

Seelaus
2022
Impact
Report

SEELAUS

A WOMEN-OWNED
BUSINESS ENTERPRISE

SEE LAUS

A WOMEN-OWNED
BUSINESS ENTERPRISE

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A Letter from our CEO

Dear Friends,

A few years ago, at a senior leadership meeting, we decided that at Seelaus we could do all things with impact without conceding on any of our business objectives. A bold pronouncement for a small firm at the time, and candidly, one we had little idea on how to execute.

As a women-owned business enterprise, we have always been mission-driven, striving for equal representation by providing opportunity for women in our firm, in our industry, and in our community. But we felt that there was more that could be done.

Once we started looking at our business with an impact lens, we began to see how much potential there was in this idea. Now, as we reflect on this year in our inaugural impact report, I am both proud of our accomplishments and humbled by the overwhelming support and engagement we have seen from our clients and our counterparts.

What we've learned is that the business case for gender diversity is undeniable. A few years ago a study found that by its calculation in 2016, if women attained full gender equity, the U.S. could add up to \$4.3T in annual GDP by 2025.* They further quantified the advantage of diversity and not just gender diversity in a more recent study. Companies that are more diverse (top 25 percent when it comes to diversity) are 24 percent more likely to deliver above-average profits.*

So, why the lack of progress given the data? Is it simply longstanding behavior patterns that just take time to change? Is our role in this simply to be an example of a successful, enterprise owned and led by women delivering for our clients? It must be, but it also must be more than that. I believe it is our responsibility to create a world where our daughters are faced with an economic opportunity so vast and without disadvantage that they can't conceive of any other reality.

This dream faced numerous macro-challenges this year. Women faced setbacks to their reproductive and thus economic freedoms and the disproportionate impact they have on the already disadvantaged. We saw women continue to leave the workforce in a post pandemic reality that belied their outsized COVID contribution. We watched inspired and heartbroken as women in Iran fought for basic human rights knowing it could cost them their lives. These events shape who we are and the duty we feel to pay forward the support we receive as a women-owned firm, but they also allow us to more clearly articulate the impact we want to have and how to execute on those ideas.

"I BELIEVE IT IS OUR RESPONSIBILITY TO CREATE A WORLD WHERE OUR DAUGHTERS ARE FACED WITH AN ECONOMIC OPPORTUNITY SO VAST AND WITHOUT DISADVANTAGE THAT THEY CAN'T CONCEIVE OF ANY OTHER REALITY."

*ANNIE SEELAUS, CEO
R. SEELAUS & CO.*

*McKinsey Global Institute, The power of parity: Advancing women's equality in the United States, April 7, 2016
By Kweilin Ellingrud, Anu Madgavkar, James Manyika, Jonathan Woetzel, Vivian Riefberg, Mekala Krishnan, and Mili Seoni
www.mckinsey.com/featured-insights/employment-and-growth/the-power-of-parity-advancing-womens-equality-in-the-united-states

You will see in these pages significant progress and innovation in the mission. With unwavering support from large institutional investors our unique approach to impact investing doubled the size of our Asset Management Analyst Program for young women from underrepresented demographics.

We tripled the assets we are managing in impact mortgage lending programs. We reached \$1B in AUM at the asset manager for the first time and entered into the first women-owned leveraged finance platform in a joint venture with Stone Point Capital.

We launched a podcast highlighting women who are changing the world and dedicated more time and resources to women's health than ever before. And this is just some of what you will read about.

The best part is that we are just getting started. The people at Seelaus are as committed to these objectives as the Leadership. Our investment in the team will continue to pay dividends in the coming years.

The world is changing. The momentum is real. As we close out 2022, we offer this impact report as a thank you to all of you who have joined us on our journey thus far and as an invitation to be a part of the next phase with us.

Looking forward with gratitude,



Annie Seelaus
CEO

*"MCKINSEY
FOUND THAT IN
2016, IF WOMEN
ATTAINED FULL
GENDER EQUITY,
THE UNITED
STATES COULD
ADD UP TO \$4.3
TRILLION IN
ANNUAL GDP BY
2025"*



OUR STORY SO FAR

Who We Are

Seelaus is a mission-driven, full-service financial firm that consistently helps clients achieve their investment objectives while simultaneously making a positive impact in our industry and in our community.

As a certified Women's Business Enterprise, we lead by example with a value-driven, relationship first model, bringing quality service and experience to individual and institutional clients everyday.



Our History

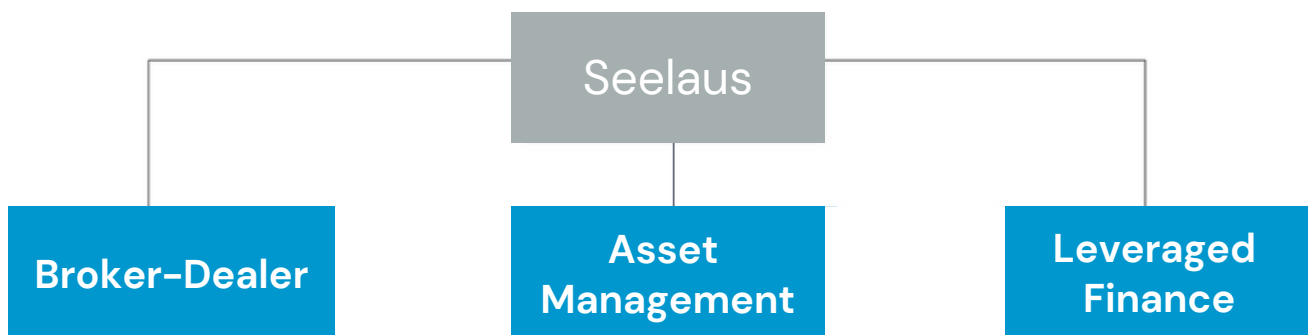
R. Seelaus & Co., Inc. ("Seelaus") is a holding company that was originally founded in 1984 as a municipal bond dealer in Summit, NJ. The firm has grown from its start to become a full-service financial firm, providing broker-dealer, asset management, and leveraged loan capabilities.

Annie Seelaus joined the firm in 2009 to launch an institutional credit business after a 10 year career at HSBC. In 2015, she was promoted to CEO and with that the firm became a certified Women's Business Enterprise (WBE) by the State of New Jersey and then certified Nationally.

It is here where our firm's mission-driven journey of impact begins.

What We Do

At Seelaus we seek to be a value-add partner to our clients across multiple platforms to satisfy the full range of our clients' needs including:



Our Mission, Vision and Values

Our Mission

Our mission is to demonstrate a straight line between the support we receive as a WBE and the support we provide to women in the industry and in the community.

Our mission is to achieve double impact for our customers and clients by investing with a women-owned firm in one of our many impact strategies and aligning their investment portfolios with their values as an organization.

Our mission is to be a strong, first-in-class, women-owned broker-dealer and asset manager that leads with value in a client driven, relationship first model. In doing so we strive to create a larger opportunity for all diversity firms within the space and set the bar high for inclusion.

How we Execute our Mission

We create opportunity for women in our industry and impact the community around us by supporting innovative industry initiatives and non-profit organizations on our own and in partnership with our clients.

Our Vision

Our vision is to have a cemented seat at the table for women and underrepresented constituencies and to reach a level of growth such that women-owned firms are no longer underrepresented and the opportunity set can be passed to the next generation of Minority Business Enterprise (MBE) leaders.

Our Values

Our core values drive our business and help everyone in the organization work towards our shared goals. These are the principles that guide our work and provide us purpose and direction.

- Diversity within Diversity
- Authenticity
- Impact and Shared Value
- Innovation
- Inclusion
- Ingenuity
- Loyalty and Honesty
- Trust and Accountability
- Respect
- Value-centricity

Impact Roadmap

We believe any investment objective can be met with impact. Whether it's in our engaged and dedicated workforce, our wide array of impact strategies for social good, the tireless non-profits we partner with, our employees' valuable contributions of their time, talent and treasure, or those we lift up with our voice, impact is in our DNA.

We have made significant headway in the D&I space and created an impact road map to guide our work as we continue to grow and the global landscape continues to evolve. Anchored in our mission, vision, and values, this impact road map is forward looking backed by 38 years of experience.

We have only just begun to scratch the surface as to the shared value that can be generated when our human capital, investments and resources are leveraged to work for the good of society and this road map will get us there.

Seelaus Impact Road Map

Forward Looking Backed by 38 years of experience.

This impact road map is the anchor that guides our work on a daily basis and helps us look above the horizon as we embark on the next frontier of impact.



INNOVATIVE | INCLUSIVE | IMPACTFUL | AUTHENTIC

IMPACT HIGHLIGHTS

★ **\$1B** ★
BILLION

Achieved \$1B Assets Under Management

90%+

Employee participation in community initiatives

TOP 5

Achieved Top 5 D&I Status in Debt Capital Markets

Based on Bloomberg wallet share through December 16, 2022

50%

Growth in our Analyst Program for Young Women

We grew this program thanks to continued support from Apple and a new allocation from Microsoft

1ST

First Women-Owned and Managed Leveraged Finance Platform

Thanks to a joint-venture with Stone Point Capital, launched first women-owned and managed leveraged finance platform

9

Number of Women Hired in 2022

190



Young women and girls empowered by Seelaus community contributions

60%



Increase in charitable contributions to community organizations since 2020

404



Number of Housing Loans Provided to disadvantaged families through the SHE Impact Strategy since 2021

PODCAST

Launched SEEChange with Annie Seelaus podcast and hosted 7+ episodes in 2022



16

Number of Employees Hired



AT SEELAUS, WE DO EVERYTHING WITH IMPACT

Our Workforce

The Foundation of our Impact



Our People

By far, our most valuable asset is our team. Seelaus has built a deep and experienced team of salespeople, traders, operations experts and investment professionals that are all committed to providing value and impact.

Our team brings to Seelaus the benefit of long careers as specialist salespeople at bulge bracket firms and are a major asset to our clients both on deal day and in providing secondary market support.

And, while the state of affairs for women in finance industry leadership roles is discouraging, Seelaus is an example of what is possible.

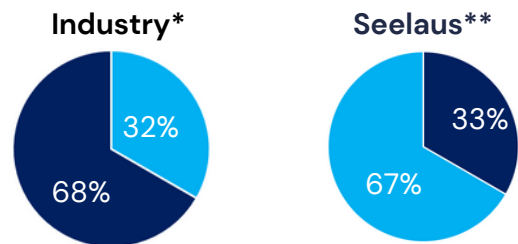
Best of all, our people believe in our mission of impact whole heartedly.

As a women-owned firm, we believe in modeling the change we want to see in the world and are proud to say that in 2022, 67% of our C-Suite and 56% of our Senior Management positions were held by women.

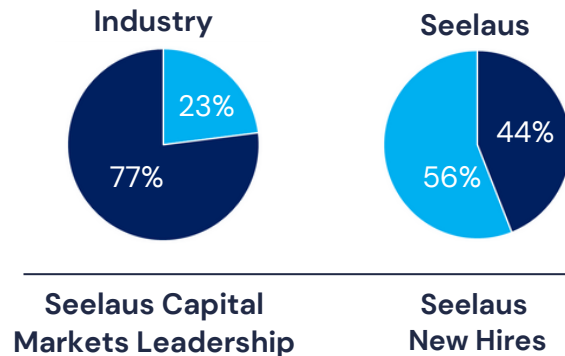
Financial Industry Women in Leadership

■ Women ■ Men

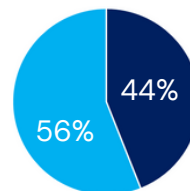
C-Suite



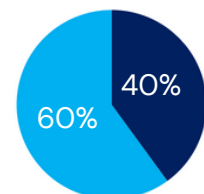
Senior Management



Seelaus Capital Markets Leadership

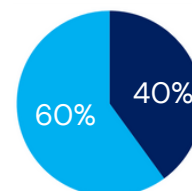


Seelaus New Hires



Seelaus Employees in Diversity Categories

■ Diverse ■ Non-Diverse



* Source: Deloitte; Leadership, representation, and gender equity in financial services, June 2021.

**Employee data as of November 30th, 2022

Our Pipeline

Our goal is to address the pipeline issues where we can have the most impact.

We have an internship program for young men and women that equips them with knowledge, skills, and confidence to pursue careers in business, despite discouraging disparities and challenges they may face along the way.

We seek out a diverse candidate pool of interns including young women and those from disadvantaged backgrounds.

Internally, we actively seek out female candidates for open positions to ensure parity in the applicant pool.

We elevate our employees and often times, promote women internally to management positions.

We know that as the world has changed since the COVID-19 pandemic and so too has our workforce and their needs. This is why we offer flexible working arrangements and encourage work/life balance for our team.



Photo on this page: Our 2022 Summer Interns plus our Analyst participating in Analyst Day at Morgan Stanley.

In the banking and consumer finance industry women represent 50% of entry level positions, but a gender gap gradually increases along the leadership pipeline, from 42% of managers to 27% of senior vice presidents.*

In 2019, fewer than a quarter (21.9%) of senior leadership roles within financial services firms were held by women. Current growth projections of 31% by 2030 are still far from parity.*

*Catalyst, Quick Take: Women in Financial Services (June 29, 2020). <https://www.catalyst.org/research/women-in-financial-services/>

Our Planet

We are committed to conducting our business in ways that will protect and preserve the environment while reducing our environmental footprint.

This is why when we moved offices in 2019, we were committed to finding a building that had environmental strategies in place.

Situated on the Passaic River, our new office building, 26 Main Street, is equipped with rooftop solar panels, electric vehicle charging stations in the parking lot, and a 'Brainbox' system which allows the HVAC system to run more efficiently and thus reduces our carbon footprint. The building is outfitted with sensor lighting to further minimize electricity when not in use.

561

Number of Solar Panels at our Headquarters

223K

Number of kWh of energy generated from solar panels*

Internally at Seelaus, we have several policies and procedures in place to minimize our carbon footprint.

We leverage technology to the fullest and have integrated it into every aspect of the workplace to avoid using paper whenever possible.

Our books and records retention of the company is almost entirely digital, and, for the limited paper that is used, we require that it be recycled through our shredding company.

We also do our part to recycle and reduce our use of plastics by installing a water filtration station to reduce our use of plastic water bottles.

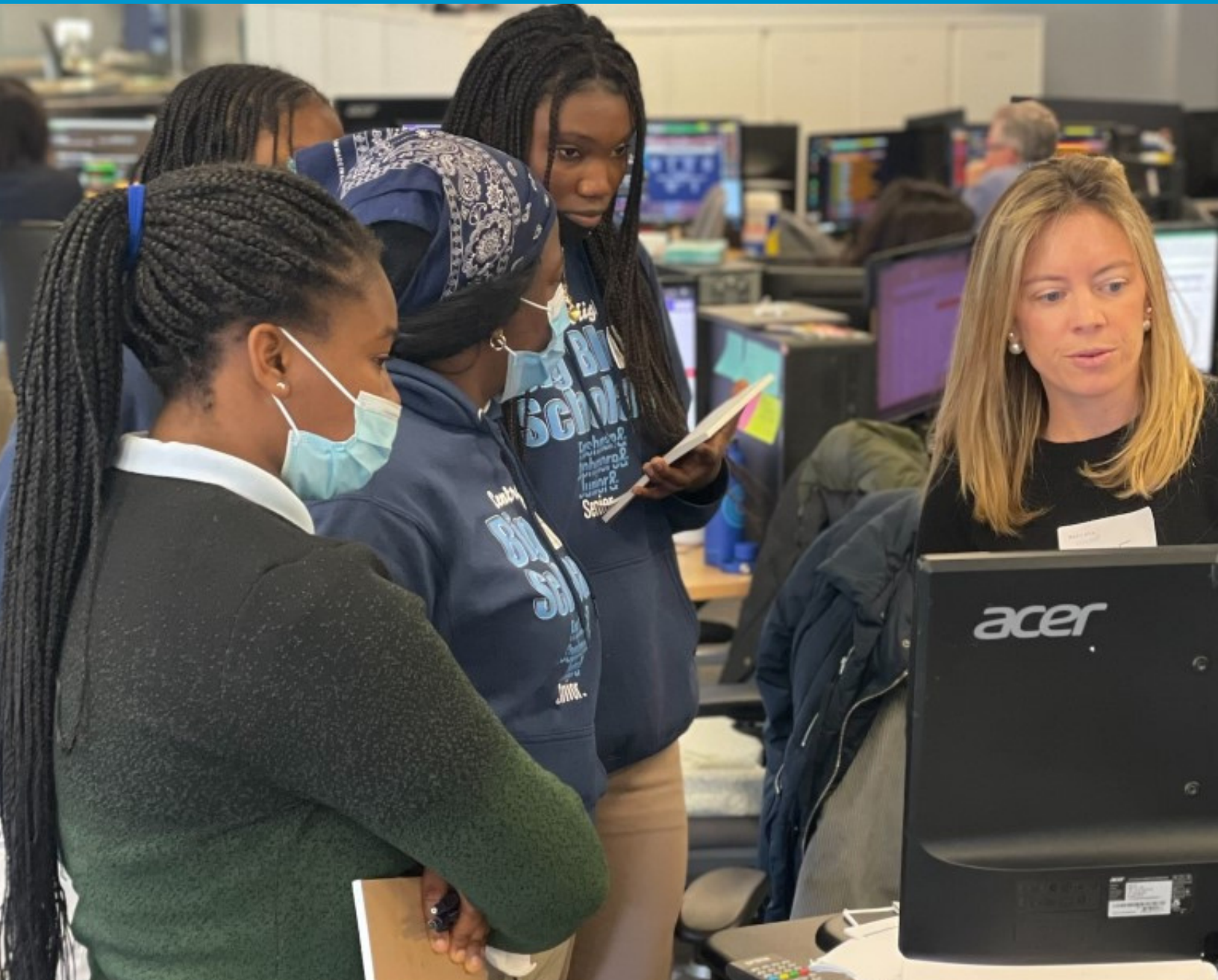
Our commitment extends to our banking, as we do all our banking online. We suppress copies of paper statements and receive electronic statements from counterparties when possible.



Photo on this page: Aerial view of the Seelaus office building with solar panels.

*Solar Panel data provided by Katie Fitzgerald of Mountain Development Corp., the management company for 26 Main Office Building.

Our Impact Through the Markets



Impact Through the Markets

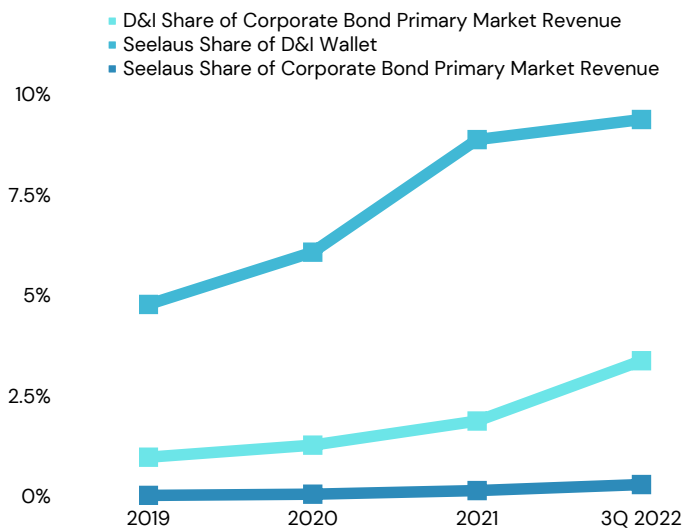
This year there was tremendous innovation in the marketplace on D&I initiatives. At Seelaus we were fortunate to increase our secondary trading volumes by working with market leading electronic trading platforms on more inclusive practices, as well as by working with the largest market participants on more inclusive execution practices. Throughout all of this we stayed focused on our core values of innovation and inclusion without concession.

This opportunity extended into the capital markets where we saw the role of D&I firms elevate and expand in both debt and equity. We worked with treasury teams to partner across their businesses and innovate on their green and social bond issuances. Seelaus achieved our goal of becoming top 5 of D&I firms in the debt capital markets league tables for underwriting based on Bloomberg wallet share.

Seelaus also became the first women-owned firm with a leveraged finance underwriting effort. We are incredibly proud to be part of expanding the opportunity set for all firms by opening new doors in several areas such as:

- Investor Initiatives
- Electronic Trading Platform Collaboration
- ESG bond participation
- Expansion and Elevation in the Capital Markets
- Breaking New Ground: Leveraged Finance

Growth of Market Share for D&I Firms*



*Source: Bloomberg

IMPACT IN CAPITAL MARKETS

Seelaus' growth in the capital markets has meaningfully expanded the pie for all diverse firms.

In 2022, our share of the overall corporate capital markets wallet has increased more than six-fold.

At Seelaus we believe that choosing a syndicate that captures diversity and fosters competition for ideas ensures superior execution. Including firms with complementary distribution ensures the broadest marketing and promotes robust price discovery and deeper secondary liquidity. We, our clients, and our partners are driven to create positive impact and better outcomes.

The Capital Markets have embraced these trends and worked with both corporate clients and D&I firms to adjust long established execution practices and find ways to best leverage the contributions of the firms in the D&I space.

This year we saw increased engagement as:

- More companies chose to work with D&I firms,
- The roles D&I firms play in transactions were elevated,
- And clients expanded the product categories in which they engaged D&I Firms.

DCM*	ECM*	Leveraged Finance
<p>2021</p> <p><i>\$4.4bn+ in underwriting volume</i></p> <p>#1 Women's Business Enterprise # 5 Minority & Women Business Enterprise</p>	<p>2021</p> <p><i>\$240mm in underwriting volume</i></p> <p>#2 Women's Business Enterprise # 8 Minority & Women Business Enterprise</p>	<p>Since March 2022 Inception</p> <p><i>\$150mm capital committed</i></p> <p>3 Committed Transactions 1 Best Efforts Offering</p>
<p>2022 YTD</p> <p><i>\$4.6bn+ in underwriting volume</i></p> <p>#1 Women's Business Enterprise # 5 Minority & Women Business Enterprise</p>	<p>2022 YTD</p> <p><i>\$38.5mm in underwriting volume</i></p> <p>#2 Women's Business Enterprise # 8 Minority & Women Business Enterprise</p>	

*Source: Bloomberg as of 12/16/2022

DEBT CAPITAL MARKETS

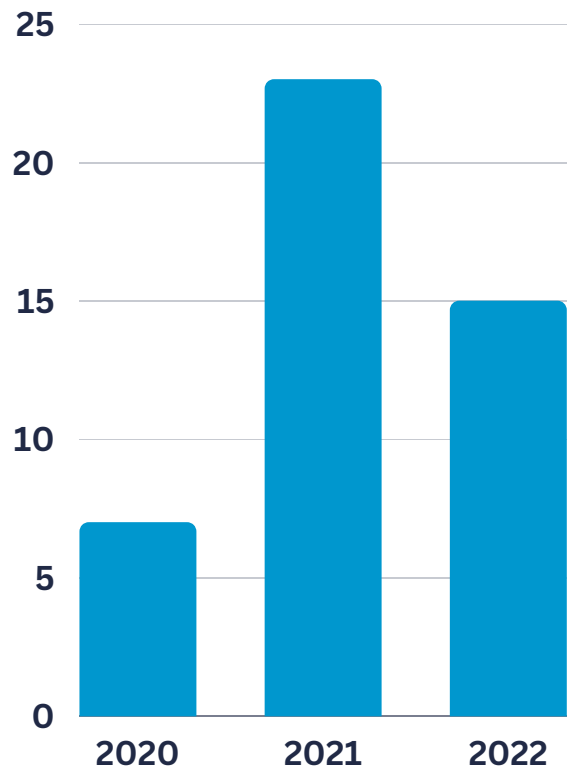
Growing Client Issuer Footprint

We have executed over 700 capital markets transactions for over 200 different clients since starting our capital markets business in 2017. Our client footprint has more than doubled over the past two years as new companies both in and outside the U.S. engage with D&I firms.

Elevation

In addition to actively co-managing transactions, D&I firms have seen more opportunities to step up to lead manager roles. This allowed Seelaus to engage with the larger, tier 1 investors who remain the primary focus of the bulge bracket. These investors have significant D&I mandates and are grateful for the opportunity to engage with their D&I partners on high profile transactions. This also led to greater secondary trading volumes.

Seelaus has joint-led 45 debt transactions over the past 3 years



CASE STUDY



**\$900mm
3yr Fixed/FRN
Joint Lead**

January 2022

New York Life Global Funding

In January 2022, Seelaus acted as one of four joint book-running lead managers on New York Life Global Funding's \$900mm 2-tranche offering of 3yr fixed and floating rate FA-Backed notes. The offering came during a volatile market backdrop and afterward, NY Life's Andy Cohen said "having Seelaus' perspective on the markets, which was different than what we typically get, and Seelaus' eyes on a different part of the investor base than we typically see, was invaluable to our process. The whole point of diversity is to lead to a better outcome, and we felt that having Seelaus in this role led to a better outcome."

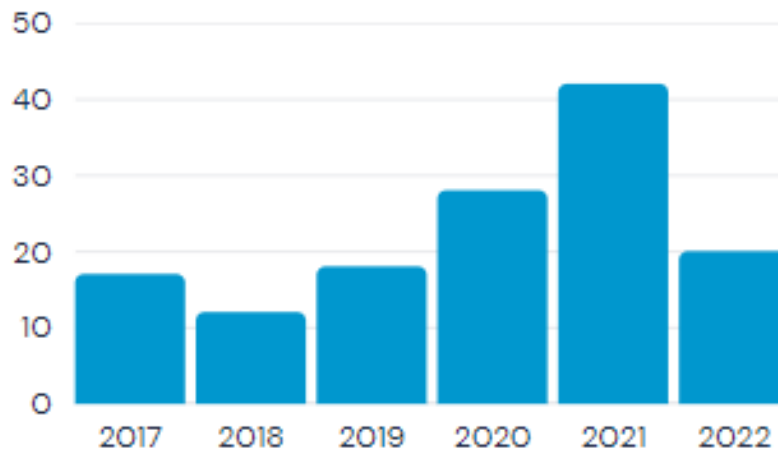
DEBT CAPITAL MARKETS

Active Co-Manager

In addition to more elevated roles, we are finding that on most transactions where we play a co-manager role, we are an *active* co-manager. This allows Seelaus to add quantifiable value by contributing unique and complementary orders from smaller investors to the deal who would otherwise be disenfranchised from the new issue process. This contribution has become even more valuable in these volatile markets where robust order books are essential to best execution.

One of the most exciting developments we have seen is significant support from large banks for D&I firms as well as the addition of the D&I Coordinator role on syndicate desks to foster and facilitate inclusion.

New Corporate Bond Clients



CASE STUDY



**\$1.2bn
5yr/10yr Notes
Co-Manager**

November 2020

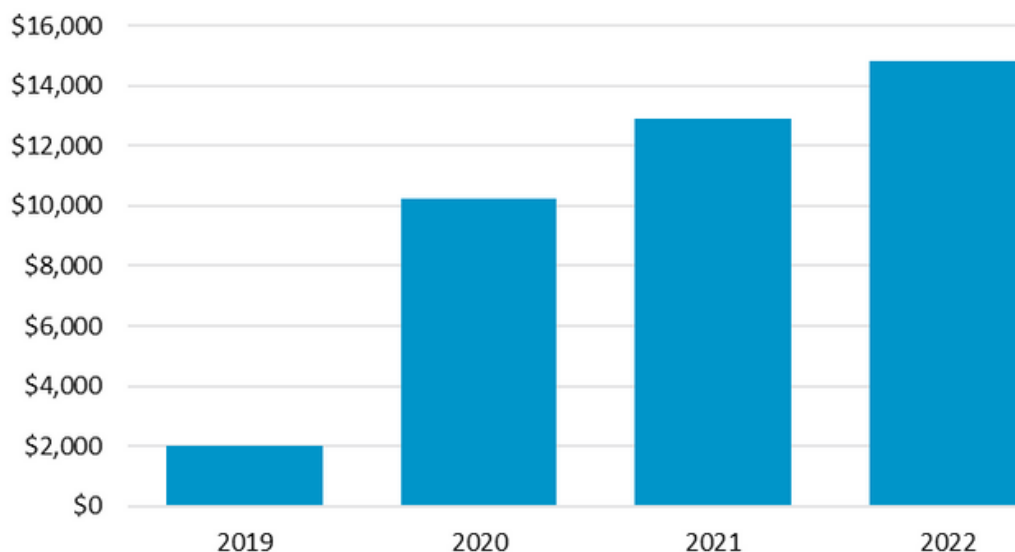
Allstate

In November 2020, Seelaus co-managed a groundbreaking \$1.2B 2-tranche offering of 5yr and 10yr senior unsecured notes as part of an all-D&I syndicate. Despite not including any banks, the transaction was well supported across the street and met all of Allstate's objectives.

ESG IN ACTION: GREEN AND SOCIAL BONDS

Seelaus is fortunate to have had opportunities to collaborate with clients on groundbreaking transactions. Seelaus underwrote 46 corporate bond transactions that had explicit ESG objectives attached to them which raised more than \$40bn over the past four years.

ESG Volume (\$mm)



CASE STUDY

OneMain Financial

OneMain
Financial.

\$750mm
5.5nc2.5 Social
Joint Lead

June 2021

In June 2021 Seelaus was a joint lead manager on a \$750mm senior unsecured social bond offering for consumer finance company OneMain Financial. It was a ground-breaking transaction as it was the first social bond ever from a US high yield company. At least 75% of the loans financed by the social bond were committed to go to racial minorities or women residing in credit insecure areas. It was also ground-breaking as it was the first time a high yield issuer elevated diverse broker dealers like Seelaus to the joint lead manager level of their syndicate.

EXPANSION OF PRODUCT CAPABILITIES

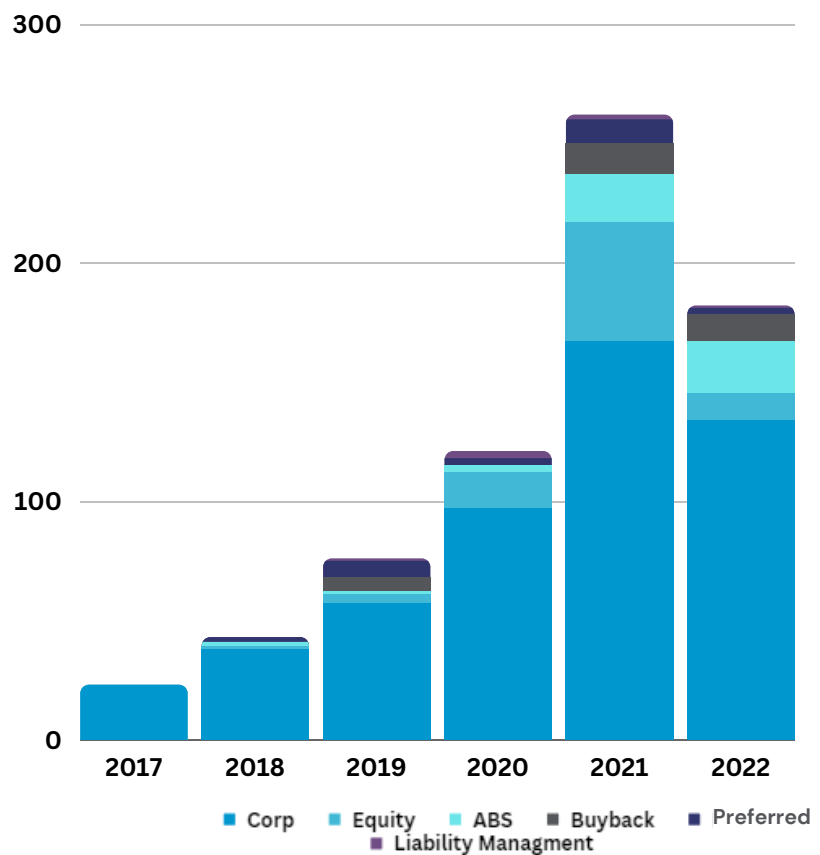
Diversification of Products

Broadening our engagement with clients over the past several years has supported investment in new product capabilities and ensured that we can connect with our clients across their businesses and shows we continue to invest in ours. Since 2017 we have steadily grown our capital markets product suite to include Equity Capital Markets, Share Buyback, Preferred Stock, Asset-Backed Securities, and Liability Management. Client support for these efforts continues to be significant.

The additional product capabilities have strengthened our value proposition for clients by enabling Seelaus to partner across more treasury team functions and grow our team including hiring more women to support these new businesses.



of Transactions by Product



*"When Women Lead, What They Achieve, Why They Succeed, and How We Can Learn from Them", by Julia Boorstin

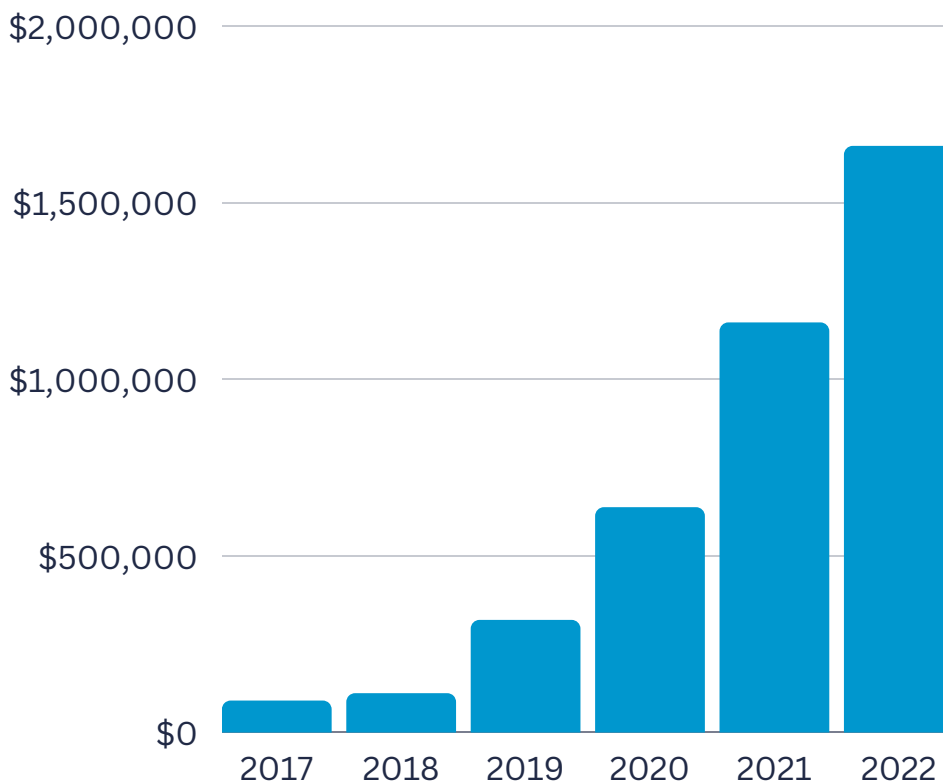
MORE EQUITABLE PRIMARY MARKETS VIA DISTRIBUTION

At Seelaus we deliver complementary distribution and investor connectivity to our capital markets clients. We reach out to investors that are traditionally not covered by bulge bracket banks and therefore have little access to the primary market.

Over the past six years, Seelaus has allocated nearly \$4bn in corporate bonds to downstream investors who would otherwise be disenfranchised from the primary markets.



Allocations (\$mm)



*Knight Diversity of Asset Managers Research Series: Industry - 2021 - Juan J. Martinez and Ashley Zohn

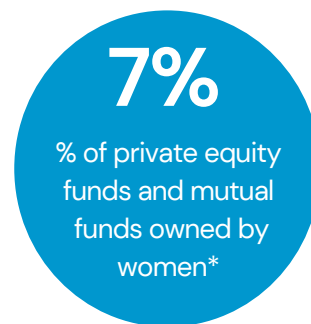
**As of December 12, 2022

LEVERAGED FINANCE BREAKING NEW GROUND

First WBE Leveraged Finance Platform

In Q1 2022 Seelaus announced the formation of Seelaus Financial, a joint venture in partnership with Stone Point Capital which created the first women-owned and managed leveraged finance platform. Seelaus Financial is the first WBE capable of underwriting, structuring, arranging, and distributing leveraged loans on a committed and best-efforts basis.

Stone Point is representative of increased support from sponsors for diversity initiatives and a desire to connect with D&I capital markets teams beyond traditional public high yield deals or equity IPOs. In addition to loan transactions Seelaus has been fortunate to participate in a number of industry events designed to promote increased engagement, networking, and opportunity for women in private equity.



Key Transactions

KESSLER | GROUP

\$115,000,000

RCF & TLA
Joint Lead Arranger
October 2022

ACCORDION

\$290,000,000

RCF, TL & DD TL
Joint Lead Arranger
July 2022

tivity
HEALTH

\$1,200,000,000

RCF & TLA
Joint Lead Arranger
April 2022

beeline

\$885,000,000

RCF, TL & DD TL
Joint Lead Arranger
April 2022

*Private Equity Manages \$10 Trillion With Few Women Decision Makers, Forbes Corinne Post Contributor - Nov 8, 2022, <https://www.forbes.com/sites/corinnepost/2022/11/08/pe-manages-10-trillion-but-is-failing-its-diversity-equation-we-should-all-be-concerned/?sh=2b91091a53d2>

NEW EMPLOYEE SPOTLIGHT

Stacey Mitchell Kane

Managing Director in ABS Origination and Syndication

In this role Stacey will be the focal point of Seelaus' ABS origination and investor development efforts. She brings to the role a wealth of experience having spent the last 24 years of her career in senior syndicate and sales positions at SMBC, BNP Paribas, and JP Morgan.

"Having spent my career in various roles in large, global corporate financial institutions, I am so energized to join a mission driven, women-owned firm like Seelaus." said Mitchell Kane. "I am proud to be joining a firm whose commitment to empowering women is at the forefront of everything they do."

In the press release, Annie Seelaus, CEO of R. Seelaus, stated "As a women-owned, women-led business, it is incredibly important to Seelaus to stay true to its mission of creating and enhancing the opportunity set for both women in finance and in the community. We are fortunate to be in a position to leverage our growth in ABS over the past two years to hire a strong, experienced woman like Stacey. She will strengthen our platform and ensure that we are value add partners for all of the clients who have invested in our firm."



Tanaisha Myrick

Capital Markets Analyst

Tanaisha Myrick joined the Seelaus Capital Markets Team in November 2022 while pursuing a B.S. in Computer Science and an M.S. in Data Science at Saint Peter's University. Tanaisha is a native of Jersey City, NJ.

While at SPU Tanaisha served as an IT professional at Hudson County Community College, her alma mater, where she obtained an A.S. in Science with a concentration in Computer Science and Nursing. She was an active member of the honors program at her university, the National Society of Leadership and Success, and Phi Theta Kappa.

In this role, Tanaisha will support the Capital Markets team and learn every aspect of the business.

"I am thrilled to join the Seelaus team and grateful for the opportunity to learn all facets of the capital markets business."



INSTITUTIONAL INVESTOR SUPPORT

Overcoming Hurdles

This year we saw a significant uptick in institutional investor innovation in traditional sales and trading execution practices to facilitate inclusion and increased engagement with diverse-owned firms. This is important as these programs allow smaller firms to be included in significant market flow.

Blackrock Diverse Broker Program

Seelaus is proud to be a participant in the Blackrock Diverse Broker Program (DBP) which increases connectivity and engagement with minority-, women-, disabled- and veteran-owned firms on behalf of their clients.

This program simultaneously allows us to break through barriers to entry in traditional sales and trading verticals and grow our business as a whole. Since inception the DBP has yielded double digit growth in traded notional volumes with diverse brokers and is demonstrative of the authentic and wide reaching dedication to all things D&I at Blackrock.

The Lord Abbett Broker Citizenship Program

In 2021, Seelaus was honored to be chosen as one of seven firms in the inaugural Lord Abbett Broker Citizenship Program. This initiative was designed to help our industry become more diverse through partnerships with diversity-led and -owned brokerages.

This initiative allows us to engage with Lord Abbett, a Top Tier Institutional Investor, across the capital markets where we can develop organic interactions and trading volumes and thus eliminate the need for broker trading targets. Further it allows us to engage on all facets of global corporate citizenship in service of advancing diversity, equity, and inclusion in a collaborative way. We believe this program is a significant step forward for our firm and all diverse firms toward more inclusive industry participation.

BlackRock



LORD ABBETT®

ELECTRONIC TRADING PLATFORM



This year Seelaus was proud to partner with a number of firms to enhance our electronic trading offerings, through innovative programs such as MarketAxess Diversity Dealer Initiative and the Tradeweb Spotlight Dealer program.

Electronic trading and technology has consistently been a barrier to entry for emerging firms given its high upfront build cost and the overall competitive nature of the landscape. Through our participation in these initiatives, Seelaus was able to compete with much larger firms.

In addition to increasing trade volume, the programs have a virtuous effect across the business as they have proven to be a gateway to opening new counterparties and increasing connectivity.

Many of these clients now trade not only electronically or in IG corporates but across products and desks at Seelaus.

MarketAxess Diversity Dealer Initiative

Through a series of technology enhancements conducted by MA this program has enabled leading buy-side institutions and minority-, women- and veteran-owned broker dealers to more easily trade with one another on the MarketAxess platform.

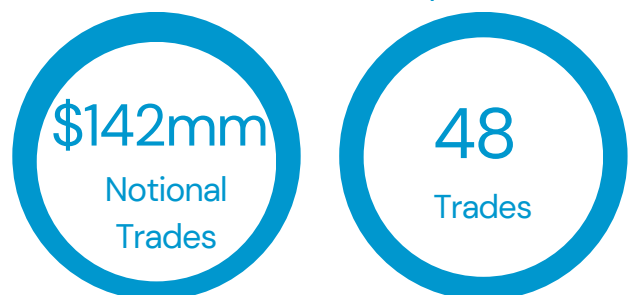
Tradeweb Spotlight Program

This initiative was developed collaboratively with feedback from members of the buy-side and dealer communities, and supports the advancement of Tradeweb's diverse dealer community through a combination of individual dealer profiles, direct consultation and other promotion programs designed to bring more visibility to diverse dealers operating in electronic markets.

Seelaus Activity



Seelaus Activity



FEDERAL AGENCY APPROVED DEALER



Leading the way

U.S. Agencies have long been a friend to diversity and inclusion and several are pioneers in the space. For example, Fannie Mae's Access program recently celebrated its 30th anniversary.

At year end 2022, Seelaus is honored to be an approved dealer at four major agencies: Fannie Mae, Freddie Mac, Federal Home Loan Bank and Federal Farm Credit Bank.

In total, Seelaus underwrote over \$10bn in agency funding and executed hundreds of trades.

Seelaus collaborated with our agency partners on impact investing and creating lasting change within the financial services industry aligned with agency impact charters.

New Hire

Tim Paster has joined the team as a Managing Director in U.S. Rates and Agency trading to focus on Seelaus' strong relationships and deepening the distribution platform.



About Fannie Mae Access Program

Fannie Mae has long been committed to expanding opportunities in the financial markets for diverse firms. Established in 1992, Fannie Mae's ACCESS® program provides opportunities for diverse-owned broker-dealer firms to distribute our fixed-income securities, including debt, MBS, and credit risk.

"As part of the Farm Credit System, the Federal Farm Credit Banks Funding Corporation is deeply committed to diversity, equity and inclusion as we access the capital markets to fund rural communities and agriculture. In 2020, we expanded our Selling Group to include dealers who share our commitment and demonstrate it through their ownership and mission. By all accounts, these partnerships have exceeded our expectations in terms of distribution of our securities and social impact. By providing the LEAD (Leveraging Equality and Diversity) Dealer Group with direct access to our debt securities offerings, we are helping them grow their business and further their mission to advance diversity, equity and inclusion in the capital markets."

Regina Gill
Managing Director – Investor Relations
Federal Farm Credit Banks Funding Corporation

MONEY MARKET FUNDS



Increasing Momentum for Impact

As we continued to look for more scalable impact initiatives in the market, we saw an opportunity to drive change for women through our cash management business. We teamed up with Goldman Sachs and launched the Seelaus share class of the Goldman Sachs Financial Square Treasury Instruments Fund (WOMXX) and the Goldman Sachs Financial Square Government Fund (WMNXX) in August 2021.

This product offering delivers a cash management solution for clients looking to partner with a women-owned broker-dealer and utilize their cash investments to support opportunities for women in the financial services industry and in the community.

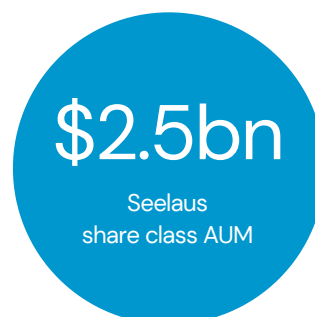
"We were delighted to partner with R. Seelaus on the launch of the Seelaus share classes for two of our largest money market funds. We believe this product offering delivers a cash management solution for clients looking to do business with a woman-owned broker dealer and utilize their cash investments to support opportunities for women in the financial services industry and in the community."

Frank Murphy, Managing Director and Global Head of Client Business for Liquidity Solutions within Goldman Sachs Asset Management

Double Impact

Our impact objective is for 10% of net revenue proceeds to go to organizations that support educational opportunities for women globally.

We are proud to announce that in 2022 the proceeds from this fund were donated to Girls Who Code.



Impact at Seelaus Asset Management



Inaugural Analyst Class "Spend a Day" at Wells Fargo

IMPACT AT SEELAUS ASSET MANAGEMENT

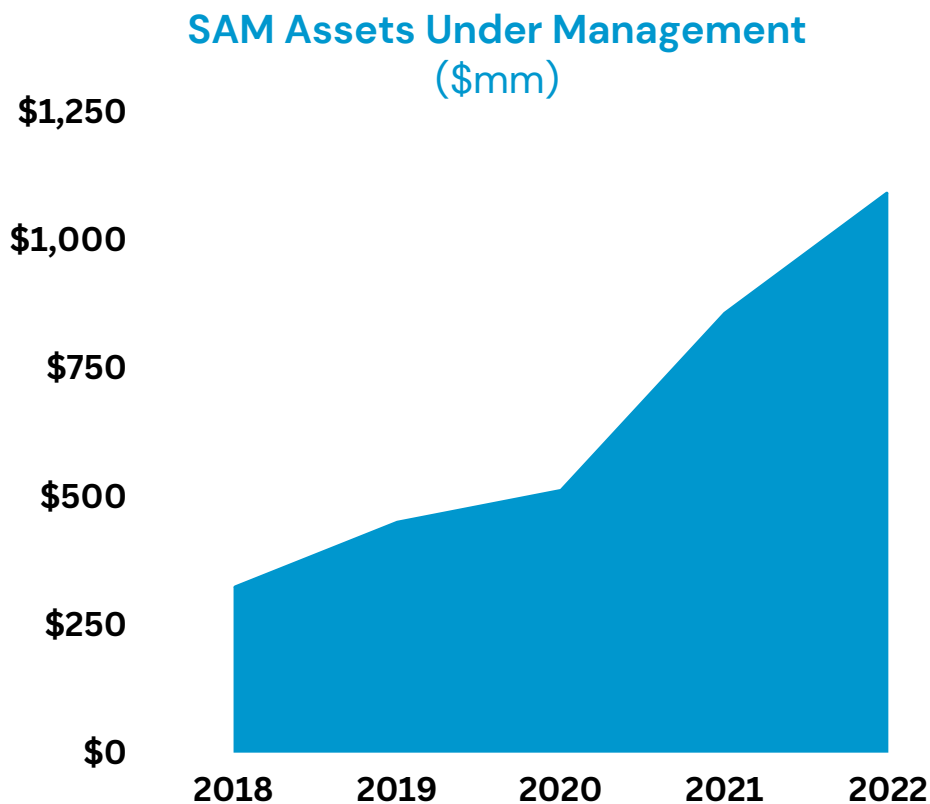
This year we saw incredible support from both institutional and individual investors for our impact investment strategies.

Seelaus Asset Management ("SAM") maintains an approach to impact investing that is rooted in our core competencies and existing investment expertise. The investment management team focuses on liquid, executable impact that fits within most investors' existing investment policy statement.

\$1.2 T
Current estimated
impact investment
market*

Double the Impact

Women- and diverse-owned managers are critically underrepresented in the asset management industry. That in and of itself makes investing with a women-owned manager an impactful thing to do.



*Hand, D., Ringel, B., Danel, A. (2022) Sizing the Impact Investing Market: 2022. The Global Impact Investing Network (GIIN). New York.

CREDIT WITH IMPACT: ANALYST TRAINING PROGRAM FOR YOUNG WOMEN

The struggle to retain and promote women, particularly into senior-level and C-suite positions, is a fundamental issue in the asset management industry. This is why we created the Seelaus Analyst Training Program for Women. Launched with an initial investment from Apple in 2021, this is a simple and scalable solution to impact with clear cut KPIs and a straight line from management fees to job creation.

SAM committed to using a portion of the management fees from allocations to its short duration IG credit portfolios to fund this program and create a pipeline of young women from underrepresented demographics into the asset management industry.

In 2022, we received additional support from large institutional investors including most recently Microsoft Corporation which helped grow the program by 50%.

About the Program

In this 12 month rotational program, working closely with various departments, Analysts learn all about portfolio management, operations, trade execution, compliance, marketing, finance and business development. Mentorship is a core component of the program so they are paired with both an internal and external mentor to enrich their experience.

Analysts partake in client and prospect meetings as well as gain valuable exposure to vendors and service providers across industries. They are provided with training, as well as study materials for the Securities Industry Essentials exam (SIE).

At the conclusion of the program, Analysts work closely with management to find a permanent position internally or externally within the industry via the firm's partner relationships.

Recruiting

The firm recruits at regional Minority-Serving Colleges and Universities, as well as through the alumni networks of local non-profits we support including:

- Baruch College, City University of New York
- Felician University
- Marist College
- New Jersey Institute of Technology
- Rutgers University
- Saint Peter's University
- Seton Hall
- William Patterson University

As the program expands our goal is to hire and recruit at even more of these impactful institutions.

MEET THE ANALYSTS

Theresa Mensah

Theresa joined SAM in July 2021 after graduating from Marist College majoring in Applied Mathematics with a concentration in Biology and a minor in Economics. Theresa is an émigré from Ghana, coming to the United States in 2013 for the educational opportunity. Theresa was hired full time as an Analyst at Brightwood Capital.



Riya Chaudhary

Riya joined SAM in July 2022 after graduating from William Paterson University majoring in Public Health. Riya came to the U.S. in 2015 from India for her senior year of high school. While at WPU Riya was on the E-board for the Public Health Coalition, a member of Eta Sigma Gamma, and the National Society of Leadership and Success. Riya was also employed at ShopRite.



Ekta Jha

Prior to joining SAM in July 2021, Ekta graduated from Rutgers University with a double major in Finance and Economics. An active contributor to the Rutgers Learning Center, Ekta taught Finance, Econometrics, and Investments to her fellow students while still a student herself. Ekta came to the United States in 2015 from India for her junior year of high school. Ekta was hired full time as an Analyst at Morgan Stanley.



Savanna Lambkin

Savanna joined SAM in September 2022 after graduating from Rutgers University with a major in Communications and a minor in Public Health. Savanna has a proud family background from Barbados and St. Vincent, but is a New Jersey native. She worked part-time in building management for Rutgers campus housing and was an active member of the West Indian Student Organization and played for the Rutgers basketball club team.



SUPPORT HOUSING EQUALITY (SHE)

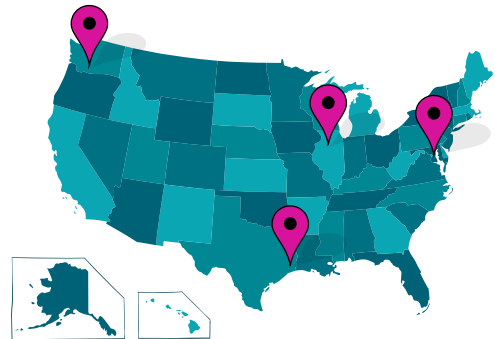
The Support Housing Equality (SHE) Impact Agency MBS strategy is a high-quality bond strategy designed to support underserved groups and increase access to home ownership in the United States. Over just two years we have already financed over 400 loans.

The strategy is managed to maximize total return relative to a client's investment objective by investing in impact agency residential mortgaged-backed securities (RMBS). Impact RMBS (Fannie Mae, Freddie Mac or Ginnie Mae) provides investors with both principal protection and current income.

Agency MBS are similar to U.S. Treasuries while offering a higher risk-adjusted return. Additionally, the impact profile does not reduce credit quality, liquidity, or performance relative to traditional Agency MBS.

The SHE strategy is a solution that allows an investor with a conservative investment policy to simply reallocate within a liquid asset class with an impact lens. SHE is customizable by impact objective, investment profile, and geography. This type of solution serves as a complement to more direct lending focused impact investments.

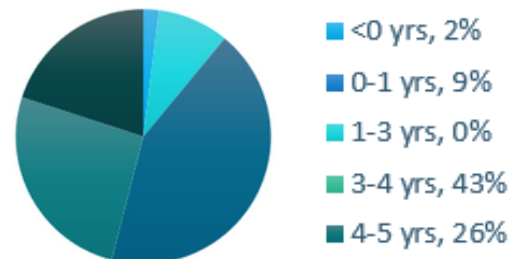
Seelaus Impact MBS Loans



Impact Program Allocation



Duration Allocation



Program Theme	Purpose/Target Assistance
Down Payment Assistance	Low-and moderate-income homebuyers
Active and Retired Military	VA helps Service members, Veterans, and eligible surviving spouses become homeowners
Rural Communities	Assists approved lenders in providing low-and moderate-income households the opportunity to own adequate, modest, decent, safe dwellings as their primary residence
High Loan-to-Value Purchase	Offers more options and credit flexibilities to help very low-to low-income borrowers attain home ownership
High Loan-to-Value Refinance	Assists homeowners experiencing a drop in home value and provides an option to refinance at current rates
Hardship	Foreclosure prevention and sustain homeownership
Census Tract	Target custom census tracts for exposure to specific community demographics

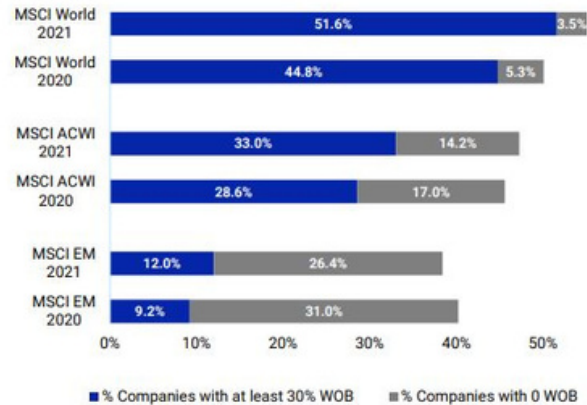
GENDER EQUALITY MATTERS (GEM) EQUITY STRATEGY

The Gender Equality Matters (GEM) Equity Strategy is an actively managed equity strategy focused on investing in companies that are both industry leaders within their sectors and in promoting gender diversity within their boards of directors and management teams.

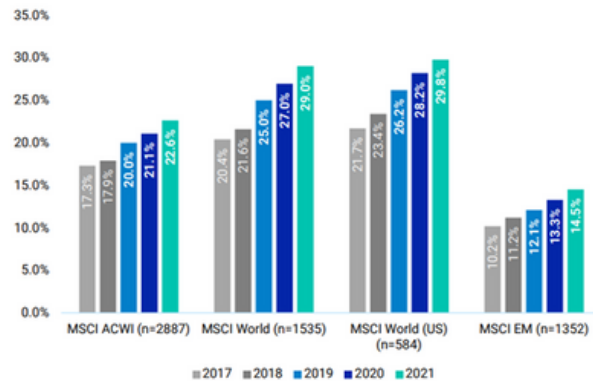
Started in March 2020, this strategy's proprietary portfolio of individually chosen companies represents broad economic sectors; Energy and Utility industries are excluded.

The investment team actively manages the portfolio of individual stocks. They incorporate thorough fundamental analysis of each company followed by additional analysis to determine portfolio eligibility based upon gender diversity at both Executive and Board of Director levels. As a result, the strategy reflects companies with approximately 30% female board representation and over 20% female senior executive representation. The strategy offers investors a way to express the view that a high degree of gender diversity is closely correlated to long term health and performance of a company.

Breakdown of Companies by the % of Women Representation on Boards 2020 vs. 2021*



Women Representation on Boards 2017-2021*



*Source: Women on Boards Progress Report 2021 | Christina Milhomem November 2021

The chart includes constituents of the MSCI ACWI Index, MSCI World Index and MSCI Emerging Markets (EM) Index as of Oct. 29, 2021. Prior-year assessments of board and index composition are as of October 2020. Boards of directors (one-tier board structure) and supervisory boards (two-tier board structure) are considered in this assessment. Source: MSCI ESG Research, November 2021

Our Community

Empowering, Engaging and Expanding the Opportunity



Our Community

Our mission of empowering women is inextricably linked to our impact objectives in the community and extends into all facets of our philanthropic efforts. We are focused on helping women and girls reach their full potential by illustrating the opportunity in finance and building their self confidence. We feel that supporting women in finance goes hand-in-hand with supporting women in every aspect of their lives.

In 2022, with record high inflation and communities struggling across the country, Seelaus stepped up as a steadfast partner to our non-profit network and contributed more to non-profit organizations than ever before. Below are our four key impact areas of focus.

SEELAUS COMMUNITY IMPACT

Empowering Women, Supporting Communities

Empowering Girls

In order to build a stronger pipeline of female talent in the financial industry and in life, we need to illustrate the opportunity and build their self confidence.

This is why we invest in non-profits and initiatives that provide them with tools to build confidence, education to garner new skills and ideas, and experiences that illustrate the incredible opportunity available to them.

Supporting Women

The opportunity for women in the workforce exists when we can alleviate the pressures on women with access to health care, childcare, education, and support programs.

This is why we invest in programs that provide access to health care, childcare, education, and support programs. By supporting the needs of women and their families, it enables her to reach her full potential and take advantage of the opportunities in the workplace and at home.

Addressing Community Challenges

We look at the big picture and understand that a healthy community enables women and their families to thrive.

This is why we invest in programs, initiatives and sponsorship opportunities that tackle issues that hinder communities and ensure basic needs are met to help individuals reach their full potential.

Responding to Humanitarian Crises

In times of crisis, Seelaus steps up. We are focused on responding to the challenges people face in the aftermath of natural disasters and protecting vulnerable females who are fighting for their basic human rights.

This is why, when disaster strikes, we direct our aid to organizations and initiatives that are addressing both short and long term recovery needs.

**Charitable Contributions | Sponsorship
Volunteer | In-kind Donations | Employee Drives**

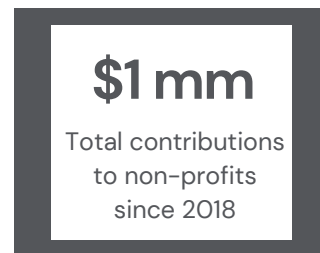
COMMUNITY BY THE NUMBERS

Our Approach

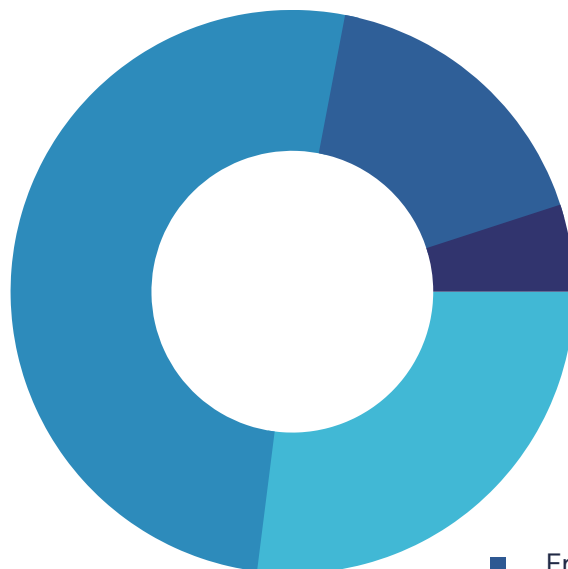
We support local, national and global non-profit organizations that share our mission through the multitude of resources we have available to us.

To guide our community giving and employee volunteering, we established an employee-led giving committee. The committee meets quarterly to discuss community objectives and assess initiatives where we can make the most impact.

Whether it's through philanthropic contributions, sponsorship dollars, hands on and skills based volunteer engagements, employee drives or in-kind contributions, we are fully vested in bettering the communities where we live and work. In this section, we highlight a few of the organizations and initiatives that demonstrate our impact objectives.



2022 Community Contributions by Area of Focus



- Empowering Girls, 27%
- Supporting Women, 54%
- Addressing Community Challenges, 17%
- Humanitarian Aid 5%

EMPOWERING GIRLS



Rock the Street Wall Street

Our signature girls empowerment partnership is Rock The Street Wall Street (RTSWS), a financial and investment literacy organization designed to spark the interest of a diverse population of high school girls into careers in finance. The best of Seelaus shines through as we bring our time, talent and treasure to making this a life changing experience for the girls.

Starting in the first semester of school, our female employees teach the RTSWS curriculum in the classroom. The program resumes in the second semester with small group mentoring for the girls.

In 2022, seven of our female employees taught at Central High School in Newark, NJ during the second semester. Central High School serves a 100% minority population, 73% of whom are economically disadvantaged.

Now in our second year of support, we are teaching in Morristown High School in Morristown, NJ.



50
high school girls
taught and mentored
by our female
employees.



Photos on this page: Girls from Central High School and Morristown High School came to Seelaus HQ for a day of learning with Team Seelaus followed by lunch and a visit the Scream Ice Cream truck.

EMPOWERING GIRLS



Villa Walsh Girls FIRST Robotics

A stronger pipeline of women in finance stems from a stronger focus on building leadership skills and confidence. This is why Seelaus partnered with Villa Walsh Academy to sponsor the first all-girls robotics team in New Jersey through FIRST Robotics.

FIRST® is a robotics community that prepares young people for the future. FIRST® (For Inspiration and Recognition of Science and Technology). Their mission is to inspire young people to be science and technology leaders and innovators, by engaging them in exciting mentor-based programs that build science, engineering, and technology skills.*

We are proud to announce the 59-member Sisters 1st team was honored with the "Highest Rookie Seed" and "Rookie All Star" awards at the FIRST® Robotics competition at Montgomery High School this April.



59
Girls in first all-girls Robotics team in NJ



Photos on this page: Seelaus sponsored all-girls team, the first in NJ's history.

"Seelaus donation contributed to the cost of the Robotics Center renovations and the purchase of materials, parts and equipment. And, now that we have moved into our Robotics Center, it is developing a culture of collaboration and teamwork across our sub-teams – and EXCITEMENT!"

LeeAnne Nugent, Math Instructor, Coach FIRST Robotics Competition Team 8513 Sisters 1st, Villa Walsh Academy

*<https://www.firstinspires.org>

EMPOWERING GIRLS



Girls on the Run NJ East

The mission of Girls on the Run (GOTR) is to inspire girls to be joyful, healthy and confident, by using an experience-based curriculum that integrates running. These are core skills for girls to adopt to reach their full potential.

Each spring and fall, GOTR NJ East's trained, volunteer coaches lead teams of 8-15 girls in 3rd through 8th grades through a 10-week curriculum that combines physical fitness and mental wellness activities to promote holistic health outcomes for adolescent girls.

At the end of each season, the girls participate in a celebratory, non-competitive 5K. The event gives the girls a tangible sense of achievement as well as a framework for setting and achieving life goals. The 5K is a fun event for our employees to do something good for themselves while giving back to the community.



80
girls received full scholarships to participate



Photos on this page: Team Seelaus at the GOTR 5K race in both the spring and fall of 2022.



Girls on the Run NJ East conducts a post-season survey to understand the impact of the program on girls. The above stats represent responses from girls who participated in fully-subsidized sites in Spring 2022.

SUPPORTING WOMEN

Overlook Hospital Maternity Center

8
number of labor and delivery rooms renovated

Healthy families are paramount to women being able to reach their full potential but access to the best care is not always possible for at risk and underserved populations. This is why we partnered with Overlook Hospital on the maternity center capital improvement campaign.

While births are trending down nationally, Overlook has seen an uptick in deliveries over the past two years. "As our volume of patients has increased, so too has the number of families of diverse backgrounds, and underserved populations," said Stacy Anne Mehciz, MPA, BSN, RN, director of nursing for women and children's health services.

This project will reconfigure the maternity department, tripling the number of private rooms, enhancing the flow of patient-centered care, and establishing new resources for families. "With the reconfiguration of our physical space and the delivery of care, we can make a real difference in helping these families access high quality care, and ultimately, better outcomes from the start of babies' lives."



Photos on this page: Overlook's capital improvements to the Frank and Mimi Walsh Maternity Center including the full renovation of eight labor and delivery rooms.



"Thanks to Seelaus, Overlook Medical Center is one step closer to building a safe, high-quality, and equitable continuum of care for all pregnant and postpartum mothers, particularly Overlook's growing population of high-risk patients."

- Eileen Weiss, Director, Development, Overlook Foundation



SUPPORTING WOMEN

Cooperman Barnabas Medical Center

After returning from a site visit to the hospital and learning about their most critical needs, we decided to support two critical areas where we could have the greatest impact.

130 diabetes kits for pregnant women in need and funding for anti-partum room renovation.

Anti-Partum Room

The first component of our support went to the renovation of the anti-partum room. This room is meant to be a therapeutic place for parents who suffer the loss of a child during delivery.



This space would have furniture, decor, and a soothing atmosphere away from crying babies. It is a necessity because the hospital currently does not have an adequate space for grieving parents to be with their babies during this challenging time.

Diabetes Kits and Insulin

The second component of our support went towards their assistance program for pregnant women who cannot afford their diabetes kits or insulin rounds. By supporting this critical need, we are helping to manage a patient's gestational diabetes, which could have risks of birth injuries, preeclampsia, depression, preterm birth and stillbirth.

"This gift from Seelaus to the anti-partum room renovation is particularly meaningful because it is hard to find support to address this need—often times we (as a community) struggle to speak about this part of pregnancy and yet it is a reality and our patients need support. Your impact will be incredible for the parents who will be using this space." - Breanne Matloof, Senior Major Gifts Officer, Development Department



Photos on this page: Family using anti-partum room and woman treating gestational diabetes with diabetes kit

SUPPORTING WOMEN



The Connection

A community that has long-standing institutions that are committed to children, women and families is a community that thrives. This is what we have found in our partnership with The Connection, a non-profit, women-led organization dedicated to enhancing lives and fostering community.

Since 2017, we have been supporting The Connection in their mission. When the pandemic caused seemingly insurmountable challenges in early 2020, we took immediate action by naming The Connection a beneficiary of our inaugural 2020 Donation Day.

The support helped provide them with the resources needed to offer remote programs, and then once reopened, allowed them to offer extended after school and summer camp programs both critical for working parents and the social and emotional needs of all the children at the time.



Lead Corporate Sponsor for Centennial Gala and secured new Corporate donors resulting in over \$480K raised.



Photos on this page: Individuals enjoying The Connection's Community Programming.

Continued partnership with The Connection has allowed the organization to remain flexible in channeling funds toward the increased requests for financial support, and areas of greatest need.

"Seelaus' tremendous vote of confidence in The Connection's continued strength and ability is not one we take lightly. We are deeply grateful and proud that the firm and its employees and families are part of The Connection community, and remain our partners in working toward a more equitable future."

Wendy Graeb, Executive Director, The Connection

ADDRESSING COMMUNITY CHALLENGES



Visiting Nurse Association Health Group

Community Mission Partner
Gold Partner in support of
VNAHG's mission.

Opportunity in the workforce only exists with access to the health services that families need. That is why we have been a supporter of Visiting Nurse Association Health Group (VNAHG) since 2018. With a 110 year history of service to vulnerable populations, VNAHG's mission is to provide compassionate home health, hospice, mental health and addiction services, primary and community-based care to those in need.

VNAHG's programs and services impact over 150,000 patients of New Jersey and mid-Ohio annually through home health care, hospice and the Children & Family Health Institute providing care to at-risk or underserved families with children.



"Thanks to the generous support and commitment of our Community Mission Partners (CMP) like Seelaus, VNAHG is able to affect the lives of many patients and families."

*Carmela Tedesco,
Director of Annual
Giving, VNAHG*

Photo on this page: Jim O'Mealia, Managing Director, Seelaus Asset Management at the Hospice Heroes Pro Am Golf Classic in 2021 which Seelaus supported as a CMP.

ADDRESSING COMMUNITY CHALLENGES



Family Promise

Each year, Team Seelaus comes together to help Family Promise provide their emergency shelter guests and graduate guest families with their holiday groceries. The team donated food items and monetary contributions and then assembled 100 Thanksgiving baskets, crushing our team's 2021 basket total of 50. It was a meaningful and fun event for all.



Photos on this page: Team Seelaus and their families working together to assemble Thanksgiving Baskets for Family Promise emergency shelter guests.



ADDRESSING COMMUNITY CHALLENGES



Community Foodbank of New Jersey



Team Seelaus had a record turn out for the annual volunteer day at the Community FoodBank of New Jersey. The energy in the warehouse was palpable as the team diligently sorted, inspected, and packed dry product donations in the Repack area to prepare them for distribution to the Food Bank's partner network of more than 800 local feeding partners throughout New Jersey.

29
Number of
volunteers

241
Number of
boxes
Packed

6,025
Meals for
individuals



Photos on this page: Team Seelaus working together to repack donated food products.

RESPONDING TO HUMANITARIAN CRISIS



Photo on this page: Intersos representative unpacking boxes with humanitarian aid for Ukrainian citizens.

In times of crisis, Seelaus steps up. We are focused on responding to the challenges people face in the aftermath of natural disasters and protecting vulnerable populations who are fighting for their basic human rights.

Our team is quick and nimble in identifying needs and vetting reputable non-profit organizations that have boots on the ground. Whether it's providing necessities like food, water and shelter, or supporting the rebuilding efforts, or finding partners to address long-term humanitarian crisis, we stand at the ready to provide our support.

This year, we focused our attention on the humanitarian aid needed in Ukraine as war broke out and families were left without their most basic needs. We contributed to Intersos and Women for Women International to provide vital supplies and resources.

In the past we have worked with other international non-profit relief agencies including Care.org and Vital Voices.

2022 COMMUNITY PARTNERS



ALS Therapy Development Institute
 Angels for Change
 Aspira
 BuildOn.org
 Casa NYC
 Chicago Treasurer's Office Career and
 Financial Empowerment
 Community Food Bank of New Jersey
 Cooperman Barnabas Medical Center
 Count Basie Center for the Arts
 Family Promise
 FIRST Robotics Team - Villa Walsh Academy
 Friends of the Child Advocacy Center
 Girls on the Run
 Girls who Code
 Hope and Heroes
 INTERSOS
 Monmouth County Historical Association
 Morristown Memorial
 Nurse-Family Partnership
 Overlook Foundation
 Rock the Street Wall Street
 Ronald McDonald House
 Shannon Daley
 St. Mary's School
 Summit YMCA
 The Connection
 The Fibrolamellar Cancer Foundation
 Tri-County Scholarship Fund
 Visiting Nurse Association Health Group
 Women for Women



Our Voice

Amplifying, Advocating and
Accelerating



Our Voice

As a leader in the Financial D&I sector, we have a unique platform through which we can bring awareness to the issues and opportunities for women in the field. It is an honor and privilege to help create a spotlight and amplify the voices of leaders who are inspiring change in the industry.

We pride ourselves in our authentic focus on women and have experienced a ground swell of interest in what we do and how we do it from Corporates, Business Associations, Clients, Universities, and Non-profits.



Photo on this page: Annie Seelaus and Leslie Graves at the Seelaus lounge space at the Building Wealth Today for Tomorrow Financial Empowerment Summit in Chicago this past September 2022.

SEE CHANGE

with Annie Seelaus Podcast

SEE Change is a podcast series that we created to amplify the voices of amazing women across various industries and share their unique stories. We have had incredible guests talk about the challenges they faced and how they persevered.

Our hope is that this podcast will inspire women to disrupt the status quo and promote the next generation of change. SEE Change is available across the various podcasting platforms.



Episode 1: SEEing Change in Women's Health



Kaitlin Maier
CEO & Co-Founder
Reia



Meegan Daigler
CTO & Co-Founder
Reia

Episode 2: SEEing Change in Banking



Alexandra Lebenthal
Senior Advisor
Houlihan Lokey



Laura Bray
Chief Change Maker
Angels for Change

Episode 5: SEEing Change in Access to Life-Saving Pediatric Drugs

Episode 3: SEEing Change at NASA



Dr. Dalia Kirschbaum
Director, Earth Sciences
NASA Goddard Space
Flight Center

Episode 6: SEEing Change When Women Lead



Julia Boorstin
CNBC Senior Media & Tech
Correspondent and Author

Episode 4: SEEing Change in the Military



Lori Reynolds
3-star USMC Lieutenant
General (ret)

Episode 7: SEEing Change for Human Trafficking Victims



Laurie Swink
Co-Founder
Selah Freedom

OUR EXPERTISE

Our expertise as a WBE is in high demand across capital markets, asset management, D&I and impact investing. We are often asked to speak at conferences, on panels at client and industry events, at town hall meetings, and at business resource group events.

We see these as opportunities to share our knowledge, inspire change, and ignite thought provoking dialogue and introduce thinking in the sector.



Annie Seelaus hosted a fireside chat with the CEO and CFO of Organon, a women's health spin-off from Merck. This live-streamed event was an opportunity for Seelaus investors to learn more about Organon and their mission.



Annie Seelaus spoke on a panel at the City of Chicago Treasurer's Office Building Wealth Today for Tomorrow (BWTT) Financial Empowerment Weekend

Annie Seelaus was part of the ESG priorities panel at Hedgeweek's US Emerging Managers Summit at The University Club of New York.



Leslie Graves spoke at an HSBC panel with speakers from NY Life and Goldman Sachs on a Diversity, Equity & Inclusion Broker Dealer Lunch Panel

Annie Seelaus attended the Association of Finance Professionals Conference 2022 discussing the integration of D&I practices in commercial paper, investments, and debt capital markets.



Leslie Graves was a guest speaker at the Women of Mirador Network (WMN) business resource group about balancing work and family.

Leslie Graves spoke with the business resource group at Ally.



CORPORATE ACCESS EVENT ORGANON



Seelaus works with Corporate Treasury and Investor Relations teams on corporate access events throughout the year bringing together corporate clients and institutional investors. These events offer the potential to broaden a company's investor base and deepen relationships with existing shareholders, as well as gives investors first hand access to company management.

The core of Seelaus' distribution effort focuses on family offices, small insurance companies, money managers, and hedge funds. Many of these are too small to be profitably covered by specialized sales teams at the large banks and as such they don't usually have access to the new issue process.



Photo on this page: Annie Seelaus hosts a fireside chat with Kevin Ali CEO and Matt Walsh CFO of Organon. The event was live-streamed and available to Seelaus investors.

We were especially proud to host a fireside side chat with Kevin Ali CEO and Matt Walsh CFO of Organon – an exciting new healthcare company, formed in 2021 by a spinoff from Merck, with an established portfolio of legacy brands, coupled with a compelling biosimilar platform and dedicated to Women's Health!

Women present with and experience diseases differently than men, yet these differences are too often understudied and overlooked. Organon is acting as a catalyst for tackling the gender disparities we see in everyday health.

As a leader in the D&I space it is an honor and privilege to create a spotlight to highlight leaders like Kevin Ali and Matt Walsh and companies like Organon who are such an inspiration and are doing amazing things to help women and drive their health. By including these investors in the process, Seelaus is creating a new category of opportunity for smaller accounts and making the process itself more equitable by including a larger universe of investors and creating impact in yet another way.

OUR LEADERSHIP IN THE COMMUNITY

FINRA Diversity Council

Annie Seelaus
Advisory Board Member

Columbia Presbyterian Children's Hospital

Ben Seelaus
Board Member

Duke Cancer Institute

Leslie Graves
Board of Advisors

Duke School of Medicine

Leslie Graves
Board of Visitors

Dyson Business School at Cornell University

Kenny Klein
Advisory Board Member

Fibrolamellar Cancer Foundation

Leslie Graves
Board Member

Overlook Hospital

Liz Peck
Board Member

Overlook Hospital

Annie Seelaus
Community Board

Tri-County Scholarship Fund

Quentin Murray
Board Member

We thank you for your ongoing support of our mission.

Acknowledgements

Thank you to our employees for their dedication to impact and their contributions to our first annual impact report.

Thank you to our non-profit partners for the inspiring work they do to make the community better everyday.

Thank you to our clients and supporters for believing in Seelaus and our mission.

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Disclosure

This annual report covers the impact initiatives of R. Seelaus & Co., LLC, Seelaus Asset Management, LLC, and Seelaus Financial, all of which are subsidiaries of the holding company R. Seelaus & Co., Inc. and are collectively referred to within as Seelaus.

Seelaus Asset Management, LLC, a subsidiary of R. Seelaus & Co., Inc., is an investment adviser registered with the U.S. Securities and Exchange Commission. Registration does not imply a certain level of skill or training. More information about Seelaus Asset Management, LLC can be found in its Form ADV, which is available upon request.

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R. Seelaus & Co., LLC, gets compensated for the sale of the Money Market Fund. Please see fund prospectus.

Mortgage-Backed Securities (MBS) and other Asset Back Securities (ABS) are structured finance products backed by pools of assets and created through a securitization process in which a special purpose entity (SPE) is created. The financial assets are transferred to the SPE which collateralize the ABS. Some ABS represent interests in "pools" of mortgages or other assets held in trust and often involve one or more risks that can be materially different from, or possibly more acute than risks associated with other types of debt instruments. ABS are further impacted by actual or perceived changes in the credit worthiness of the originator. Other risks impacting ABS and MBS include, but are not limited to, interest rate risk, credit risk, liquidity risk, prepayment risk, market risk, operational risk, and legal risk. Some or all of the risks memorialized herein may be directly associated with the asset pool and the structuring of the securities. Because investors in MBS and ABS can be affected by a significant degree of risk including the risk of a complete loss of principal, they are not suitable for all clients. Investors are encouraged to discuss the benefits and risks of these investments with their financial, tax, and other advisors before agreeing to participate in these investments. The minimum account value for SHE strategy accounts is \$10 mm.

It should not be assumed that any ESG initiatives, standards, or metrics described herein will apply to each asset in which Seelaus invests or that any ESG initiatives, standards, or metrics described herein have applied to each of Seelaus' prior investments. ESG is only one of many considerations that Seelaus takes into account when making investment decisions, and other considerations can be expected in certain circumstances to outweigh ESG considerations. The information provided herein is intended solely to provide an indication of the ESG initiatives and standards that Seelaus applies when seeking to evaluate and/or improve the ESG characteristics of its investments as part of the larger goal of maximizing financial returns on investments. Any ESG initiatives described herein will be implemented with respect to a portfolio investment solely to the extent Seelaus determines such initiative is consistent with its broader investment goals. Accordingly, certain investments may exhibit characteristics that are inconsistent with the initiatives, standards, or metrics described herein.

In order to enhance current and prospective understanding of our process, approach, and views, this presentation includes discussions regarding selected positions in our portfolios. In doing so, we hope this transparency enhances your understanding of our views on the investment opportunities we see in the marketplace and why we have positioned the portfolios the way we have. With such information available to you, we believe current and prospective clients are better informed and equipped to understand and/or challenge our views and approach to determine whether an investment in a portfolio is consistent with the mandate of each individual client. As our focus is on current positions, we naturally have a constructive bias to these companies, which clients should weigh in determining their own views on our approach and the forward return opportunities of the portfolio.

The information contained herein is not, and may not be relied on in any manner as, legal, tax or investment advice or as an offer to sell or a solicitation of an offer to buy an interest in investment vehicles sponsored or managed by Seelaus.

Past performance is not indicative of future results. There is no guarantee that any specific outcome will be achieved. Investments may be speculative, illiquid and there is a risk of loss.

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