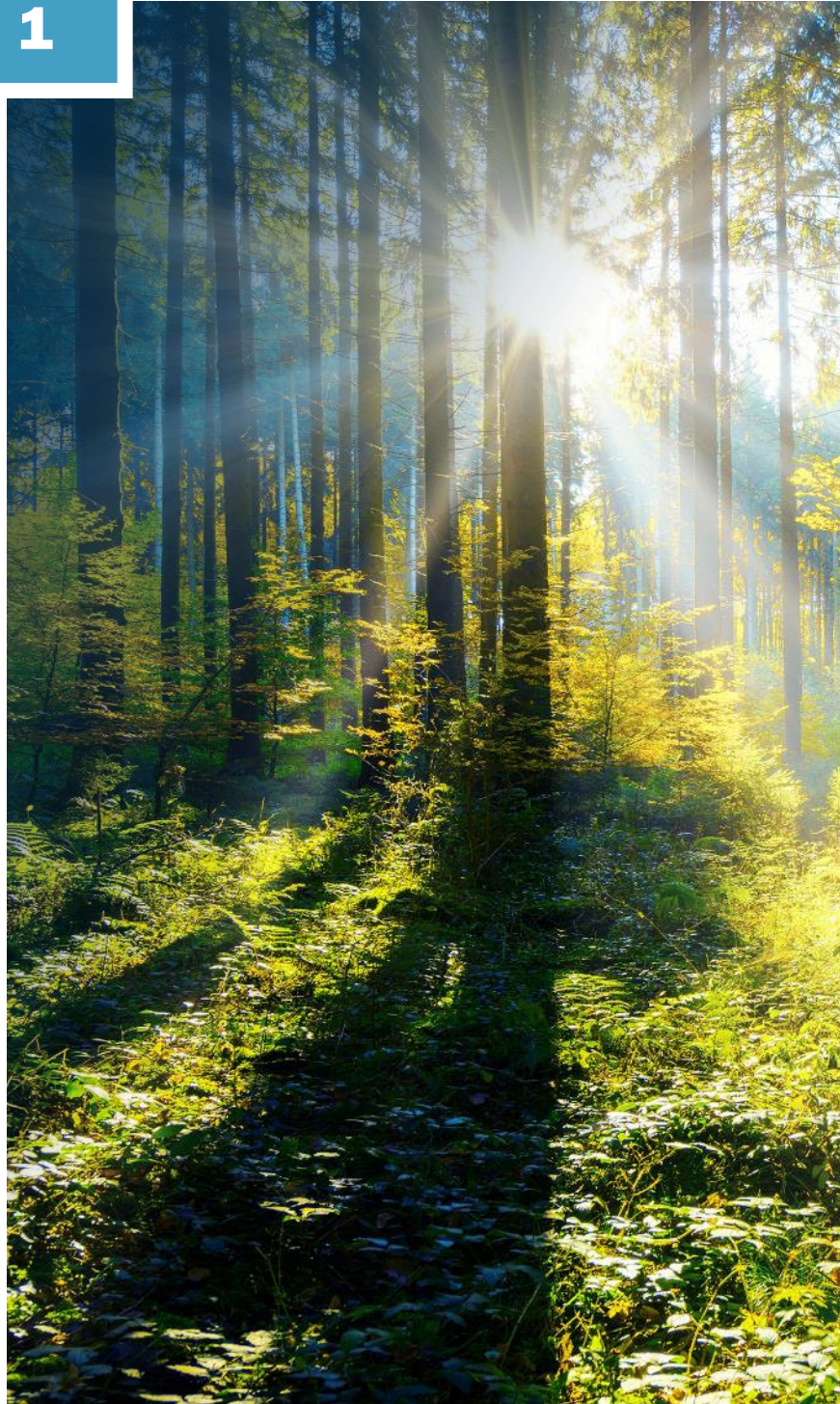


2025
Giving Back Report



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A Message from Our Leaders

A Message from Norma Kuntz

A Message from Ken & Michael Frieze



A Message from Norma Kuntz

The Gordon and Frieze families have a proud legacy of giving back to their communities — it's one of the things that most inspired me about Gordon Brothers when I first joined — and our employees continue that legacy in their own commitments to the causes that mean the most to them.

2025 was a record-setting year for our collective philanthropic efforts. More employees than ever participated in our programs, including Global Give Back — one of my favorite Gordon Brothers traditions — and together we donated record sums to organizations across the globe through the Company Matching Donation Program, the Gordon Brothers Foundation and our corporate sponsorships.

I'm so proud that as we've continued to grow our business, we've also grown our collective impact on our communities, remaining strongly aligned with our core values and living those values every day. Giving back lets us be part of something bigger and Gordon Brothers is proud to play a role in making a positive impact where we live and work.

— **Norma Kuntz**
Chief Executive Officer



A Message from Ken & Michael Frieze

When Ken's great grandfather — Michael's grandfather — founded Gordon Brothers as a jewelry store in New Haven, CT in 1903, he surely could not have imagined the global, industry-defining enterprise the company would become.

We're sure, though, that he hoped the values he and his Gordon and Frieze family successors shared would remain at the heart of our work. And we know he'd be proud to see that hope come true.

Today, employees across the globe continue our family's proud legacy of giving back to our communities and embody our belief that we are all part of something bigger.

As Michael likes to say, our family believed in building a workplace that is competitive and aligned with our values; where you can play to win and be a mensch — a decent and honorable human being — at the same time. One hallmark of our family is that we have never seen those two goals as being in conflict.

And it is clear our employees agree.

We are so proud of the collective impact we had on our communities in 2025, donating over \$1 million to organizations across the globe, not to mention the hundreds of hours spent volunteering time and donating other resources, like food and winter clothing, to meaningful causes.

It brings us joy to see Gordon Brothers continue to dedicate meaningful time and resources to philanthropic work, a value that our family holds dear.

— **Ken Frieze**
Chairman

— **Michael Frieze**
Chairman Emeritus



Program Overviews & Recaps

Gordon Brothers Foundation

Company Matching Donation Program

Global Give Back

Family Support Fund Annual Golf Tournament

EMEA Inaugural Charity Golf Tournament

Boston Corporate Finance Community (BCFC)

Corporate Sponsorships

Employee Volunteer Hours

Gordon Brothers Foundation

About the Foundation

Founded in 2022 by Michael Frieze, Chairman Emeritus, the Gordon Brothers Foundation pledges to donate \$5 million to charities chosen by Gordon Brothers employees.

The Foundation aims to promote active participation in and support of employees' communities through donations and global citizenship, whereby employees can support basic needs and emergency causes anywhere in the world.

2025 Highlights

The Gordon Brothers Foundation approved a record-setting \$897,500 to 34 organizations across the globe last year, the largest single-year donation total since its founding in 2022.

This total includes \$150,000 in emergency funding donated to the American Red Cross and Pasadena Humane Society for their disaster relief efforts following the wildfires that devastated Los Angeles County in January, and to GiveDirectly in support of U.S. families whose SNAP food benefits were affected by the government shutdown.

Charitable Focus Areas

The Foundation is proud to support organizations whose missions resonate with Gordon Brothers employees. In 2025, employees' top charitable focus areas were:

- Health, medical care and research
 - Including organizations focused on cancer care, cystic fibrosis, Down syndrome, pediatric care and mental health and suicide prevention
- Youth, families and communities

Additional focus areas: animal welfare, arts and culture, clothing insecurity, domestic violence and sexual violence awareness and prevention, education, elderly care, homelessness and housing, humanitarian aid and veterans.

\$897,500

donated to

34

organizations





A Conversation with Meredith Daly

We spoke with Meredith Daly, Director, Talent Acquisition, about the Gordon Brothers Foundation, her role as chair and the impact the Foundation has had on employees' communities since launching in 2022.

Read an excerpt from our conversation below.

Employees often share incredibly touching personal stories explaining why they're nominating a given organization. Are there any employee stories that stand out to you — or any organizations you feel especially proud to have supported?

One of the greatest gifts of being on this committee is getting to know your fellow employees in a more personal way. They really trust us to take their request to heart.

I was particularly touched when one of our employees requested to support Global Renewal, an organization fighting child-trafficking in Vietnam, Cambodia and throughout Southeast Asia. He and his wife support the organization, and she's even spent time on the ground with the team, building out safe houses to rescue children from being sold into slavery.

Another one that stands out is when an employee requested to support Aktion Deutschland Hilft, an organization doing incredible work to support people in Ukraine losing their homes, their schools, their hospitals and living in the war zone. His wife and her family are Ukrainian and have witnessed firsthand the devastation and daily struggles caused by war.

And we respond to natural disasters all around the world. We donated to World Central Kitchen when Hurricane Helene in North Carolina destroyed so many homes and people's lives. We've responded to earthquakes in Syria and Turkey, wildfires in Los Angeles, floods in Vermont. There isn't any cause we give to that isn't touching.

What do you hope employees take away from our conversation about the Gordon Brothers Foundation?

The Foundation is a fabulous resource for employees to contribute to charitable organizations doing exceptional work in a much greater way than they could contribute on their own.

Our average Foundation request is \$25,000. I don't know a whole lot of us who can afford to give that much money to an organization on our own. The Foundation is a chance for employees to make a big difference.

Company Matching Donation Program

About the Program

Through the Company Matching Donation Program, Gordon Brothers matches individual charitable donations up to \$500 or local currency equivalent per employee each calendar year.

2025 Highlights

Gordon Brothers matched a record-setting \$24,902 last year, a program high. We also saw a record number of participants with 76 employees requesting matching donations to support their communities and the organizations that matter most to them.

Charitable Focus Areas

In 2025, employees' top charitable focus areas were:



Health, medical care and research

In particular, employees care deeply about cancer research and care, pediatric care, and addiction and recovery.



Youth, families and communities

This category includes support for marginalized communities, religious communities, and community care and hygiene-related organizations.



Animal welfare

No animal is too big or small; employees support organizations across the globe working to care for wildlife and domesticated animals.

\$24,902

matched

76

employees requested matching donations

Global Give Back

About the Program

The firm's longest-running charitable program, Global Give Back is the cornerstone of Gordon Brothers' commitment to giving back. This annual program invites employees to join their colleagues in volunteering with local charities throughout the month of September.

2025 Highlights

Employees in seven countries participated in Global Give Back in 2025. Together we cleaned up rivers and beaches; cared for the elderly, cancer patients, people experiencing homelessness and animals in need; fed the hungry; and packed donated clothing and other goods to be distributed to communities across the globe.

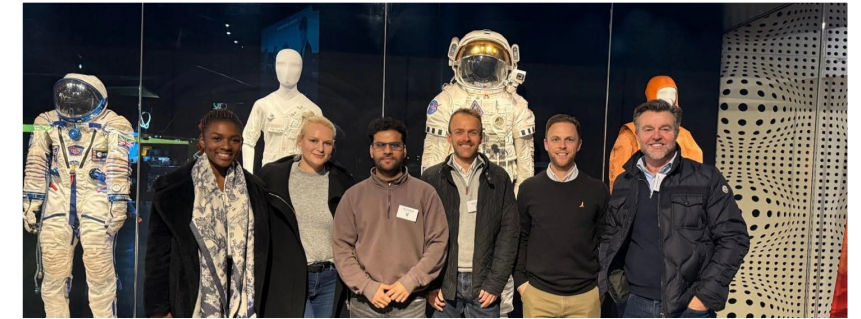


2025 Global Give Back Highlights



Boston, Massachusetts

Boston-based employees participated in one of three volunteer activities, including sorting donated clothing for children in need with Cradles to Crayons; assisting with meal prep at Pine Street Inn; and hosting bingo and serving snacks and refreshments at Pine Street Inn.



London, England

The London office traveled to the National Space Center in Leicester to volunteer with Jon Egging Trust. Gordon Brothers employees hosted a “play auction,” organizing the nearly 100 students in attendance into two groups — bidders and auctioneers — to demonstrate potential future career opportunities.



Melbourne, Australia

Gordon Brothers employees in Melbourne volunteered at FareShare, an organization committed to providing free nutritious meals to Australians experiencing hardship and food insecurity.

During their shift, our volunteers created hundreds of meals for people in need and prepared ingredients for other meals for a total impact of 5,750 meals. Their contributions are especially impactful as the organization sees increased need amid the rising cost of living and natural disasters in the region.



Mequon, Wisconsin

The Mequon office organized two volunteer opportunities in 2025.

Employees volunteered at the Washington County Humane Society where they made snack bowls for dogs, cleaned animal play areas and enclosures, organized blankets and towels, cleaned dishes and the refrigerators, and wrapped gift baskets.

Employees also volunteered with Milwaukee Hunger Task Force, Wisconsin’s leading anti-hunger organization. Together they assembled 452 healthy food boxes for seniors in need in the community.



Tokyo, Japan

For the third consecutive year, Gordon Brothers employees in Tokyo volunteered with Arakawa Clean Aid Forum to clean-up along the Arakawa River. Volunteers collected the highest volume of rubbish to date, including 30 45-liter bags of burnable waste, 10 45-liter bags of PET bottles, and a combined 10 25-liter bags of glass bottles and cans.

Employees shared that the surprising amount of microplastics and waste collected highlighted the severity of environmental issues and reinforced the importance of daily environmental awareness.



Family Support Fund Annual Charity Golf Tournament

About the Fund

Founded in 1974 by former Gordon Brothers CEO Philip Frieze and his wife Bernice, the fund helps families whose children are treated at Boston Children's Hospital. The Friezes were inspired by Bernice's experience volunteering at the hospital and witnessing firsthand families' emergency needs and the indirect expenses of a child's diagnosis, treatment and hospitalization not covered by insurance or government programs.

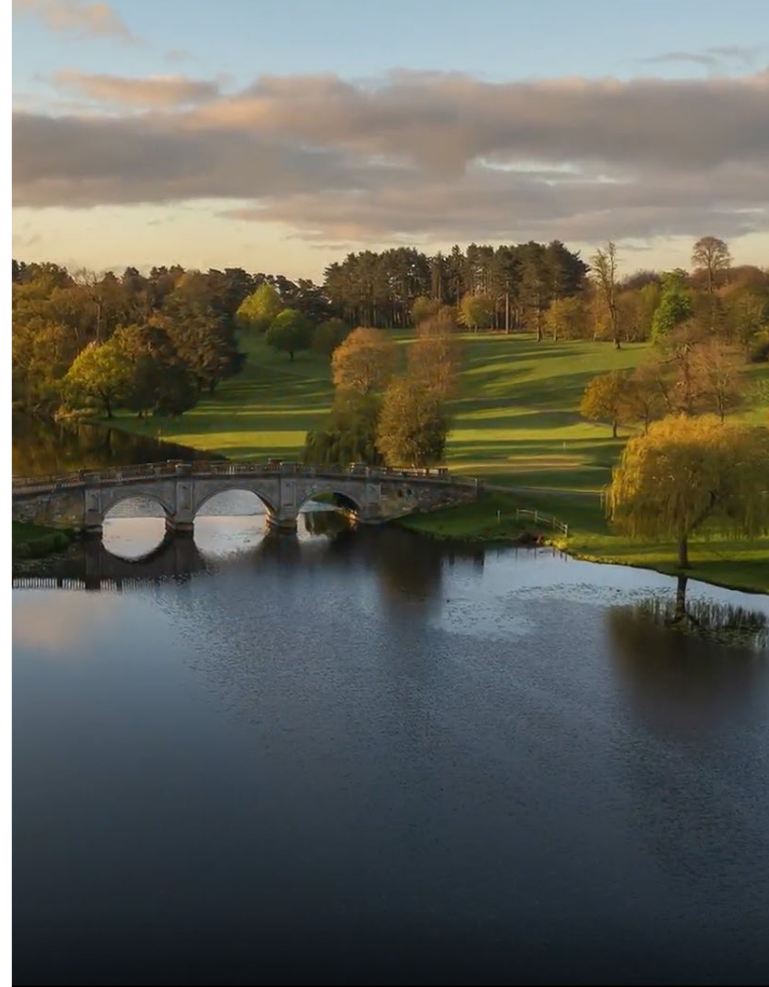
In 1994, Gordon Brothers hosted the fund's first annual charity golf tournament in honor of Bernice and Philip Frieze and has held the tournament every year since then, raising over \$6 million for families' needs, including food, rent, utilities and transportation.

2025 Highlights

The tournament raised more than \$577,000 for Boston Children's Hospital in 2025. Thanks to the generosity of our donors, the hospital is now able to distribute \$700,000 annually to families in need.



\$577,000+
raised



£63,000
raised

EMEA Inaugural Charity Golf Tournament

About the Tournament

EMEA hosted its inaugural golf tournament in London in support of the Jon Egging Trust (JET), an organization that supports young people from disadvantaged backgrounds to overcome adversity, identify their strengths and reach their full potential.

2025 Highlights

The tournament raised over £63,000, making it the organization's biggest fundraiser to date. With the funds raised, JET will be able to cover the annual programming costs for nearly 50 children, allowing them to make a significant impact on the community they serve.

Boston Corporate Finance Community (BCFC)



About BCFC

Founded in 2018 by Boston industry veterans including Ken Frieze, Gordon Brothers' Chairman, BCFC is a networking group comprising professionals from firms in corporate finance, investment banking, private equity and specialty finance sectors as well as the trusted advisors who facilitate these transactions. Collaboration, leadership and giving back are the hallmarks of this community.

BCFC has forged a long-term partnership with More Than Words, a Boston-based nonprofit social enterprise that empowers 320 young adults who are in the foster care system, court-involved, out of school and/or homeless to take charge of their lives by taking charge of a business.

BCFC's annual Gathers to Give Back event has contributed nearly \$2.5 million to More Than Words since 2018.

2025 Highlights

2025 was a record-breaking year for BCFC's annual Gathers to Give Back event with over \$600,000 raised in support of More Than Words.



Corporate Sponsorships

In addition to our charitable programs, Gordon Brothers donated nearly \$330,000 through corporate sponsorships of over 100 charitable organizations.



Founded in 2001, FareShare provides free, nutritious meals to people in need across Melbourne and Brisbane. The organization operates Australia's largest charity kitchens where chefs and volunteers work together to transform rescued, donated and homegrown food into nearly 3 million meals annually.



Dr. Emma Egging founded Jon Egging Trust (JET) in memory of her husband Jon, a Flight Lieutenant of the Royal Air Force, who dreamt of inspiring young people through his love of aviation, STEM, teamwork and leadership. To date, JET has supported over 45,000 students and continues to help young people overcome adversity, identify their strengths and work towards their dreams.



The Honorable Tina Brozman Foundation for Ovarian Cancer Research (Tina's Wish) is dedicated to funding innovative scientific research for the prevention and early detection of ovarian cancer and to providing gynecological health education. The organization was founded in memory of the Honorable Tina Brozman, a former chief judge of the SDNY Bankruptcy Court, who passed away from ovarian cancer in 2008.

Employee Volunteer Hours

As part of our commitment to giving back, we offer employees paid time off to perform volunteer service activities during regularly scheduled work hours.

2025 Highlights

In 2025, 53 employees applied this benefit to volunteer for 651 hours, up 14% from 2024.



650+
hours volunteered





Employee Recognition

Philip Frieze and Philip Gordon Award

Philip Frieze and Philip Gordon Award

About the Award

The Philip Frieze Award was established in 1993 by Michael Frieze, Chairman Emeritus, in memory of his father, who gave freely of his time, energy and spirit for the benefit of others. His passion was contagious, and he inspired those around him to give back to the community in whatever way they could.

In 2015, the award was renamed the Philip Frieze and Philip Gordon Award to also honor Philip Gordon, who passed away in 2014. Phil Gordon made a lifelong commitment to social justice and civil rights, and had a passion for education equality.

This award recognizes one employee annually for providing exemplary community service, demonstrating inspirational leadership or performing an extraordinary deed or special act.

The recipient directs a donation of \$2,000 or local currency equivalent made from Gordon Brothers to the charity of their choice.

2025 Award Recipient

Aimee McTygue

Manager, Field Operations

Since joining Gordon Brothers in 2023, Aimee has consistently demonstrated outstanding community service and inspiring leadership, two key criteria for this award. She serves a variety of communities in Boston, including coordinating team holiday gift donations benefitting the Massachusetts Department of Children and Families and volunteering every month with the Women's Lunch Plan, a Boston-based women's shelter that works to address hunger, homelessness and poverty.

“

Aimee is such a joyful presence. She shows up ready to work, and ALWAYS brings such positive energy. She is always jumping in wherever a set of hands is needed and approaches every task with care, humility and genuine kindness. She embodies the spirit of service, and we are so grateful to have her as part of the WLP community!”

— Allegra Marra,

Director of Corporate and Volunteer Engagement at the Women's Lunch Place



Aimee (front, center) and colleagues volunteering at Pine Street Inn



Gordon Brothers Gives Back: Our Collective Impact

The Gordon Brothers Foundation was proud to support 34 organizations last year, including Next Step and Pasadena Humane Society.

We spoke with leaders of these organizations to learn more about their work and the impact donations like the Foundation's have on advancing their mission and supporting their communities.



A Conversation with Next Step's Founder

About Next Step

Next Step is a Cambridge, Massachusetts-based organization that supports teens and young adults living with life-threatening illnesses as they transition into adulthood.

We spoke with Next Step's founder and executive director Bill Kubicek to learn more about the organization's mission and impact within the community it serves.

Bill, in your 20+ years leading the organization, are there any individuals Next Step has supported whose stories stand out to you?

There was a young woman who came to our program in 2012 or 2013 as a recently diagnosed cancer patient. Her life was turned upside down. She was in her freshman year of college on a dance scholarship, and that capacity was taken away from her. The identity she had developed as a young person was no longer a possibility.

She came to us with that diagnosis being so fresh and was looking for a way to cope and find hope. She connected with our community and that community became so important to her. She really valued her experiences with her peers and wanted to give back. So, she changed her major to social work and though her health made it hard to stay in school and stay on top of her academics, she was so tenacious, she never gave up.



For the last 10-plus years, I watched this young woman start as a wide-eyed first-time attendee, and over time she began guiding the concepts of our programming and then became a leader in our programming — in fact, she was our first peer mentor. It's been inspirational, to say the least, to see her go through that process and stay positively engaged and keep valuing her own growth despite the limitations of her health, which is significantly impaired from her initial diagnosis. And she recently finished her social work degree.

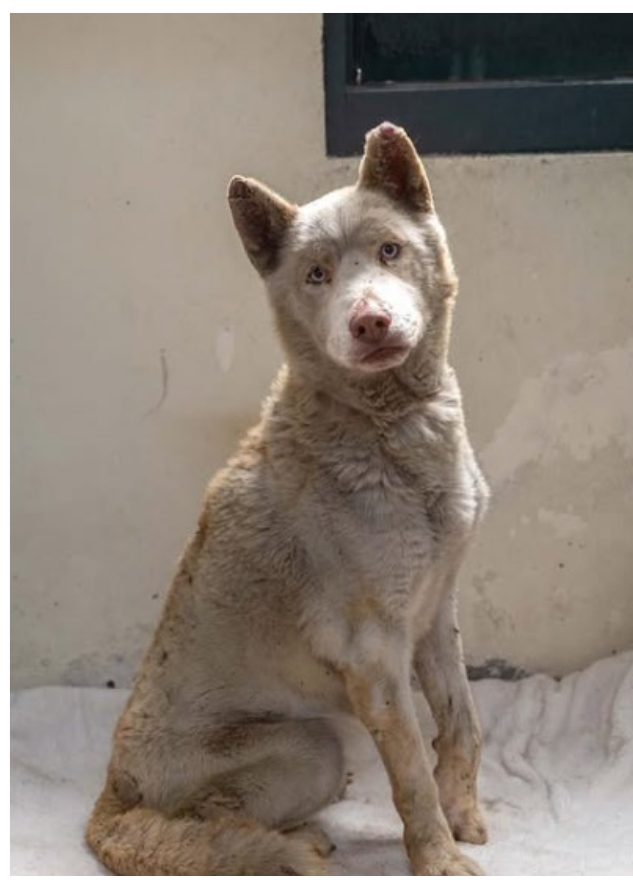
Some health outcomes are not good for our young people, but the key is to maintain the integrity of the journey that you're on and keep moving forward in a way that is positive and focused on possibilities regardless of what the eventual outcome is going to be.



About Pasadena Humane Society

The Gordon Brothers Foundation approved an employee-requested donation to the Pasadena Humane Society to support its continuing disaster relief efforts following the devastating wildfires across Los Angeles County in January 2025.

We spoke with the shelter's Mia Dunn, senior director of philanthropy, and Kim Burbank, philanthropy manager, to learn more about the organization's mission, and how donations like the Foundation's help advance its work.



[Editor's note: since originally publishing this interview in June 2025, Riley has been adopted].

A Conversation with Pasadena Humane

Can you share the rescue story of one of the 1,500 animals you've taken in since January?

We first met Riley less than 24 hours after the Eaton Fire began. The poor dog was suffering from smoke inhalation and had burns all over his body, including all four of his paws. Our veterinary team immediately began treatment, giving Riley pain medication, antibiotics and fluids. His tender paws were bandaged — and rebandaged — multiple times a week.

As our veterinary team spent the following months treating Riley's burns and helping him heal, we did everything we could to try and reunite him with his loved ones. However, we had no way of knowing if Riley had a family in Altadena who was now searching for him after their house burned down, or if he was a stray dog who tragically got caught in the fast-moving fires. And sadly, as time went on, no one came forward to claim him.

Thanks to our incredibly kind and patient staff members who have been working with Riley, he has started to build positive relationships with the people around him. It's been incredibly uplifting to see his personality start to shine through more and more every day and we're incredibly proud of the progress he's made.



**Gordon
Brothers®**