diverse work styles and career paths, and to think about the future.

1. Creating Opportunities to Engage with Technology in Regional Areas

In 2024, Waffle held hands-on programming and AI workshops for elementary school students in Goto City (Nagasaki Prefecture) and Kesennuma City (Miyagi Prefecture). While Waffle typically targets middle and high school students and university students, this time we collaborated with various local governments, companies, and organizations to provide opportunities to engage with technology from an earlier stage, challenging ourselves with a new community-rooted approach.



[Goto City, Nagasaki Prefecture]

The workshop held in Goto City in September was based on Code.org's "AI for Oceans" and entitled, "Let's clean Goto's ocean using AI!" Participants experienced programming that teaches AI (artificial intelligence) to distinguish between living creatures and trash. Surrounded by Goto's wonderful nature, the content was designed to provide an enjoyable learning experience about the importance of AI training data. The serious expressions on the faces of the students while they were concentrating on their work were very impressive.



[Kesennuma City, Miyagi Prefecture]

In Kesennuma City, we collaborated with Arc & Beyond to hold a total of three workshops utilizing the programming tool "MESH". We also provided hands-on electronics workshops aimed at solving regional issues. Elementary and middle school students worked on "devices to make failure enjoyable," while high school students challenged themselves with Waffle's newly developed "Accumulate Character!" Children enjoyed creating their works while actively exchanging opinions within teams.

2. Hosting Real Events to Learn About, Experience, and Consider IT Career Paths

[Waffle Festival 2024]

Waffle Festival 2024 was held in a hybrid format, combining an in-person venue in Harajuku, Tokyo, with online participation. This marked the first time the event was hosted at a physical venue, attracting female and non-binary students from middle school through university across 28 prefectures in Japan, as well as from overseas (the United States and Malaysia). Through this event, participants had the opportunity to learn about diversity in the IT field and to explore their own interests and aptitudes.

[Program Overview]

Event Period: May 25-26, 2024 (Saturday-Sunday) 10:00-17:00 (Day 1 featured the Technovation Girls Japan Official Pitch Event)

Event Locations: WITH HARAJUKU (Shibuya, Tokyo) + Online

Participation Fee: Free of charge

Target audience: Female and non-binary middle and high school students and university students (including technical college students, vocational school students, and graduate students)

Theme:
"I WILL SEIZE MY FUTURE TOGETHER WITH TECH"



Main Content

- Keynote speech by Sputniko! "Let's seize the future together with tech": Media artist Sputniko! spoke about the relationship between technology and creativity, providing participants with new perspectives
- Career talks by active female IT engineers: Women active in the IT industry introduced diverse career paths through their real experiences
- Talk session by Waffle College graduates: Graduates of Waffle's university student community "Waffle College" shared their growth experiences
- "Let's draw pictures on a computer without using a pen!" programming workshop: Experiencing creative activities through coding and feeling the joy of programming
- "Let's notice unconscious assumptions and biases" workshop: A space for participants to discuss gender-related stereotypes and gain awareness
- "Solve everyday problems with IT! Idea workshop": A hands-on session to brainstorm ideas for solving everyday daily problems with technology
- Individual study abroad consultation booth by the US Embassy, and more

Check out
Waffle Festival



Panel Discussion

*Unlock women's potential
and make an impact
in the world together.*

Waffle Journey and the Next Chapter

At Waffle's 5th anniversary event in May 2025, a panel discussion was held with program participants and mentors under the theme: "My Waffle Journey and the Next Chapter." They shared how Waffle influenced their career journeys and where they hope to go next.

3-time participant
in Technovation Girls



Wakana Yoneda

1st-year student
at Kamiyama Marugoto College
of Technology

former participant
in Waffle College



Yuki Nagai

Future IT engineer



Maki Saito

Working professional and
mentor in Technovation Girls



Maiko Furuse

Program Manager at Waffle
Facilitator

How Did Waffle Change Your Life?

Tell us about your real journey—what kind of person were you before encountering Waffle?

Yoneda: I first heard about Waffle's Technovation Girls program when I was in sixth grade. My dad found it on X (formerly Twitter) and said, "This looks interesting!" I had already been interested in programming and had gone to Scratch classes, often accompanied by my dad. But at those classes, I was usually the only girl, and I felt uneasy and out of place. My dad, knowing I was good at English, wanted to give me another "tool" for the future. There was someone in our neighborhood working for a foreign IT company, and seeing them work globally without being tied to time or place, my dad thought, "The future is English × IT."

Nagai: I majored in literature at university, so IT was a world far from mine. But deep down, I had always dreamed of being an engineer. Even as my job search began, I couldn't let go of that dream. Still, I was stuck in the belief that "I'm from a humanities background, so it's impossible," or "It's too late now." Then one day, a friend of mine who was part of the first Waffle College

cohort told me, "There's something like this—why don't you check it out?"

Saito: It all started when my best friend (Director Kumiko Morita at Waffle) asked me, "We don't have enough mentors—can you help out?" (laughs). To be honest, at first I joined with the mindset of "giving back" by volunteering and supporting the participants.

But once I actually got involved, it turned out to be a learning experience for me as well. I was so inspired that I ended up becoming more deeply involved with the organization.

Moments of Shock and Discovery: Breaking Through the Limits

Can you share a memorable moment from Waffle's programs?

Nagai: There were shocks everywhere! (laughs) On the tech side, Waffle College was the first time I ever touched programming. I started from the level of "What's a variable?" I saw this as my last chance, and I gave it everything I had. When I finally got the code I wrote to work, I'll never forget that feeling. It was the first time in

my life I thought, “I can actually make something!” Even more powerful was a moment during a career lecture during the Entry Course. One guest speaker said, “Maybe the reason you’re limiting yourself is because of internalized gender bias.” That struck me like lightning. Up until then, I’d told myself, “I’m a woman, I’m a humanities major,” and I let those labels define what I thought I could or couldn’t do. That moment changed everything. I decided: No more limits. I’m going to be honest about what I want.

Yoneda: I participated in Technovation Girls for three years. Besides programming, I learned how to create business plans, research market size, and edit presentation videos. What impacted me the most was connecting with participants from countries like Kenya and Mexico. While we were all building apps to solve social issues, the areas they focused on were completely different—like agriculture × IT. It made me realize how challenges vary based on culture and environment.

That experience gave me confidence. Now, I’m creating an app for a volunteer project I’m part of, trying to solve real issues on my own. Before joining Technovation, I just thought, “Programming seems fun.” But afterward, I began thinking, “Maybe I can find a problem and build something to solve it.” That mindset shift was the biggest change of all.

Empowering the Supporters — Adults Are Changing Too Waffle also empowers the adults who support students.

Ms. Saito, how did being a mentor change you?

Saito: The transformation was bigger than I ever imagined. Working with the students shattered my own mental framework. As a professional, I’d built a mindset of “this is how things should be” or “this is the efficient way.” But the students were completely different. Their raw potential and explosive last-minute energy amazed me.

A week before the final submission, their materials were still not completed. I made a call: “Let’s lower our expectations and submit something, even if the quality isn’t perfect.” But they said, “We can do it! We just don’t know how yet—please teach us!” So we stayed up late for days, and in the end, they pulled it off. Seeing that, I realized how wrong it is to judge young people based on adult assumptions.

It really sounds like the teacher became the one who was learning.

Saito: Yes. Their passion reminded me I can chase my



dreams too. I also got to connect with engineers from other companies and people like Ms. Yoneda, whose perspectives were entirely different from mine. It widened my own view of the world.

Instead of thinking inside a company framework, I started asking myself, “What can I do as a person to contribute to society?” Supporting their future ended up enriching mine. That’s the greatest empowerment Waffle gave me. Their passion gave me strength.

Next Chapter: The Futures We’re Building

What are your next chapters—your future dreams and goals?

Yoneda: I’m now on my school’s Robotics Team, doing outreach programs that teach programming to kids. My dream is to combine “IT × global × entrepreneurial spirit” and become someone who can solve problems by building things myself.

Nagai: I have two ambitions. One is to become a “socially impactful engineer,” something I’ve dreamed of since childhood. The other is to be a “female leader.” The women I met through Waffle—working with joy and confidence—are my role models.

Saito: I want to change Japan—and the world. For that, I need to become more powerful (laughs). I believe it’s our responsibility as adults to build a society where the next generation of leaders, like Ms. Yoneda and Ms. Nagai, can fly freely without barriers.

That’s exactly the kind of ripple effect Waffle is aiming to create. One girl takes a brave first step. One adult supports her. And that circle eventually grows strong enough and large enough to change society. I can’t wait to see what kind of future the countless journeys born over the past five years will create over the next five or ten.

Message from Supporting Company

Supporting Company 1

Kyndryl Japan KK

<https://www.kyndryl.com/jp/ja>



Ms. Aki Matsuyama

General Manager, Social Impact

Kyndryl Japan, Ltd. (hereinafter "Kyndryl") is the Japanese subsidiary of Kyndryl Inc., the world's largest IT infrastructure services provider. The company is actively engaged in social impact activities centered on "Future forward education" "Inclusive economy" and "Climate Cation" and has been promoting various initiatives with Waffle.



Our collaboration with Waffle originated from the partnership between Kyndryl and United Way Worldwide, one of the world's largest charitable organizations, as part of our global social impact activities (*). Waffle was selected as one of our nonprofit partners for community programs on STEM (science, technology, engineering, mathematics) education themes that address issues specific to each country. This was based on our evaluation of their meaningful work addressing the gender gap in Japan's STEM fields as a significant challenge.

What we find most meaningful about our partnership with Waffle is the impact they aim to create. Instead of providing only educational support, they recognize gender gap as a structural issue in the Japanese society and uniquely position themselves to advocate for policy changes, including proposals for fundamental policies, while simultaneously nurturing students through education—a dual approach of policy advocacy and education. We feel privileged to work together and value Waffle not merely as a grant recipient from Kyndryl Foundation, but as a partner for social transformation.

Kyndryl employees also have the opportunities to interact with students through career talk and mentoring, and we are grateful to be able to provide multi-faceted support utilizing our corporate resources.

We are excited to see the positivity and passion among students, despite their hardships and challenges. We can feel their enthusiasm to carve out their own futures. They are eager to learn, explore and absorb everything they can, which also energizes our employees in return.

For our employees, this serves as an opportunity to not only contribute to nurturing the next generation but also to broaden their own perspectives and take inventory of their own careers. By sharing their personal experiences,

they feel motivated, gain energy, and gain the confidence that they too can contribute to society—creating a truly positive environment.

Let me share a story. There was a humanities student who had given up on pursuing a career as an IT engineer. Through Waffle College, which we support, this student experienced the joy of creating something new and was inspired by female IT professionals as role models, ultimately finding her path.

This truly embodied what Waffle aims to achieve. We were especially delighted when this student, inspired by the desire to "become an engineer who changes society" learned about our company and applied for our recruitment interview and decided to join Kyndryl. This represents an excellent example of collaboration between corporations and NPOs that goes beyond mere educational support.

In 2025, we aim to focus on expanding outreach to female students in regional areas together with Waffle, providing resources that are not easily accessible to underserved locations. Since Kyndryl has offices nationwide, increasing the number of people involved in technology not only in Tokyo but also in regional areas is meaningful. We also want to work on closing skill gaps in areas such as artificial intelligence (AI) and cybersecurity and on nurturing the next generation.

I sign off with a short message for learners. I truly think your curiosity and passion will shape the technology of the future. Believe in yourself and take that crucial first step. We wholeheartedly support your journey.

And we look forward to someday meeting you as experts and visionaries who create technologies that support society and drive progress.

(*) <https://waffle-waffle.org/2024/08/27/kyndryl/>

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in the world together.*

Supporting Company 2

Salesforce Japan Co., Ltd.

<https://www.salesforce.com/jp/>



Ms. Naomi Ohashi

Solution Division
Specialist & Architect Division,
Technical Architect & Security Division
Division Manager

Salesforce Japan Co., Ltd. (Salesforce) is a leading provider of cloud-based software and the company behind the world's top-ranked AI-powered Customer Relationship Management (CRM) platform. The company is also widely recognized for its integrated social contribution program, the "1-1-1 Model," which dedicates 1% of our equity, 1% of our employee working time, and 1% of our products to society. Through this model and other initiatives, Salesforce has been an active supporter of Waffle's activities.

The partnership between Waffle and Salesforce began when our women engineers participated as mentors in Waffle's programs as part of our 1-1-1 Model approach. In addition, the Salesforce Women's Network (SWN), one of our employee resource groups, has organized career talks and office tours on a volunteer basis, providing opportunities for students ranging from those in middle school to those in university.

At Salesforce, we strive to create a society where everyone has equal access to quality education and opportunities to shape their future. To achieve this, we support organizations that provide career-oriented learning opportunities and mentoring to strengthen connections with society.

I had the honor of serving as a judge at the most recent Technovation Girls Japan Official Pitch Event. I was deeply impressed by the participants' ideas and their passion for tackling important social challenges from different perspectives. Their proposals not only demonstrated strong technical skills, but also reflected a clear understanding of the underlying challenges we face in modern society. Together with their passion and commitment, these strengths revealed the remarkable potential of the younger generation to change society for the better.

What impressed me the most was the participants' attentive response to feedback and their genuine engagement. When the results were announced, their unmistakable joy and clear sense of accomplishment reflected the dedication and effort that had brought them to that moment. Witnessing their recognition that their ideas could meaningfully contribute to society, and their hopeful outlook for the future, was absolutely invigorating.



We also received similar positive feedback from within the company, including such comments as: "I was moved by the presenters' enthusiasm and determination."; "Watching them rehearse their presentations until the very last moment while encouraging one another was truly inspiring."; and "Regardless of gender, we hope to see the younger generation continue to develop and thrive."

From my perspective, even while serving in a supporting capacity as a judge, I found the experience to be both rewarding and enlightening, providing me with valuable new perspectives and insights. I believe these initiatives not only nurture future talent but also play a vital role in driving innovation throughout society.

This experience also heightened my awareness of the necessity for gender equality in STEM fields. During my collaboration with Waffle, on multiple occasions, I became conscious of the biases and social structures that I had not previously recognized. It provided me with a valuable opportunity for self-reflection and professional growth.

Looking ahead, I am committed to continuing our support of Waffle's initiatives and to contributing to the cultivation of the next generation of leaders in STEM fields.

Finally, the world of STEM is vast and offers diverse ways to engage and contribute. Even if you have not yet discovered a place that perfectly aligns with your strengths and interests, keeping an open mind and broadening your horizons can lead to unexpected opportunities and open up new paths. By embracing these elements and pursuing your interests at your own pace, you can create new possibilities. We will continue committed to supporting you all in this journey.

Advocacy

From the Ground to Policy:

Aiming to Eliminate the Gender Gap Through Both Educational Practice and Systemic Reform

Since its founding in 2019, Waffle has aimed to eliminate the gender gap in the tech field not only through educational programs but also by addressing systemic issues through policy advocacy. Gender inequality is deeply rooted in institutional and social barriers that cannot be overcome by individual effort or awareness alone. Therefore, we have continuously engaged in dialogue with the government and relevant ministries, using insights and voices from educational settings across the country to make policy recommendations aimed at systemic change.

One of our key focus areas is influencing the Basic Policy on Economic and Fiscal Management and Reform (commonly known as the “Honebuto Policy”) and the Priority Policy for Women’s Empowerment and Gender Equality (the “Women’s Honebuto Policy”), both of which are approved by the Cabinet every June. In Fiscal Year 2024, Waffle’s proposals were explicitly included in both national policies, positioning the increase of women in IT and STEM fields and the correction of regional disparities as national challenges requiring comprehensive efforts.

These policy advocacy efforts have become the starting point for a wide range of initiatives, including promoting the participation of girls and non-binary individuals in STEM fields, expanding access to role models, providing early programming educational opportunities, and strengthening the appointment of female educators. Moving forward, Waffle will continue to serve as a bridge between educational practice and policy, delivering voices from the field to shape societal rules and striving to create a society where everyone can learn and take on challenges in their own way.

Focus Areas of Waffle’s 2024 Policy Proposals

In this year’s policy proposal cycle, Waffle emphasized three key areas:

Building Community Support Systems for Girls in STEM

Waffle advocated for equitable access to STEM education opportunities for middle and high school girls, not only in urban areas but in rural regions as well. Drawing on experiences from regional programs like Waffle Camp Hometown, the proposals highlighted the importance of involving local adults—such as teachers and parents—in nurturing future tech talent.

Early Exposure and Role Models to Overcome Stereotypes

To break the entrenched idea that “girls belong in the humanities,” Waffle stressed the importance of exposing students to diverse career paths from early adolescence. This included expanding school outreach programs and offering more opportunities for girls to engage with female role models in STEM through lectures and workshops.



Structuring Inclusive Internship Opportunities

Waffle proposed expanding internship programs to accommodate students with little or no prior tech experience, particularly at the university level. This approach emphasized that nurturing digital talent must involve both early education and practical, hands-on work experience.

Policy Impact and Achievements (FY2024)

As a result of these efforts, Waffle’s proposals were directly cited in two major national policy documents in June 2024:

Basic Policy on Economic and Fiscal Management and Reform 2024

- Promoting community-driven, cross-sectoral efforts to engage and develop girls’ interest and abilities in STEM
- Strengthening the hiring of female faculty in higher education institutions
- Enhancing data collection and analysis disaggregated by gender

Priority Policy for Women’s Empowerment and Gender Equality 2024

- Specific strategies to support girls in STEM
- Expanding programming education for middle and high school girls
- Increasing exposure to female role models through lectures and outreach programs
- Introducing positive action initiatives in internship programs

One tangible result of these policy shifts came through the national budget. The Japan Science and Technology Agency (JST) budget for its program supporting STEM pathway choices among female junior and senior high school students was raised from 72 million yen in FY2024 to 79 million yen in FY2025.

This increase reflects a growing national prioritization of gender equity in STEM and marks a direct response to Waffle’s long-standing advocacy for guaranteeing access to science and technology education from early stages.

With this milestone, Waffle’s policy proposals have now been featured in major government policy papers for four consecutive years—demonstrating a sustained and meaningful impact on Japan’s education and innovation policy landscape.

Media Coverage

Major Media Coverage

2024

April 1	Newspaper	Kyoiku Katei Shimbun—"Technology" classes are changing! Online skill-up seminar for teachers held by MEXT and others
April 14	Newspaper	Ehime Shimbun-Realizing diverse ways of life — Female entrepreneurs speak out at panel discussion in Imabari
June 27	Online	Mashing UP-Female and nonbinary students tackling social issues with tech — Waffle hosts a pitch event
July 1	Magazine	Secondary Education Journal-Educational Perspective: "What we ask of schools regarding the gender gap in the IT field"
July 16	Online	ReseMom-IT education and career support for female junior and senior high school students: "WaffleCamp"
July 20	Magazine	Dentsu Ikuei Association "IKUEI NEWS"-The Path to Becoming an Entrepreneur — "Entrepreneurs have the power to create what the world lacks"
August 30	Book	Why Don't Girls in Rural Areas Aim for the University of Tokyo? (Kobunsha Shinsho)-Chapter 3: Digging into the Cause — Trend of prioritizing qualifications and the importance of STEM talent
September 25	Magazine	Forbes Japan-The Current Landscape and Future Hopes for "Women In Tech" in Japan
October 10	Magazine	JAWW NGO Report — Toward Beijing +30-Technology and Gender
October 15	Magazine	IPSJ Journal "Information Processing" November issue-Gender and Information: 6. The Role of NPOs in Promoting Gender Equality in Science and Technology Fields — Multistakeholder collaboration to solve issues
October 16	Magazine	Forbes Japan-Women In Tech 30: Introducing 30 Women Shaping the Future in Technology
October 21	TV	Nippon Television Network "news zero"-App Development — Female junior and senior high school students win big at international competition
October 22	Online	Impress "Children and IT"-Preventing dementia with ChatGPT × origami — Junior high school students win Technology Award at global app development contest
December 27	Magazine	Sentan Kyoiku-Toward a society where female and nonbinary tech leaders are born

2025

January 22	Newspaper	Tokyo Shimbun-Supporting women in IT careers — Tackling the deep-rooted gender gap
March 17	Newspaper	Tokyo Shimbun—"Science is for boys" — how stereotypes are holding girls back and what's being done to change the world's lowest STEM rates
March 27	Magazine	Plan International-GIRLS LEADERSHIP REPORT: The digital future being built by girls

Total Media Coverage: Web: 36 articles, Newspapers: 23 articles, Magazines: 12 articles, Books: 1 publication, TV: 1 appearance

For more details, please visit <https://waffle-waffle.org/media/>

Speaking Engagements

2024

April 24	Seisen University Lecture, 37th Global Citizenship Seminar: "Technology and Careers for Women: Me x IT = The Ultimate Combo" (Speaker: Director Morita)
April 10	Imabari City "Shima-Tech" (FY6), 1st Diversity Meeting in Imabari: "Toward a Society Where Everyone Shines in Their Own Way, Wherever They Choose to Be" (Speaker: CEO Tanaka)
May 2	hy-labo (Gojome Town, Akita prefecture) Opening Ceremony Keynote: "Beyond Regions and Gender: The Future Potential Born from High Labs" (Speaker: Director Morita)
June 22	Wom Tech, STEM Girls Future Conference with Anna Matsumoto from Stanford University (Speaker: CEO Tanaka)
August 5	Ministry of Education, Culture, Sports, Science and Technology Summer Training: "Technology Education for the Future" (Speaker: CEO Tanaka)
August 5	Benesse Mirai Seed SUMMIT 2024, Talk Session (Speaker: Director Morita)
September 6	L'Oréal-UNESCO Women in Science Japan Encouragement Awards Talk Session: "The World Needs Science, and Science Needs Women—Can We Break Through for Gender Equality in Science?" (Speaker: CEO Tanaka)
September 11	Shiga Prefecture College of Technology Co-Creation Forum Talk Session: "From KOSEN! Pioneering the Future Through Diversity" (Speaker: Director Morita)
October 9	Japan Association of New Economy, JX Live! 2024: "Realizing Entrepreneurship Education" (Speaker: CEO Tanaka)

2025

January 18	Ministry of Health, Labour and Welfare "Project Team for Promoting Women's Active Participation in Professional Life" (Speaker: Director Morita)
February 16	FLL Challenge 2024–2025 National Tournament, Judge (Speaker: Director Morita)
March 10	Nagano National Institute of Technology Faculty and Staff Lecture (Speaker: Director Morita)
March 13	Kawasaki in Kanagawa Prefecture Gender Equality Network General Assembly: "Everyone Can Thrive! Expanding Futures in the Tech Field" (Speaker: Director Morita)
March 21	FEW Japan + Women In Tech Global Japan Chapter, International Women's Day 2025 (Speaker: Director Morita)

Companies and Organizations Supporting Waffle (In No Particular Order)

We would like to take this opportunity to extend our heartfelt thanks to the companies and organizations that support Waffle's activities. Here are some of the entities that have provided their generous support.

Sponsoring Companies and Organizations

MetLife Foundation

Mitsubishi Memorial Foundation for Educational Excellence

Embassy of the United States of America

Mirai RITA Foundation

Lenovo Japan LLC

United Way Worldwide

Kyndryl Japan K.K.

NTT Corporation

Deloitte Tohmatsu Group LLC

Applied Materials Japan, Inc.

The Japan Research Institute, Limited

Cybozu, Inc.

CyberAgent, Inc.

LY Corporation

Unity Technologies Japan K.K.

Salesforce Japan Co., Ltd.

TokyoDev Inc.

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KOA Corporation

TAKANO CO., LTD.

YAMAURA CORPORATION

International Volunteer Group

Dropbox Japan K.K.

esa LLC

Partner Companies and Organizations

iamtheCODE

ASAYA Co. Ltd.

Adways Inc.

Arc & Beyond Association, Inc.

Women's Startup Lab Impact Foundation Japan

EDOCODE Inc.

NTT DOCOMO, Inc.

Girl Scouts of Japan

Kesennuma City Office

Kesennuma City Board of Education

Kesennuma City Tsukitate Elementary School

Kesennuma Business Support Center

G-experience, LLC

JPMorgan Chase & Co.

Jo-Works

Sony Interactive Entertainment Inc.

Nagasaki International Television Co., Ltd.

Microsoft Japan Co., Ltd.

PR TIMES, Inc.

Findy Inc.

Plan International Japan

Progate Inc.

freee K.K.

My Project Award Secretariat for High School Students

Maru Office General Incorporated Association

NPO Code for Everyone

MetLife Insurance K.K.

Morgan Stanley Japan Holdings Co., Ltd.

Life is Tech, Inc.

Yamada Shintaro D&I Foundation

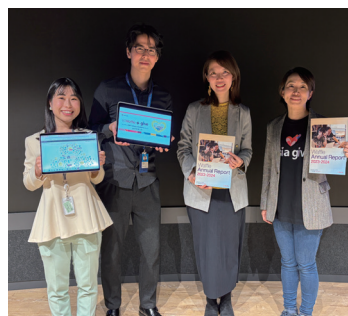
\ Introduction to Various Support Methods /

NTT Corporation



Sixty employee volunteers from NTT participated in the Technovation Girls 2025 program, working closely with junior and senior high school students over several months. They supported app development and business pitch preparation, playing a vital role in the success of the program.

Microsoft Japan Co., Ltd.



Through Microsoft's employee donation program "Give," 73 employees voluntarily joined Waffle's lunchtime workshops. They renewed their awareness of the social challenges we tackle and shared heartfelt messages to inspire our female students.

JPMorgan Chase & Co.



JPMorgan Chase donated 14 computer monitors to help improve our working environment. This generous support was made possible through our connection with the IVG-Japan. We are deeply grateful and will make full use of this equipment in our future activities.

International Volunteer Group (IVG-Japan)



In collaboration with IVG-Japan's charity walk event "Tokyo Yamathon," a portion of the participation fees was donated to Waffle. At the event, we set up a booth to showcase our initiatives aimed at closing the gender gap in the tech industry.

Donation Information

Our Involvement Sparks Someone's "I Did It!"

Waffle is tackling the gender gap in the tech field from both educational and policy angles.

Japanese girls rank among the top globally in academic performance. However, their enrollment and employment rates in STEM and IT fields remain among the lowest in all OECD countries.

To address this structural issue, Waffle has been working on two fronts—**education and policy**—to expand opportunities for middle school, high school, and university students across Japan.

To further broaden and sustain these efforts, we **rely on the support** of companies, organizations, and individuals like you.

There's No One Way to Get Involved

You can support Waffle in the way that best fits your strengths and style.

Ways to contribute (Examples)

1

Volunteering

Mentor students, support program operations, or help spread the word.

2

In-kind support

Donate or lend equipment, or provide venues for events.

3

Financial support

Become an annual sponsor, help us apply for grants, or make a donation.

4

Combination of in-kind & financial support

Co-host an event, or combine product contributions with monetary support.

For example ▶

¥3,000 donation

enables us to lend a laptop to one student participant.

¥10,000 donation

covers one-way travel expenses for a student in a rural area to join their peers in Tokyo.

Donations of ¥3,000 or more annually also contribute toward Waffle's goal of becoming a Certified NPO. Once certified, we'll be eligible for tax benefits—making it easier for more people to support our mission.

Supporting Each Future, Together with Our Community

Waffle's activities are powered by a diverse community of adult volunteers who support our mission from many different walks of life.

Between their full-time work, they connect with students online to support their learning in AI and programming, and help organize events behind the scenes.

Volunteer involvement varies widely—from just 1–2 hours of mentoring to joining students over a 3-month program. Each person draws on their own strengths and experience to cheer on these young challengers.

We've heard many wonderful reflections from our volunteers, such as:

"It was rewarding to see my knowledge actually help someone."

"Working with students gave me fresh insights—and made me reflect on my own career."

Would you like to open the door to possibility, together with us?

- Interested in volunteering as an employee?
- Considering sponsoring one of our programs?
- Curious how your company's resources could be put to use?
- Want to support us personally through a donation?

Waffle is looking for partners who will walk alongside young people across Japan and help shape the future together. Your one step could spark a student's next "I did it!" moment.

If you're interested, please don't hesitate to reach out. We'd love to hear from you.



Contact us: info@waffle-waffle.org
Donate online anytime:
<https://syncable.biz/associate/555>



Organization Overview

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