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25

# SEELAUS IMPACT REPORT

EMPOWERING CHANGE,  
ONE STEP AT A TIME

SEELAUS

A WOMEN-OWNED BUSINESS ENTERPRISE



**S E E L A U S**

A WOMEN-OWNED BUSINESS ENTERPRISE





Annie Seelaus and Ben Seelaus welcomed students from Irvington High School to Seelaus HQ for a day of learning and career discussions

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# A MESSAGE FROM ANNIE

## Inspiration and Resilience

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As I reflect on another year at Seelaus, I am once again grateful for the partnership of our incredible clients, employees, and peers in the markets, all of whom fill the pages of this report with unwavering commitment to the idea that you can achieve all of your business objectives while having a positive impact on the world around us. In collaboration with this amazing group of people we were able to find new ways to support the four pillars that make up our mission here at Seelaus: Empowering Girls, Supporting Women & Families, Addressing Community Challenges, and Creating Economic Mobility for All.

This year was marked by uncertainty on so many fronts. Despite reaching record highs in the equity markets, a robust credit back drop, and ample liquidity, there was a persistent anxiety around potential macro headwinds and the role of diversity, equity, and inclusion programs in a new world order. At Seelaus we used this moment to reflect on who we are as a firm and what we are to our clients. We rediscovered our core belief that the intent of our approach will always dictate our success, and our intention is to continue striving to be a best-in-class women-owned financial services firm that uses its platform to leave a better path for those around us.

To that end, our belief has not changed: that more women in the workforce is good for companies, good for the economy, and good for women. To achieve that goal we must support them and their families on every level. According to Bank of America Global Research, S&P 500 companies with higher gender diversity on boards see 15% higher ROE, more consistent EPS, and better returns. The Center for American Progress (CAP) calculated that the net result of women's increased labor force participation, many of whom were working moms, from 1970-2013 was \$2 trillion. The ability for women to work outside the home, continuously or not, fosters financial independence, empowerment, and benefits families.



Annie Seelaus, CEO R. Seelaus & Co  
Podcast Host, SEE Change with Annie Seelaus

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# A MESSAGE FROM ANNIE

## Inspiration and Resilience

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With that in mind, this year we were excited to launch our first full-year preschool scholarship, intended to alleviate the lack of affordable childcare that prevents so many from seeking and retaining full-time employment. As a working woman and mom, I know that every professional opportunity afforded me is directly tied to my ability to cover the cost of childcare and to know that my children are safe and cared for during the day, every day, all year. As such, we focused on funding a full-day, full-year program and are grateful for the partnership we found in the YMCA. They join this list of the many organizations you will read about in this report that are doing great work in our communities to empower young girls, educate our youth, provide essential resources to those in need, and promote women's health and wellness. It is our hope that by highlighting this one initiative among many, we can shine a light on a key lever of economic mobility in our communities.

But there is so much more work to do. Looking ahead to 2026, our hope is that the financial markets and their participants refocus on the power they have to effectuate positive change in the world through access: access to jobs, access to economic opportunity, access to funding, to technology, and to innovation. These markets are the foundation of capitalism and were built on differing opinions and diverse perspectives. This free exchange continues to be their lifeblood, making radical inclusion the best path to navigating them.

At Seelaus we know there will always be a place for merit-based, data-driven initiatives that ensure all have a seat at the table, and we are grateful for the support of all of you as we continue to challenge what is possible and grow to meet the needs of our clients and communities.

I am not only proud that we have moved the needle on each pillar of our mission, but that we did it without conceding on any of our objectives in the market. By focusing on returns first, we are proof positive that doing good is always good for business.

With Gratitude,



Annie Seelaus  
CEO, R. Seelaus & Co.

*Looking ahead to 2026, our hope is that the financial markets and their participants refocus on the power they have to effectuate positive change in the world through access: access to jobs, access to economic opportunity, access to funding, to technology, and to innovation.*

# WHO WE ARE

## Mission Driven

### Who We Are

Founded in 1984, R. Seelaus & Co., Inc. is a women-owned, New Jersey based, full-service financial firm, with subsidiaries providing broker-dealer, asset management, and leveraged finance capabilities. We strive to provide best in class services and value to our clients while driving impact in our communities.

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

### Our Purpose

Our purpose is to act as a catalyst for change within the finance industry by demonstrating the direct connection between the support we receive as a women-owned firm and our ability to effect lasting positive change in both the industry and the community. We aspire to be advocates for all underrepresented groups, fostering a more equitable market for everyone involved.

Our dedication to financial inclusion ensures that everyone, regardless of background, has access to the tools and resources necessary to achieve financial independence and growth.

### Our Commitment to Our Mission

- our dedicated workforce
- comprehensive impact investment solutions
- meaningful community partnerships and
- collaborative approach



IMPACT THROUGH OUR WORKFORCE



IMPACT THROUGH THE MARKETS



IMPACT IN OUR COMMUNITY



IMPACT WITH OUR VOICE

**AUTHENTIC | INNOVATIVE | INCLUSIVE | MISSION-DRIVEN**

# OUR PRODUCTS AND SERVICES

## Value Added Partner

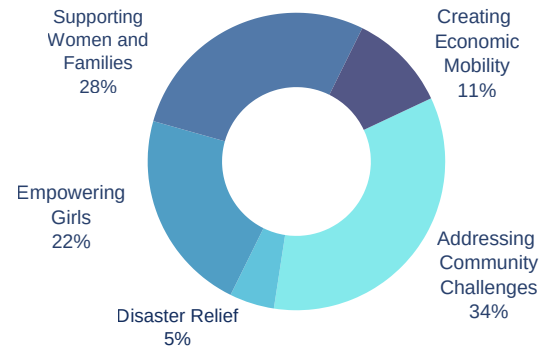
Business	Platform	Key Areas
Broker-Dealer	Agencies	Partner with Freddie Mac, Fannie Mae, Federal Home Loan Bank (FHLB), and Federal Farm Credit Bank. Active across all securities in the primary and secondary markets.
	Asset Backed Securities	Primary market underwriting of structured transactions across sectors. Secondary trading across all as well as restructuring of mortgage-backed securities.
	CP	Active commercial paper effort with growing outstandings in both secondary and primary issuance.
	Corporate Debt	Investment Grade and High Yield Corporate bonds, Preferred Stock/Hybrid securities across currencies in the primary and secondary markets.
	Equities	IPOs, Follow-on and secondary offerings, convertibles, ATMs, secondary market execution.
	Money Market Funds	Seelaus offers two share classes of GSAM government funds, available on most treasury portals, with a commitment to giving 10% of revenue to non-profits
	Municipals	Competitive and negotiated underwriting and syndicate, active secondary market trading, and electronic solutions for institutional SMA clients.
	Share Repurchase	Work with corporate clients to achieve best execution on share repurchase programs of many different sizes, structures, and parameters.
Asset Management		Provide expertise in active fixed income and equity portfolio management and design customized investment strategies.
	Traditional Investment Strategy	Investment capabilities span a variety of products and asset classes including cash management, U.S. Rates, Mortgage Backed Securities, Investment Grade credit, Municipal Securities and U.S. Equities.
	Impact Investment Strategies	Overlaying traditional investment strategies with impact goals that allow clients to align their assets with both investment and sustainability targets.
	Separately Managed Accounts	Individual accounts tailored and managed to each client's specific investment guidelines.
Leveraged Finance	Co-Mingled Funds	Pooled investment vehicles designed to reduce operating costs and generate returns for investors with similar needs. Currently offering both traditional and impact focused funds.
	Underwriting	Leveraged loan and bridge finance provided through a partnership with Stone Point Capital.
	Distribution	Salesforce well versed in loans with distribution capabilities out to a large number of institutional clients participating in this part of the marketplace.

## EXECUTING OUR MISSION

# HOW WE EXECUTE OUR MISSION

## Shared Value without Concession

### 2025 Charitable Contributions by Impact Priority



Our mission is anchored in our Strategic Impact Pillars that are aligned with our business goals and objectives. Our aim is to create shared value in every facet of our business. We bring all of our resources to bear including our charitable contributions, volunteer efforts, impact investments, hiring initiatives, and collaborative approach to community partnership to execute our mission.

We continue to extend our reach with a growing number of initiatives, partners, and supporters at the local, state, and national level who join us in shaping a better economic future for all.

## Charitable Contributions | Sponsorship | Impact Investing Volunteering | In-kind Donations | Employee Drives

## STRATEGIC IMPACT PILLARS



### CREATING ECONOMIC MOBILITY FOR ALL

Our aim is to enhance individuals' economic status for long-term wealth and security. To achieve this, we seek out initiatives and impact investment opportunities focused on sustainable growth, financial literacy, entrepreneurship, homeownership, and creating on-ramps to foster a more equitable future for all.



### EMPOWERING GIRLS

We believe in a world where every girl can dream big and achieve greatness, supported by resources that turn dreams into reality. To achieve this, we focus on investments and initiatives offering innovative 21st century educational opportunities, job creation programs and hands-on experiences to spark curiosity and build girls' skills and self-confidence.



### SUPPORTING WOMEN & FAMILIES

Opportunities for women in the workforce improve by alleviating pressures through access to health services, childcare, and family support. We achieve this by focusing on initiatives that prioritize maternal health, prenatal care, family health, education, and comprehensive support.



### ADDRESSING COMMUNITY CHALLENGES

A thriving community enables individual growth and communities to thrive. We seek out opportunities that address both immediate needs as well as long-term challenges. These include disaster relief, humanitarian aid, environmental sustainability, and health issues that restrict people's full potential.

# SEELAUS IMPACT HIGHLIGHTS

# 2025

## Big Wins



# \$2.3M

Contributions to Non-profits since 2018



# 7

Women in the Analyst Program since 2021



# 1st

Seelaus Scholarship awarded for Childcare Access



# 8

Summer Interns

## Creating Economic Mobility



# 1st

Seelaus Scholarship for College Bound Women



# 773

Homes funded by SAM SHE impact strategy since 2021



# 593

Students taking financial literacy and entrepreneurship curriculum



# 20

Entrepreneurs supported

## Empowering Girls



# 357

Girls empowered through Seelaus community engagement



# 54

Girls in Sisters 1st FIRST® Robotics Championship qualifying team

## Employee Health ,Wellness and Sustainability



# 5.1 M

Employee steps in Walktober Challenge



# 100%

Employee participation in a community activity



# 13

Volunteers at Liberty State Park clean-up

## Supporting Women & Families



# 200

Newborn kits assembled by employees



# 100

Thanksgiving baskets donated to food insecure families



# 8,750

Meals provided through volunteer day at the CFBNJ\*

\*Community FoodBank of New Jersey

# TRANSFORMATIVE CHILDCARE SCHOLARSHIP



## Breaking the Cycle

In honor of our 40th anniversary and in response to childcare costs remaining an almost prohibitive expense for working families, we are committed to making early childhood education accessible for all. Investing in the early childhood years yields significant benefits for children, families, and communities by enhancing health, reducing costs, cultivating a strong workforce, and bolstering the economy.

To bring this vision to life, we engaged with our longtime non-profit partner, the Summit Area YMCA, to fund a year long scholarship for a full-time preschool student at The Learning Circle YMCA. This initiative is aimed at working families in an effort to alleviate poverty.

## Why It Matters

<p><b>9% - 16%</b></p> <p>percentage of median income that U.S. families spent on full-day care for just one child in 2022.*</p>	<p><b>\$6.5K - \$15.6K</b></p> <p>median annual price range for full time care per child in 2022.*</p>	<p><b>1,000 Days</b></p> <p>from pregnancy to age 2 is the most crucial time to build a foundation for lifelong health and well-being.**</p>
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“For working families who struggle to make ends meet, childcare scholarships are transformative in helping them break the cycle of poverty. We are grateful to the Seelaus Family for directing their gift here.”

- Kaitlin Casey  
Summit Area YMCA  
VP of Advancement

The extended Seelaus family came together to tour the Learning Circle YMCA

\*www.burkefoundation.org  
\*\*https://blog.dol.gov/2024/11/19/new-data-childcare-costs-remain-an-almost-prohibitive-expense



Analysts from our Analyst Training Program attended the buildon.org annual gala

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# CREATING ECONOMIC MOBILITY

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# JOANNE AND RICHARD SEELAUS SCHOLARSHIP

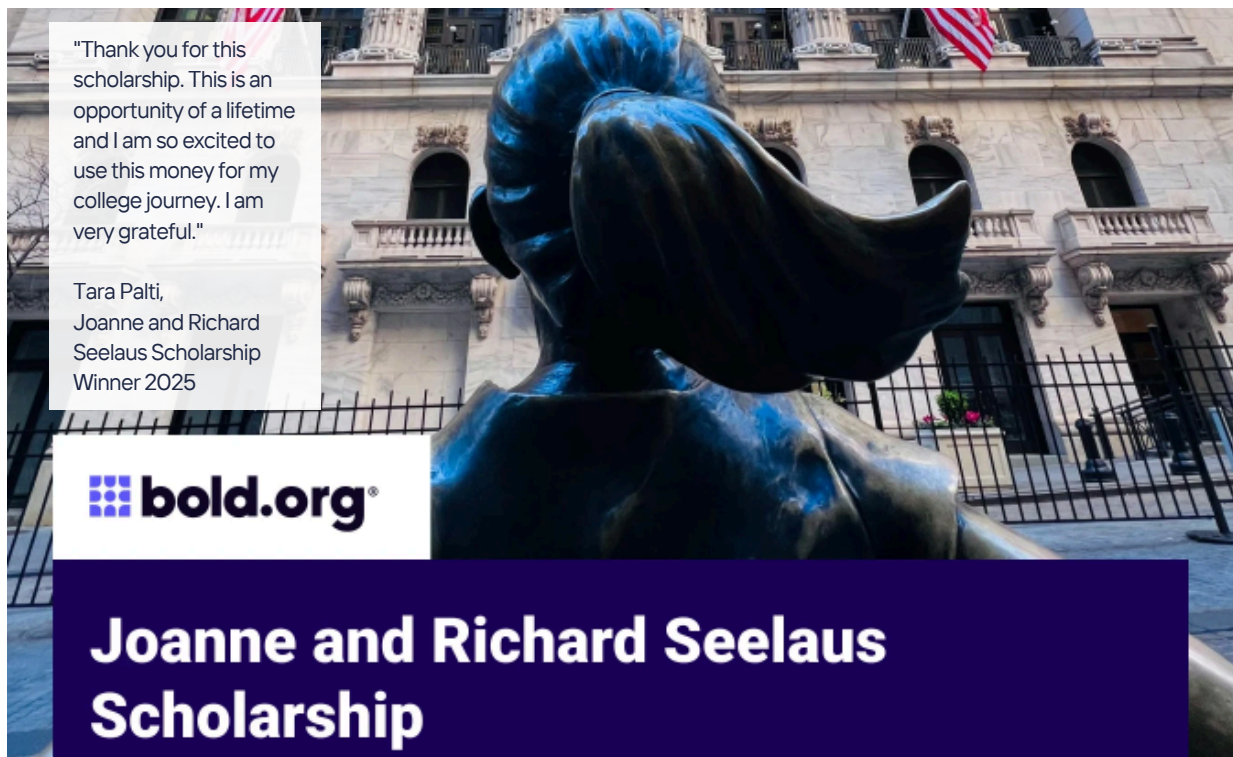
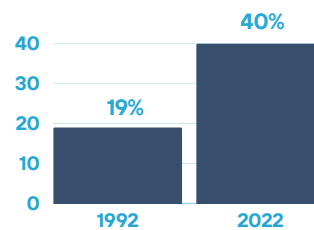
## Opening Doors to a Brighter Future

This year we were proud to launch the Joanne and Richard Seelaus Scholarship. The purpose of this dynamic scholarship is to foster opportunities for young women by easing the financial burden of higher education.

### Why It Matters\*



Households Lead by a Young Adult with Student Debt (%)



\*<https://www.pgpf.org/article/how-does-student-debt-affect-the-economy/>

# FINANCIAL LITERACY

## Building a Strong Foundation with Everfi



A core skill area that we believe will set people on a better path is to have a foundational understanding of personal finance. That is why we love our partnership with Everfi and their financial literacy and entrepreneurship k12 curriculum.

Everfi reaches students as they are increasing their engagement with the financial system, providing them with relevant, timely information that they can put to use immediately. Our partnership with Everfi expanded this year with the inclusion of three schools in Chicago. We also invited the students from Irvington High School, one of the schools we support in New Jersey, to join us for a day of learning and discussion about college, careers, and the opportunities in financial services, asset management and all of the supporting functions that make our business the successful enterprise that it is.

### Why It Matters\*

**12 years**

# of years the benefits of high school finance lessons were still detected (increased savings to speedier loan repayments, etc.)

■ A ■ B ■ C,D,F

Only seven states have high school financial literacy requirements deserving of an A grade.

Students aged 18 -21 with three years of financial literacy in high school were:

**40%**

less likely to fall a month behind on payments to credit accounts

**25**

Points higher on their credit score than peers

### Our Impact with EverFi

**98%**

Teacher rating of Everfi content as good or excellent

**8**

Public high schools

**38%**

Low- to Moderate-income schools

**593**

Students taking financial literacy and entrepreneurship curriculum

**67%**

Students wanted to start a business after the Venture course

**1,182**

Hours of learning

*"I have a much better understanding of budgeting, finance and entrepreneurship because of the Everfi and Venture courses I took in High School. At first I wasn't sure about taking the courses but they proved to be a great way to learn these concepts and prepared me for not only my college coursework but also living on my own for the first time. I would definitely recommend these courses for all High School students to take."*

*-Alexia Mitchell  
Freshman, Penn State University,*



Students from Irvington High School came to Seelaus HQ for a day of learning

\*<https://www.edutopia.org/article/financial-literacy-education-yields-big-returns/>

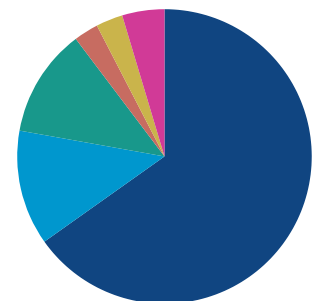
# ACCESS TO HOME OWNERSHIP

## Support Housing Equality (SHE) Impact Strategy

At Seelaus, aligning philanthropic priorities with impact investment strategies is central to our mission. The Seelaus Support Housing Equality (SHE) Impact Agency MBS Strategy exemplifies this, increasing securitized home loans for low- to moderate-income families. Since its launch in 2021, Seelaus has created \$200 million in tailored Agency MBS pools and CMOs, allowing clients to customize geographic exposure and impact themes.

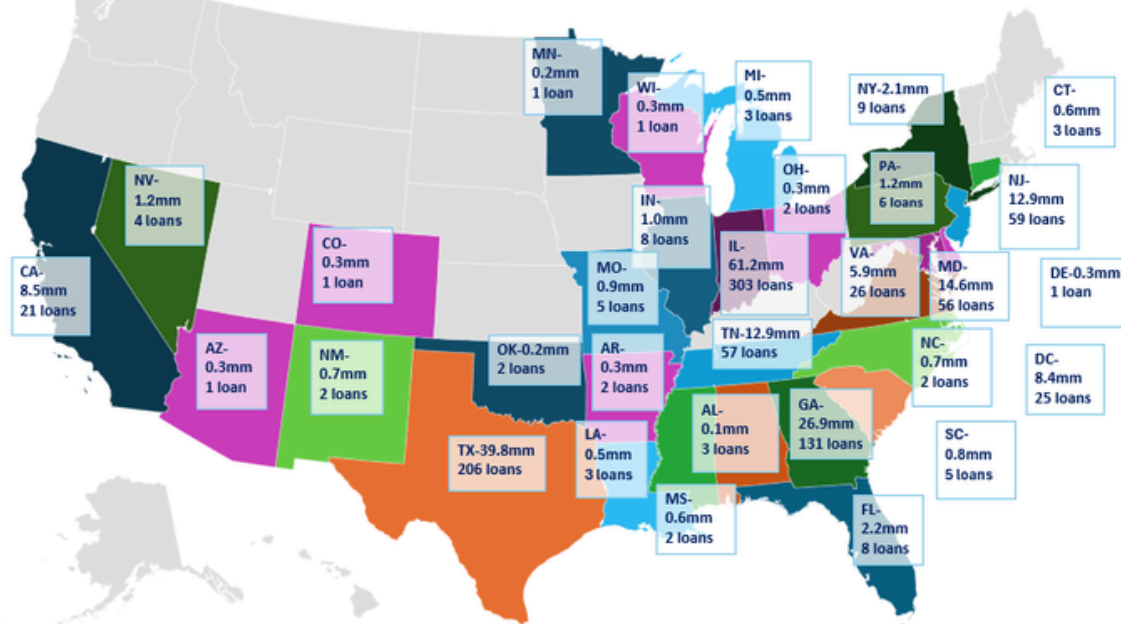
SHE can be tailored to specific impact goals and investment profiles, enabling collaboration to uplift underbanked communities. Our proprietary database utilizes Metropolitan Statistical Area (MSA) and Census Tract data for detailed analysis, ensuring investors effectively support targeted communities while maintaining transparency. Seelaus believes that homeownership is essential for generational wealth creation.

Impact Theme Composition\*



- Low/Mod Income, 65%
- Down Payment Assistance, 13%
- Minority Housing, 12%
- CRA, 3%
- Veteran Housing, 3%
- Multiple, 5%

Impact by State\*



Data as of 12/31/2025. Data source: Bloomberg, Seelaus Asset and RSC internal data.

\*The above includes all SHE custom impact pools that have been purchased for clients by Seelaus Asset Management and R. Seelaus & Co., LLC

# ENTREPRENEURSHIP

## Grameen America



At Seelaus we believe small businesses are the life blood of our economy and a key lever of wealth creation.

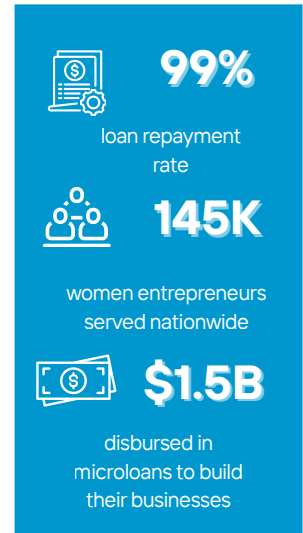
This is why we have partnered with Grameen America. Grameen provides loans, savings programs, financial education, and credit support to underprivileged women starting small businesses, often excluded by traditional lenders. With a 99% repayment rate, loans are reinvested into their communities, aiding economic mobility. This year, we supported Grameen women entrepreneurs in both Dallas and Indianapolis.

By empowering these women, Grameen fosters individual growth and strengthens communities, leading to job creation and economic resilience.

### Why it Matters\*



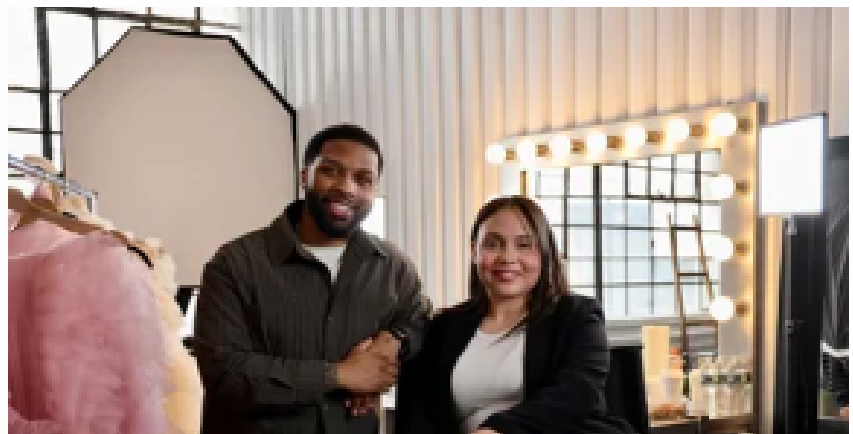
### 2025 Grameen America Impact\*\*



## GAI Member Story: Jay Marie

*"I started my own business because I just wanted to control my own life, my time, and my money. At any point, in any small business, you're going to need funding and a financial organization that can support you – it's just about finding the right one and Grameen America is the right one. Grameen America is a resource that's always there when you need it—even through the ups and downs of being an entrepreneur."*

*-Jay Marie, Founder*



Jay Marie operates a membership-based creative studio in Jersey City, NJ, focusing on brand development, social media management, production services, and content creation. Since 2021, she has secured \$30,000 in loan capital from Grameen America to grow her business.

\*<https://advocacy.sba.gov/2025/06/30/new-advocacy-report-shows-the-number-of-small-businesses-in-the-u-s-exceeds-36-million/>

\*\*<https://www.grameenamerica.org>

# GENDER EQUALITY MATTERS (GEM)


The Gender Equality Matters (GEM) Impact 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.

The portfolio management team actively manages the portfolio of individual stocks incorporating thorough fundamental analysis of each company followed by additional analysis to determine eligibility for inclusion into the portfolio based upon gender diversity at both Executive and Board of Director levels. The strategy reflects companies with approximately 30% female board representation and 20% of female senior executive representation, at time of purchase.


## Why it Matters



**30%**  
corporate board seats held by women on Russell 3000\*



**37%**  
of new Fortune 500 board appointees were women in first half of 2025\*\*



**2-5%**  
higher returns at companies with more women on boards\*\*\*



	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	YTD	ITD
2025	4.51%	(1.92%)	(7.18%)	0.34%	8.02%	6.32%	2.67%	0.62%	0.10%	1.89%	(0.23%)	0.35%	15.69%	106.28%
2024	2.16%	8.06%	1.93%	(4.83%)	2.78%	1.14%	1.55%	1.35%	2.25%	0.69%	5.25%	(5.48%)	17.34%	78.56%
2023	4.27%	(2.34%)	3.20%	1.08%	(1.45%)	7.28%	1.36%	(0.41%)	(6.48%)	(2.18%)	9.07%	4.98%	18.76%	52.17%
2022	(5.29%)	(1.62%)	0.45%	(6.39%)	(1.42%)	(6.25%)	6.05%	(3.37%)	(8.46%)	11.45%	4.70%	(5.05%)	(15.86%)	28.13%
2021	(1.80%)	3.01%	5.68%	5.45%	1.30%	(0.94%)	1.83%	2.12%	(4.36%)	5.69%	(3.45%)	4.36%	19.82%	52.07%
2020	-	-	(10.25%)	12.92%	3.78%	0.59%	4.89%	5.47%	(3.23%)	(2.64%)	11.62%	3.12%	26.91%	26.91%

\*<https://www.prnewswire.com/news-releases/5050-women-on-boards-annual-gender-diversity-index-report-reveals-women-now-hold-30-percent-of-russell-3000-board-seats-but-year-over-year-growth-slows-to-one-percent-302243432.html>

\*\* <https://fortune.com/2025/12/23/women-ceo-boards-progress-stalling-politics-economy-ambition-careers/>

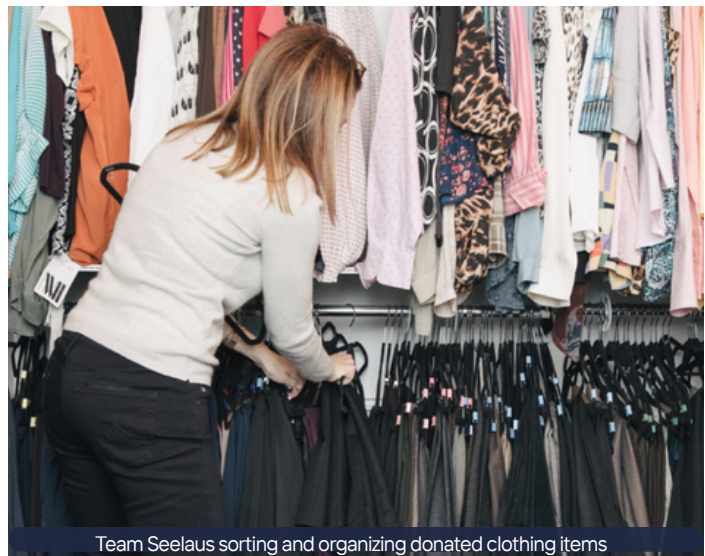
\*\*\*Bloomberg - "Companies with Gender Diverse Boards Deliver 2-5% Higher Annual Returns Than Companies with Fewer Women"

<https://www.bloomberg.com/company/press/companies-with-gender-diverse-boards-deliver-2-5-higher-annual-returns-than-companies-with-fewer-women-finds-bloomberg-intelligence/>

Net of fees performance calculated using an annual 1.00% management fee amortized monthly. This model 1.00% fee is the highest fee charged to any account and management fees may vary depending on individual investor agreements. Immaterial variances in prior monthly returns may occur due to prior period adjustments. Please see important disclosures at the end of this report.

# PROFESSIONAL CLOTHING DRIVES

## Bottomless Closet and Midnight Run



Team Seelaus sorting and organizing donated clothing items

When we think about economic mobility, one area that can have a profound positive impact is ensuring those seeking jobs are adequately and appropriately dressed. This is why our employees organize professional clothing drives. Every year we've engaged with Bottomless Closet of New York to collect women's clothing and accessories, and for the first time this year, we also partnered with Midnight Run to collect clothing for men.

This initiative aims to empower individuals by providing them with the proper attire to make a lasting impression during interviews. By collaborating with these organizations, we not only gather high-quality clothing but also contribute to boosting the confidence and self-esteem of job seekers, giving them the best possible chance to succeed.

\*[www.bottomlesscloset.org/our-impact/](http://www.bottomlesscloset.org/our-impact/)

\*\*[www.ascotsandchapels.com/the-stats-behind-dressing-for-success/](http://www.ascotsandchapels.com/the-stats-behind-dressing-for-success/)

### Why it Matters

**61%**  
of survey respondents reported receiving a job offer after visiting Bottomless Closet\*

**95%**  
of employers factor in an applicant's appearance when making hiring decisions.\*\*

**71%**  
of companies have admitted to rejecting applicants who were not dressed appropriately.\*\*

### Our Impact

Employee Donations Included:



**100**

Pieces of business attire for men and women



**80**

Dress ties



**50**

Dress shoes



**20**

Accessories including handbags

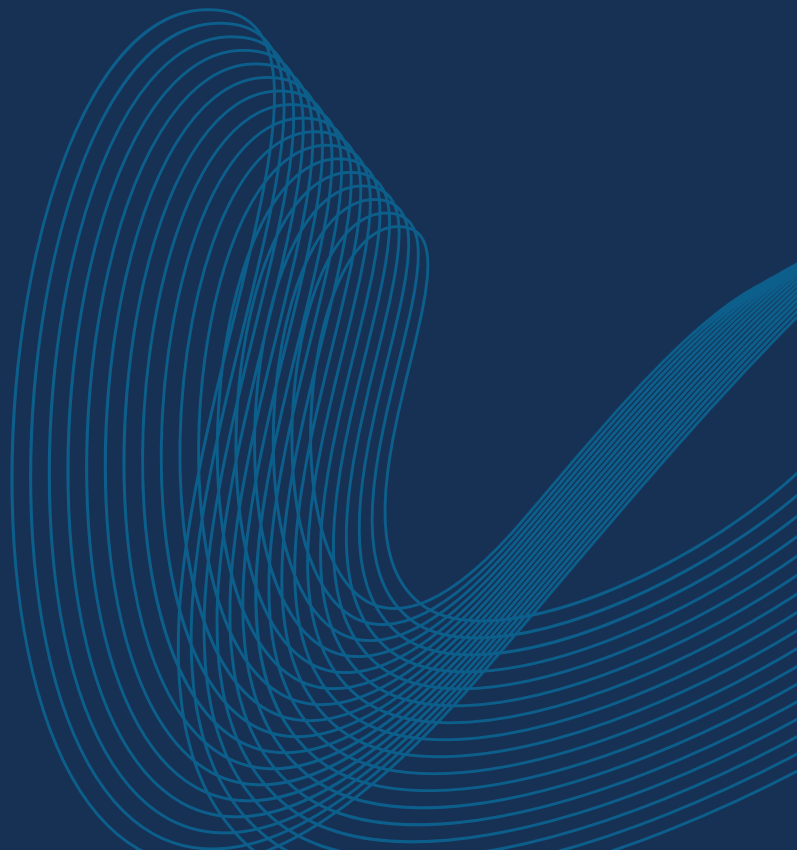


2025 Interns and Girls Who Invest Graduates Alexandra Cicala and Dylan Cochin

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# EMPOWERING GIRLS

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# JOB CREATION

## Seelaus Asset Management Analyst Program

Our flagship impact investment is our short duration fixed income strategy which funds the Seelaus Asset Management Analyst Program. This program aims to address the long-standing issue of attracting and retaining women in the asset management industry and is focused on underserved communities.

### Why it Matters\*

**9%**

of women hold Chief Investment Officer (CIO) roles.

**12.5%**

of fund managers globally are women

### About the Program

In this 18-24 month program, Analysts rotate through various departments to learn about portfolio management, operations, trade execution, compliance, marketing, finance, and business development. They partake in client and prospect meetings and gain valuable exposure to vendors and service providers through site visits and networking events.

Analysts are provided with coaching, mentors, and extensive training including study materials for the Securities Industry Essentials exam (SIE) and Series 7 Exam.

At the conclusion of the program, Analysts work with management to secure permanent positions within the industry via the firm's partner relationships.



2025 Analysts Lesly Mejia, Kanzy Zayan, and Zinab Ennasri at CD&R for a day of learning with CD&R Analysts, Marissa Yang and Katherine Cui.

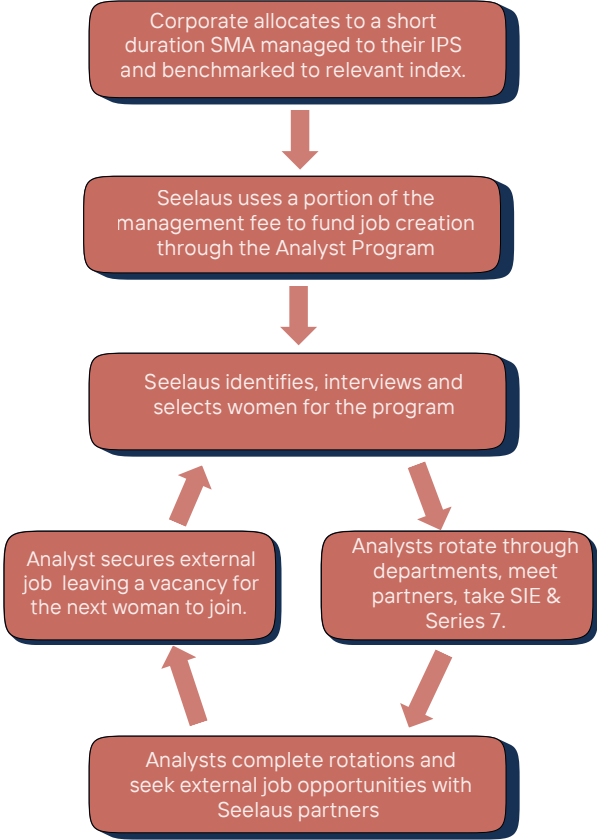
\*[www.confluence.com/diversity-in-investing-why-the-lack-of-women-in-asset-management-hurts-us-all/#:~:text=The%20share%20of%20female%20fund,in%20asset%20management%20roles%20worldwide.](https://www.confluence.com/diversity-in-investing-why-the-lack-of-women-in-asset-management-hurts-us-all/#:~:text=The%20share%20of%20female%20fund,in%20asset%20management%20roles%20worldwide.)

# EXPERIENTIAL LEARNING

## Seelaus Asset Management Analyst Program



### Analyst Program Cycle



### ALUMNI SPOTLIGHT: THERESA MENSAH



Theresa joined Seelaus Asset Management in July 2021 after graduating from Marist College where she majored 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 opportunities in America.

Theresa completed the Analyst Program in 2022 and was hired full time at Brightwood Capital as a Loan Operations Analyst. She recently relocated to Atlanta and is now working at Southern Company. We thank Southern Company, Brightwood Capital, and all of our Corporate clients for their dedication to this life changing program.

### Companies That Welcomed Our Analysts for a Day of Learning



LORD ABBETT®

# SEELAUS MONEY MARKET FUND | SHARE CLASSES

## Impact Strategy without Concession

Seelaus partners with corporate clients to demonstrate that balance sheet cash can be a powerful tool to drive impact in our communities without the need to amend longstanding cash and investment policy guidelines.

This is not just about working with Seelaus but about educating the industry about the possibilities across cash management products and platforms. Seelaus allocates 10% of our revenue proceeds to organizations supporting women globally.



**26**  
Investors in the money market fund at year end

### An Impact Case Study: Girls Who Invest



Girls Who Invest (GWI) is a non-profit backed by Seelaus, aiming for 30% female representation in portfolio management by 2030. Now in our second year working with GWI through the Money Market Fund, Seelaus has funded the organization so that more young women have access to GWI's program. For the first time this year, we welcomed two GWI alumni, Alexandra Cicala and Dylan Cochran (pictured on the left) as interns for the 2025 program.



# BUILDING SKILLS FOR THE 21<sup>ST</sup> CENTURY

Villa Walsh Sisters 1st FIRST Robotics Team



Sisters 1<sup>st</sup> FRC Team 8513 at Villa Walsh Academy celebrating at the FIRST World Championships

### Sisters 1st FIRST Results\*

Our non-profit partner, Sisters 1st FIRST® Robotics Team at Villa Walsh Academy, aligns with our mission to empower girls with 21st-century skills and confidence. FIRST prepares individuals for the future by inspiring youth to become leaders in science and technology through mentor-based programs. We have supported Villa Walsh’s all-female FRC Team 8513, the only one of its kind in NJ and the second highest-ranked globally, for over four years. This year, they qualified for the World Championships for the second time and contributed over 800 hours to community service. We are proud of their achievements and excited for their future growth.

- 2** 2nd Highest Ranked All Female team in the World
- 54** Student Members
- 835** Hours dedicated to community service

\*Stats provided by Villa Walsh

# SEELAUS INTERN PROGRAM

## Learning by Doing

The Summer Intern Program provides a six-week immersive experience in financial services, focusing on skill development and professional networking for eight interns. It emphasizes technical skills and personal growth, especially for young women, through mentorship that encourages female interns to envision themselves as leaders. Our program supports aspiring professionals and fosters a sense of pride in our workforce as they share their wisdom and years of experience with the next generation of finance leaders. This year we welcomed a cohort of eight interns, our largest to date!



Lord Abbett hosted Seelaus and other Broker Citizen interns for a day of learning



Our 2025 Summer Interns



Our 2025 Interns volunteering at GRACE

### INTERN PROGRAM HIGHLIGHTS

**8**  
Interns

**8**  
Lunch & Learns

**1**  
Corporate Site Visit

**8**  
Investment Pitches

**1**  
Volunteer Project

**1**  
Pickleball Tournament



Team Seelaus after volunteering at the New Jersey Community Foodbank.

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# SUPPORTING WOMEN & FAMILIES

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# WOMEN'S HEALTH & FAMILY WELLNESS



## Cooperman Barnabas Medical Center

Our work with Cooperman Barnabas Medical Center (CBMC) started in 2020 and has evolved into a multi-faceted partnership. CBMC Health System provides the greatest amount of charity care in New Jersey with the belief that everyone is entitled to quality health care despite their socioeconomic status.

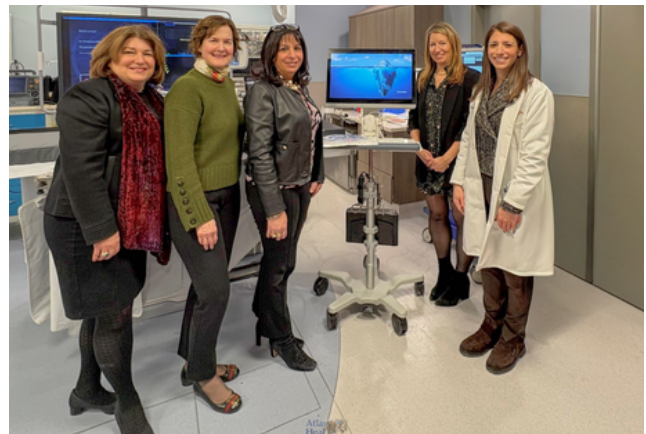
The Women's Clinic at CBMC is designed for pregnant women who are underinsured, do not have medical insurance, and cannot afford healthcare. CBMC proudly provides access to quality healthcare to all women, despite their ability to pay and are committed to equipping patients with the resources they need to be successful in pregnancy and motherhood.

With more than 6,000 births per year, we focused our funding on the immediate needs for new moms and babies with diaper bags full of supplies to help as they first come home from the hospital. Several members of the Seelaus team and their children volunteered to assemble the bags that would then be delivered to new moms throughout the year.



Annie Seelaus and Fara Lupiano assembling newborn kits

## Atlantic Health Overlook Medical Center



Liz Peck and Bridget Renzulli joined Dr. Lindsay Elbaum, along with Clelia Biamonti, and Kerry Mowry from the Overlook Foundation to learn more about the new Coroflow system

Our partnership with Atlantic Health Overlook Medical Center continues to grow. This year we worked with the Overlook team to identify the areas of greatest need. After careful consideration and research, we decided to focus our support on women's cardiology, addressing the unique symptoms women experience that often lead to delayed diagnoses, particularly in underserved populations. Heart disease in women, especially post-breast cancer treatment, is frequently underreported and misdiagnosed.

We are supporting emerging technology that detects persistent angina in women, even when arteries appear clear during catheterization. This advanced platform conducts a full physiology assessment of the entire coronary vasculature of the body - including both the main vessels of the heart (epicardial vessels) and the smaller vessels throughout the body (microvasculature).

Atlantic Health Overlook Medical Center boasts a top-ranked cardiology program, and Dr. Lindsay Elbaum is leading the initiative to introduce this new tool, utilizing her extensive experience. We are proud to back this initiative to advance care for women.

# SUPPORTING WOMEN AT EVERY STAGE



## Changent



Family receiving services at home from Changent Nurses

Changent, previously known as Nurse-Family Partnership and Child First, has partnered with Seelaus for four years to support first-time mothers through trained nurses who offer in-home care and mental health support. This year, funding aimed to increase access to these services for families in New Jersey, promoting family health and well-being through transformational care.



## The Connection

Our long-standing partnership with The Connection, a women-led organization in the Summit community for over 100 years, focuses on enhancing lives through diverse programs for women, children, and families. Serving 5,000 members of varying backgrounds, The Connection fosters inclusivity. This year, we proudly sponsored their annual gala.



Fitness class at The Connection

# FAMILIES FACING FOOD INSECURITY

## Addressing Immediate and Long Term Needs

Ensuring families facing food insecurity have nourishing food for their families is a priority for Sealaus. This year, we partnered with three non-profits to help alleviate this ongoing issue.

- The Community FoodBank of NJ - the state's largest anti-hunger organization, supporting 800 food pantries across the state.
- GRACE - A food pantry based in Summit, NJ distributing 16,000 pounds of food and supplies each week.
- Family Promise - An organization that helps families so they do not become homeless and teaches them skills and provides food to get back on their feet.



### Impact this Year

**8,750**

Meals provided to Senior Citizens in need

**4,000**

Items donated by employees for Family Promise Baskets

**70%**

of our workforce participated in one of these three volunteer events



Our team of employees, their families, and interns volunteered their time assembling, packing, loading, and delivering nutritious meals to food-insecure neighbors living across New Jersey through The Community Foodbank of New Jersey, GRACE, and Family Promise



Team Seelaus volunteering at the Liberty State Park in Jersey City

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# ADDRESSING COMMUNITY CHALLENGES

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# DISASTER RESPONSE AND HUMANITARIAN AID



## American Red Cross Partnership

We appreciate the American Red Cross for its vital work supporting those in need both in times of disaster and on a daily basis. When most people think of the Red Cross, they think of disaster relief efforts, but beyond that, they offer several essential services such as blood drives, CPR training, and support for the Armed Services. Our partnership with the American Red Cross of New Jersey has strengthened this year across several areas:

- Annie Seelaus joined the NJ Regional Council.
- Annie spoke at the NJ Regional Board meeting.
- Our workforce donated to LA Wildfire relief through a microsite for employee contributions.
- Our team was invited to a donor site visit at the Red Cross HQ in New Jersey to learn about their operations and services.
- Team Seelaus participated in a mini-volunteer project for Military Families.



Team Seelaus at the Red Cross mini-volunteer event for Military Families



Annie speaking at the NJ Red Cross Regional Meeting

# COMMITMENT TO THE ENVIRONMENT

## Liberty State National Park Clean-up



Our workforce has taken an active role in advocating for environmental stewardship and created Green Team last year to lead these efforts. The Green Team's purpose is to:

- identify areas of our business practices, operations, and daily office life that can be more sustainable and environmentally friendly
- engage our dedicated workforce in environmental volunteer initiatives

This year the team identified Jersey Cares as a new volunteer partner for our environmental efforts because of the multitude of projects and locations where they host service projects across the state.



The Sealaus Green Team and members of their families raking endless leaves, weeding out invasive plant life and helping to restore the beauty of the Liberty State Park Welcome Center.

# VOLUNTEERING

## Team Dedication of Time, Talent, and Treasure

Our dedicated workforce is the heart and soul of our mission and our presence in community. From skills based volunteering to projects that are “done in a day”, our team shows up ready to make a difference across the multitude of volunteer events we offer throughout the year.

### Our Volunteer Efforts include:

- Career advising and coaching
- Mentoring
- Environmental clean-ups
- Food sorting and packing
- Cause-related walks and runs
- Partnering with clients in joint community service events
- Donation drives of food, clothing, baby supplies, toys, etc.

### Our Impact



20

Community related events



100%

Employee participation in at least one community event



Our team at the Girls on the Run Fall Celebratory 5K with Executive Director, Suzanne Elliott



Team Seelaus volunteered with Lord Abbett and other Citizen Broker firms honoring 9/11 victims on the Intrepid in NYC.



Team Seelaus joined forces with the Cooperman Barnabas Medical Center Ambassador’s Circle volunteers to pack newborn bags for new moms

# HEALTH AND WELLNESS

## 'Walktober' Step Challenge

"The journey of a thousand miles begins with a single step" by Lao Tzu. This was the mantra for our first ever corporate walk challenge. A team of employees spearheaded another first for us this year, a Corporate walk challenge that was cleverly named 'Walktober'. The idea came about from a group of employees who were comparing how many steps they logged each day. This grass roots effort became one of our most engaging, and competitive, events of the year and will now become an annual event for our employees.

### Benefits of a corporate walk challenge

- improves employee health by helping to reduce heart disease, obesity, and diabetes risks, and decreasing sick days
- enhances mental well-being by releasing endorphins, boosting mood and productivity
- increases energy levels, aiding focus for sedentary employees
- strengthens connections across departments, including remote workers
- motivates workforce to maintain healthy habits after challenges
- promotes well-being, teamwork, and a positive company culture in a fun way



### Outstanding Participation

**45%**

Employee participation in 'Walktober' Challenge

**5.1M**

Total # of steps employees took during the challenge

**2.2K**

Miles our team collectively walked during the challenge

Our collective team step count was the equivalent of walking from Chatham, NJ to Salt Lake City, UT.



# Community Partners

- 50/50 Women on Boards, Inc.
- American Red Cross
- Aspira Circle of Hope
- Bailey's Warriors
- Beat the Street
- bold.org
- Black Fairy Godmother Foundation
- Bottomless Closet
- buildon.org
- Changent
- Community FoodBank of NJ
- Cooperman Barnabas Medical Center
- Everfi
- Family Promise
- Fibrolamellar Cancer Foundation
- FIRST Robotics Team - Villa Walsh Academy
- Girls on the Run
- Girls Who Code
- Girls Who Invest
- Glenwood Academy
- GRACE
- Grameen America
- Hope and Heroes
- Jeremy's Heroes
- Living Classrooms Foundation
- Lupus Research Alliance
- Overlook Foundation
- Rainbow Push Coalition
- Ronald McDonald Charities
- Santa Claus Shop
- Shannon Daley Memorial Fund
- Special Friends Foundation
- Summit Area YMCA
- The Acceleration Project (TAP)
- The Connection
- Tri-County Scholarship
- Union County Community College Foundation



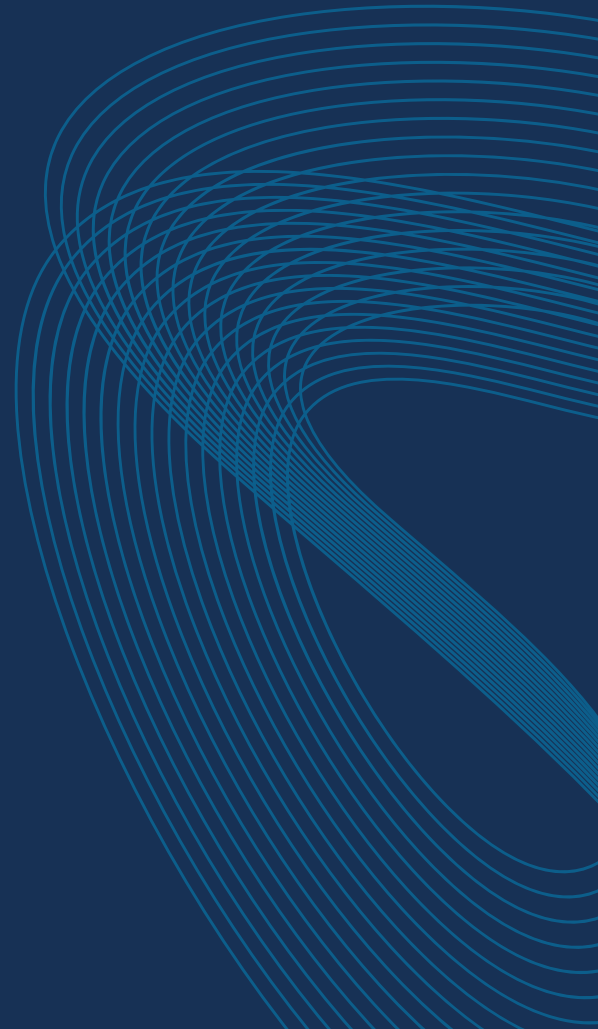


Analysts from our Analyst Program at a site visit at CD&R in their Manhattan office.

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# USING OUR VOICE

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# SPEAKING ENGAGEMENTS MEANT TO INSPIRE

## Leadership in Motion

We thank our partners for inviting the Seelaus team to share their expertise at industry conferences, client and non-profit panels, town hall meetings, and business resource group events. These platforms foster knowledge sharing and crucial conversations, as well as demonstrate our commitment to thought leadership in the sector.



Annie Seelaus spoke in a fireside chat with Sarah Seelaus of Sound Point Capital, sharing stories from her career journey and the vision behind SEE Change the podcast.



Ben Seelaus spoke on a Sell side panel at Muni Tech 2025 in NYC, an annual event uniting tech-forward and influential figures of the municipal bond market.



Karolina Pajdak was a panelist at the FINRA Small Firm Conference, offering insights on compliance technology, vendor relationships and adapting supervisory practices focused on prevention and culture.



Julie Caldwell spoke on a panel at IGM's Women in Debt Capital Markets about careers in debt capital markets.



Bridget Renzulli spoke on a panel with other Lord Abnett Citizen Broker firms about career preparation.



Annie Seelaus spoke at the IFG Global Summit, sharing the Seelaus family's experience of transitioning the firm to the second generation.



Annie Seelaus addressed the American Red Cross NJ Regional Board, discussing enhanced engagement and the value of our partnership.



Annie Seelaus was a guest speaker at St. John's University 'Wednesdays on Wall Street' series, sharing career preparation insights and lessons learned with undergraduate business students.



Annie Seelaus speaking at a fireside chat with Sarah Seelaus of SoundPoint Capital



Julie Caldwell speaking at IGM's women in Debt Capital Markets

# SEE CHANGE THE PODCAST

## Amplifying Leading Voices

SEE Change is a podcast that was created to amplify the voices of amazing women across industries and sectors, and share their unique stories. Our hope is that this podcast will inspire women to disrupt the status quo and promote the next generation of change. This year we shined a light on several brave entrepreneurial women in tech, television, sports, non-profits, and more who are taking their industries by storm. We were also proud to unveil a new podcast series, 'SEEDING Change' dedicated to sharing the stories of the next generation of female leaders.



**Genevieve Bellaire**  
**Founder and CEO**  
**Realworld**

Genevieve Bellaire is the Founder and CEO of Realworld, a tech startup that helps Gen-Z transition to adulthood by providing guidance on often-overlooked life topics like finances, healthcare, and taxes.



**Alice Seelaus**  
**5<sup>th</sup> Grader**

Alice joined our new "SEEDING Change" Series offering a new perspective on the rapidly changing environment in which she is growing up. She talks about how the world appears through her eyes with friends, sports, technology, and more.



**Leslie Zane**  
**Author, Founder,**  
**Triggers Consulting**

Leslie Zane is the President and Founder of Triggers® Brand Consulting and the author of 'The Power of Instinct.' She is an award-winning marketer, TEDx speaker, and an expert in leveraging the instinctive mind for brand and business growth.



**Kate Veronneau**  
**Director of Women's**  
**Strategy, Zwift**

Kate Veronneau played a key role in launching the Tour de France Femmes avec Zwift in 2022, marking a milestone for women's cycling with record global viewership.



**Angelina Vivolo Cicala**  
**Three-time Emmy Award winning**  
**Executive Producer and Writer**

Angelina Cicala is a three-time Emmy Award winning executive producer and writer, Principal of AVC Productions, entrepreneur, advocate for women in television, mother, and creator of the TV series "America's Next CEO."



**Judy Brucia and Meg Freer**  
**Co-Founders,**  
**JM Move Managers**

Judy Brucia and Meg Freer are the co-founders of JM Move Managers and Moving Forward Warehouse. They started JM Move Managers after helping their families downsize, recognizing the stress of moving and the need for support in this market.



**Sheryl Ann Syby**  
**Women and Children's Health**  
**Cooperman Barnabas Medical Center**

Sheryl Syby has 35 years of nursing experience across hospitals and departments across the region in women's and children's health and is currently the Assistant VP of Women and Children's Health at Cooperman Barnabas Medical Center.

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# NON-PROFIT BOARD SERVICE

**A meaningful way to make a difference**

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At Seelaus, we believe that active participation on non-profit boards not only strengthens the organizations we support but also enriches the lives of those who serve. Our commitment to board service reflects our dedication to fostering a stronger, more resilient community, where everyone has the chance to make a positive impact.

## Seelaus Senior Executives Serving on Boards

American Red Cross NJ Regional Council  
Annie Seelaus  
Board Member

Columbia Presbyterian Children's Hospital  
Ben Seelaus  
Board Member

Cooperman Barnabas Medical Center  
Annie Seelaus  
Ambassadors Circle Member

Cornell University Council  
Kenny Klein  
Member

Duke Cancer Center  
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

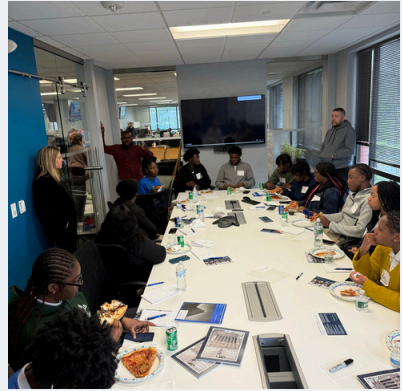
FINRA Small Firm Advisory Committee  
Karolina Pajdak  
Member

Kent Place School  
Ben Seelaus  
Board Member

Overlook Foundation  
Liz Peck  
Board Member

Overlook Hospital  
Annie Seelaus  
Community Board Member

Tri-County Scholarship Fund  
Quentin Murray  
Board Member



# TEAM SEELAUS MAKING A DIFFERENCE



**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 this year's 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.**

## 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.

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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. Custom pools have an associated cost with them which may not be recovered when sold. 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.

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.

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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.



**SEE LAUS**

A WOMEN-OWNED BUSINESS ENTERPRISE