



Financial Statements

Nellie Mae Education Foundation, Inc.

December 31, 2025 and 2024

NELLIE MAE EDUCATION FOUNDATION, INC.

Financial Statements

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Independent Auditors' Report

To the Board of Directors of
Nellie Mae Education Foundation, Inc.

Opinion

We have audited the financial statements of Nellie Mae Education Foundation, Inc. (the "Foundation"), which comprise the statements of financial position as of December 31, 2025 and 2024, and the related statements of activities and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Foundation as of December 31, 2025 and 2024, and the results of its operations and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Foundation and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Foundation's ability to continue as a going concern for one year after the date that the financial statements are authorized to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- exercise professional judgment and maintain professional skepticism throughout the audit.
- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Foundation's internal control. Accordingly, no such opinion is expressed.
- evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Foundation's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

CBIZ CPAs P.C.

Boston, Massachusetts
June 23, 2026

NELLIE MAE EDUCATION FOUNDATION, INC.

Statements of Financial Position

December 31,
2025 2024
(in thousands)

Assets

Cash and cash equivalents	\$ 3,254	\$ 1,648
Investments	568,020	540,150
Accrued investment income	448	409
Operating lease right-of-use asset	264	498
Other assets	540	334
Total assets	\$ 572,526	\$ 543,039

Liabilities and Net Assets

Accounts payable and accrued expenses	\$ 1,346	\$ 850
Operating lease obligation	242	468
Grants payable	1,479	9,191
Total liabilities	3,067	10,509
Net assets without donor restrictions	569,459	532,530
Total net assets	569,459	532,530
Total liabilities and net assets	\$ 572,526	\$ 543,039

NELLIE MAE EDUCATION FOUNDATION, INC.

Statements of Activities

	Years Ended December 31,	
	2025	2024
	(in thousands)	
Revenues:		
Interest and dividend income, net of fees	\$ 7,670	\$ 4,773
Net realized gains on investments	15,618	34,851
Net unrealized gains on investments	37,974	13,747
	<u>61,262</u>	<u>53,371</u>
Total revenues	61,262	53,371
Expenses:		
Program services:		
Grants awarded, net	16,159	21,135
Program management expenses	4,187	4,488
Total program services	20,346	25,623
Administrative expenses	3,987	3,047
	<u>24,333</u>	<u>28,670</u>
Total expenses	24,333	28,670
Change in net assets without donor restrictions	36,929	24,701
Net assets without donor restrictions, beginning	532,530	507,829
Net assets without donor restrictions, ending	\$ 569,459	\$ 532,530

NELLIE MAE EDUCATION FOUNDATION, INC.

Statements of Cash Flows

	Years Ended December 31,	
	2025	2024
	<i>(in thousands)</i>	
Cash flows from operating activities:		
Change in net assets without donor restrictions	\$ 36,929	\$ 24,701
Adjustments to reconcile change in net assets without donor restrictions to net cash used in operating activities:		
Realized gains on investments	(15,618)	(34,851)
Unrealized gains on investments	(37,974)	(13,747)
Amortization (accretion) of right-of-use asset - operating leases	234	(207)
Changes in operating assets and liabilities:		
Accrued investment income	(39)	(26)
Accounts payable and accrued expenses	496	(274)
Other assets	(206)	(37)
Grants payable	(7,712)	(895)
Operating lease obligation	(226)	90
Net cash used in operating activities	(24,116)	(25,246)
Cash flows from investing activities:		
Purchases of investments	(127,641)	(206,959)
Proceeds from sale of investments	153,363	232,679
Net cash provided by investing activities	25,722	25,720
Net increase in cash and cash equivalents	1,606	474
Cash and cash equivalents, beginning	1,648	1,174
Cash and cash equivalents, ending	\$ 3,254	\$ 1,648

NELLIE MAE EDUCATION FOUNDATION, INC.

Notes to Financial Statements (in thousands)

Note 1 - Nature of Operations and Summary of Significant Accounting Policies

Nellie Mae Education Foundation, Inc. (the "Foundation") is a Massachusetts not-for-profit corporation. The mission of the Foundation is to champion efforts that prioritize community goals that challenge racial inequities and advance excellent, student-centered public education for all New England youth and is operated as a Massachusetts not-for-profit corporation to support educational organizations.

A summary of significant accounting policies consistently applied in the preparation of the financial statements follows:

Financial Statement Presentation

The accompanying financial statements of the Foundation have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Net assets, revenues, expenses, gains and losses are classified based on the existence or absence of donor-imposed restrictions. The Foundation's net assets are currently without donor restrictions and, from time to time, net assets with donor restrictions which are defined as follows:

Net Assets Without Donor Restrictions – Net assets available for general use and not subject to donor restrictions. Net assets without donor restrictions also includes the net investment in fixed assets which amounted to \$124 and \$192 at December 31, 2025 and 2024, respectively, and is included in other assets in the Statements of Financial Position.

Net Assets With Donor Restrictions – Net assets subject to donor-imposed restrictions that may or will be met, either by the passage of time or the events specified by the donor, or which may be perpetual. There are no net assets with donor restrictions at December 31, 2025 or 2024.

Cash and Cash Equivalents

The Foundation considers cash equivalents to include highly liquid instruments that have a maturity of ninety days or less when purchased. Such amounts are carried at cost plus accrued interest. Certain of these accounts have limited deposit insurance while others may not have such insurance. The Foundation utilizes an overnight sweep account with its depository institution with such sweep account purchasing U.S. Treasury obligations and repurchase agreements secured by U.S. Treasury obligations. Cash held by investment managers is considered part of investments given the expectation of near-term reinvestment. The Foundation monitors its exposure associated with cash and cash equivalents and has not experienced any losses in such accounts.

NELLIE MAE EDUCATION FOUNDATION, INC.

Notes to Financial Statements (in thousands)

Note 1 - Nature of Operations and Summary of Significant Accounting Policies (Continued)

Investments and Fair Value Measurements

The Foundation reports required types of financial instruments in accordance with fair value standards. Investments are carried at fair value on a recurring basis. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. These standards require an entity to maximize the use of observable inputs (such as quoted prices in active markets) and minimize the use of unobservable inputs (such as appraisals or valuation techniques) to determine fair value. Fair value standards allow for certain investments to be valued at the net asset value ("NAV") per share if certain criteria are met. In addition, the fair value standards also require the Foundation to classify and report recurring fair values of financial instruments (but for those measured using NAV which are separately stated) into a three-level hierarchy based on the priority of inputs to the valuation technique as follows:

- Level 1* – Quoted prices are available in active markets for identical instruments as of the reporting date. Instruments which are generally included in this category include listed equity and debt securities actively traded on an exchange.
- Level 2* – Pricing inputs are other than quoted prices in active markets, which are either directly or indirectly observable as of the reporting date, and fair value is determined through the use of models or other valuation methodologies.
- Level 3* – Pricing inputs are unobservable for the instrument and include situations where there is little, if any, market activity for the instrument. The inputs into the determination of fair value require significant management judgment or estimation.

In some instances, the inputs used to measure fair value may fall into different levels of the fair value hierarchy. In such instances, an instrument's level within the fair value hierarchy is based on the lowest level of input that is significant to the fair value measurement.

It is possible that redemption rights may be restricted or eliminated by investment managers in the future in accordance with the underlying fund agreements.

Market price is affected by a number of factors, including the type of instrument and the characteristics specific to the instrument, as well as the effects of market, interest and credit risk. Instruments with readily available active quoted prices or for which fair value can be measured from actively quoted prices generally will have a higher degree of market price observability and a lesser degree of judgment used in measuring fair value. It is reasonably possible that changes in values of these instruments will occur in the near term and that such changes could materially affect amounts reported in these financial statements.

NELLIE MAE EDUCATION FOUNDATION, INC.

Notes to Financial Statements (in thousands)

Note 1 - Nature of Operations and Summary of Significant Accounting Policies (Continued)

Revenues

The Foundation primarily generates revenues from investments. Revenues primarily include interest, dividends, and net realized gains (losses) on the sale of investments as well as the net change in fair value of investments held at the end of the year. Interest and dividend income is net of investment management fees. Gains and losses on investments are reported as increases or decreases in net assets without donor restrictions unless their use is restricted by explicit donor stipulation or by law.

Grant Awards

Grant awards are expensed when the grant is awarded and all significant conditions are met. Grants payable represents unpaid amounts associated with grants that have been awarded. Such amounts are generally payable in one year or less. There were no grants made with significant unmet conditions at December 31, 2025 and 2024, therefore, grants were determined to be unconditional when made and thus fully recorded as unobligated.

Functional Allocation of Expenses

The costs of providing the various programs and activities and supporting services have been summarized on a functional basis in the Statements of Activities. Certain costs have been allocated among the programs and supporting services benefited based on time and effort percentages.

Income Taxes

The Foundation is organized and operated as an organization generally exempt from taxation under Internal Revenue Code ("IRC") Section 501(c)(3). Given the limited taxable activities of the Foundation, management has concluded that disclosures related to tax provisions are not necessary.

Pursuant to its Articles of Organization, the Foundation operates exclusively for the benefit of, and to promote the charitable and educational purposes of, educational organizations, including universities, colleges, secondary schools, elementary schools, and other educational organizations which are described in IRC Section 501(c)(3) and which are not private foundations as described in IRC Section 509(a).

The Foundation's activities include making grants to the public charities it supports and providing services to those organizations. A majority of the Foundation's directors are representatives of organizations that would be eligible to receive support from the Foundation. In certain cases, grants are made to organizations with which officers and directors are affiliated. In this case, the Foundation operates to support many of the non-profit organizations which are represented on the Foundation's board and grants are made on a regular basis by the Foundation to those supported organizations consistent with its status as a supporting organization. The Foundation has a conflict-of-interest policy to prevent any officer or director from receiving any economic benefit from any grant or grant payment made by the Foundation. In addition, the committee that nominates board members is composed entirely of directors who are also officers, directors, key employees or persons serving in a leadership role in public charities that would be eligible to receive support from the Foundation. All directors recuse themselves during votes that would grant monies to their respective organizations.

NELLIE MAE EDUCATION FOUNDATION, INC.

Notes to Financial Statements (in thousands)

Note 1 - Nature of Operations and Summary of Significant Accounting Policies (Continued)

Uncertain Tax Positions

The Foundation accounts for the effect of any uncertain tax positions based on a “more likely than not” threshold to the recognition of the tax positions being sustained based on the technical merits of the position under scrutiny by the applicable taxing authority. If a tax position or positions are deemed to result in uncertainties of those positions, the unrecognized tax benefit is estimated based on a “cumulative probability assessment” that aggregates the estimated tax liability for all uncertain tax positions. Interest and penalties assessed, if any, are accrued as income tax expense.

The Foundation has identified its tax status as a tax-exempt entity and its determinations as to its income being related or unrelated as its only significant tax positions and has determined that such tax positions do not result in an uncertainty requiring recognition. The Foundation is not currently under examination by any taxing jurisdiction. Federal and state income tax returns are generally open for three years following the date filed.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results could vary from those estimates and assumptions.

Leases

The Foundation leases office space under an operating lease arrangement through January 2027 for which expense is recognized on the straight-line basis over the lease term.

Right-of-use (“ROU”) assets represent the Foundation’s right to use an underlying asset for the lease term and lease liabilities represent the Foundation’s obligation to make lease payments arising from the lease. Operating lease ROU assets and liabilities are recognized at commencement date based on the present value of lease payments over the lease term. As the Foundation’s leases do not provide an implicit rate, the Foundation uses a risk-free rate based on the information available at commencement date in determining the present value of lease payments. Given the de minimis nature of the balances, further disclosure is omitted.

Lease expense was approximately \$297 and \$318 for the years ended December 31, 2025 and 2024, respectively.

NELLIE MAE EDUCATION FOUNDATION, INC.

Notes to Financial Statements (in thousands)

Note 1 - Nature of Operations and Summary of Significant Accounting Policies (Continued)

Subsequent Events

The Foundation has evaluated subsequent events through June 23, 2026, the date the financial statements were authorized to be issued and determined that no items required adjustment or disclosure to these statements.

Note 2 - Available Resources and Liquidity

The Foundation regularly monitors liquidity to meet its operating needs and other contractual commitments, while also striving to maximize the investment of its available funds. The Foundation has various sources of liquidity at its disposal, including cash and cash equivalents and investments.

For purposes of analyzing resources available to meet general expenditures over a 12-month period, the Foundation considers all expenditures related to its ongoing activities of awarding grants as well as the conduct of services undertaken to support those activities to be general expenditures.

The table below presents financial assets available for general expenditures within one year at December 31 (in thousands):

	2025	2024
Financial assets at year end:		
Cash and cash equivalents	\$ 3,254	\$ 1,648
Investments	568,020	540,150
Accrued investment income	<u>448</u>	<u>409</u>
Total financial assets at year end	<u>571,722</u>	<u>542,207</u>
Less amounts not available to be used within one year:		
Illiquid investments	<u>78,015</u>	<u>66,782</u>
Financial assets available to meet general expenditures within one year	<u><u>\$ 493,707</u></u>	<u><u>\$ 475,425</u></u>

NELLIE MAE EDUCATION FOUNDATION, INC.

Notes to Financial Statements (in thousands)

Note 3 - Fair Values of Financial Instruments

The valuation of the Foundation's instruments using the fair value hierarchy consisted of the following at December 31:

	2025		
	<i>Investments Measured at NAV</i>	<i>Level 1</i>	<i>Total</i>
Cash equivalents	\$ -	\$ 7,979	\$ 7,979
Domestic equity funds	90,940	86,905	177,845
Foreign equity funds	86,197	44,666	130,863
Fixed income - U.S. Treasury securities	-	41,666	41,666
Alternative strategies:			
Investment funds - distressed credit	22,757	-	22,757
Investment funds - long/short equity	23,674	-	23,674
Investment fund - multi-strategy	46,868	-	46,868
Investment fund - global fixed income	14,236	-	14,236
Real estate fund	18,501	24,115	42,616
Private commodity	3,851	-	3,851
Private equity	55,538	-	55,538
Natural resources fund-of-funds	127	-	127
	\$ 362,689	\$ 205,331	\$ 568,020

NELLIE MAE EDUCATION FOUNDATION, INC.

Notes to Financial Statements (in thousands)

Note 3 - Fair Values of Financial Instruments (Continued)

	2024		
	Investments Measured at NAV	Level 1	Total
Cash equivalents	\$ -	\$ 3,992	\$ 3,992
Domestic equity funds	75,236	83,163	158,399
Foreign equity funds	74,942	45,081	120,023
Fixed income - U.S. Treasury securities	-	43,740	43,740
Alternative strategies:			
Investment funds - distressed credit	40,527	-	40,527
Investment funds - long/short equity	23,705	-	23,705
Investment fund - multi-strategy	46,224	-	46,224
Investment fund - global fixed income	13,174	-	13,174
Real estate fund	14,374	23,585	37,959
Private commodity	6,401	-	6,401
Private equity	45,855	-	45,855
Natural resources fund-of-funds	151	-	151
	\$ 340,589	\$ 199,561	\$ 540,150

The redemption frequency of investments is as follows for the year ended December 31, 2025:

Daily	\$ 189,344
Weekly	14,310
Monthly	53,377
Quarterly	149,848
Semi-Annual	36,081
Annual	47,045
Illiquid	78,015
Total	\$ 568,020

NELLIE MAE EDUCATION FOUNDATION, INC.

Notes to Financial Statements (in thousands)

Note 3 - Fair Values of Financial Instruments (Continued)

Investment activity was as follows for the years ended December 31:

	2025	2024
Investments, at beginning of year	\$ <u>540,150</u>	\$ <u>517,272</u>
Investment return:		
Interest and dividend income	9,091	6,009
Net realized gains	15,618	34,851
Net unrealized gains	<u>37,974</u>	<u>13,747</u>
Net gains on investments	62,683	54,607
Transfer to operations	(33,500)	(30,500)
Management fees and other deductions	<u>(1,313)</u>	<u>(1,229)</u>
Investments, at end of year	\$ <u>568,020</u>	\$ <u>540,150</u>

Investment activity in the table above does not include the activity of accrued investment income.

On an annual basis, spending policy guidelines are presented to the Board of Directors for review and acceptance.

Management has no intentions or plans to liquidate any NAV practical expedient investments at other than NAV per share.

Unfunded commitments under various investment vehicles amount to approximately \$35,000 at December 31, 2025.

NELLIE MAE EDUCATION FOUNDATION, INC.

Notes to Financial Statements (in thousands)

Note 4 - Functional Expenses

The tables below present expenses by natural and functional classifications for the years ended December 31:

	2025		
	Program Services	Administrative	Total
Salaries and wages	\$ 1,066	\$ 1,317	\$ 2,383
Payroll taxes and benefits	282	298	580
Professional fees for service	232	1,798	2,030
Rent and utilities	144	152	296
Travel and conferences	149	158	307
Office expense	89	100	189
Technology	80	85	165
Insurance	36	38	74
Other expenses	5	6	11
Depreciation and amortization	33	35	68
Grants awarded, net	16,159	-	16,159
Supporting activities	2,071	-	2,071
	\$ 20,346	\$ 3,987	\$ 24,333

	2024		
	Program Services	Administrative	Total
Salaries and wages	\$ 1,265	\$ 1,018	\$ 2,283
Payroll taxes and benefits	218	146	364
Professional fees for service	3	1,486	1,489
Rent and utilities	191	127	318
Travel and conferences	87	58	145
Office expense	77	53	130
Technology	86	57	143
Insurance	24	16	40
Other expenses	7	7	14
Depreciation and amortization	119	79	198
Grants awarded, net	21,135	-	21,135
Supporting activities	2,411	-	2,411
	\$ 25,623	\$ 3,047	\$ 28,670

NELLIE MAE EDUCATION FOUNDATION, INC.

Notes to Financial Statements (in thousands)

Note 5 - Retirement Plan

The Foundation sponsors a qualified 401(k) defined contribution plan (the "Plan") for its employees. Employees are eligible to participate in the Plan upon meeting criteria of age, service, and minimum hours of work, among other criteria. Under the Plan, the Foundation makes a contribution of 8% of compensation in addition to matching salary reduction elections by employees on a dollar-for-dollar basis, up to 6% of annual compensation. The Plan also provides for additional employer contributions in certain circumstances. The Foundation's policy is to fund all costs on a current basis. Expenses incurred related to the Plan were \$251 and \$191 for the years ended December 31, 2025 and 2024, respectively.

The Foundation has established a nonqualified deferred compensation plan under Internal Revenue Code Section 457(f) for certain eligible executives. Under the plan, eligible participants may receive deferred compensation in addition to their regular salary, subject to vesting requirements as outlined in their individual agreements. The amounts deferred and related earnings are not subject to substantial risk of forfeiture upon completion of the vesting period specified in the agreements. The liability recorded for deferred compensation under the 457(f) plan as of December 31, 2025 and 2024 was \$283 and \$79, respectively and is included in accounts payable and accrued expenses on the accompanying statements of financial position. Assets to fund these liabilities are included in investments.

The Foundation has a 457(b) Plan for certain management employees. Elected deferrals by participants may be made to the plan up to a maximum amount as permitted by law. The 457(b) Plan is a nonqualified plan under the Internal Revenue Code. Distribution will be made directly by the Foundation to retired employees or their beneficiaries. The 457(b) Plan is accounted for in accounts payable and accrued expenses. The 457(b) Plan liabilities totaled \$48 and \$23 at December 31, 2025 and 2024, respectively. Assets to fund these liabilities are included in investments.