EDUCATION FOR EMPLOYMENT

FINANCIAL STATEMENTS

DECEMBER 31, 2025 and 2024

EDUCATION FOR EMPLOYMENT

Contents

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INDEPENDENT AUDITORS' REPORT

To the Board of Directors
Education for Employment

Opinion

We have audited the financial statements of Education for Employment (the "Organization"), which comprise the statements of financial position as of December 31, 2025 and 2024, and the related statements of activities and changes in net assets, functional expenses, 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 Education for Employment as of December 31, 2025 and 2024, and the changes in its net assets 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 Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Education for Employment 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

The Organization's management is responsible for the preparation and fair presentation of the 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 Education for Employment's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Auditor's 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 auditor's 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 Education for Employment'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 Education for Employment'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.

EisnerAmper LLP

EISNERAMPER LLP
Boston, Massachusetts
June 16, 2026

EDUCATION FOR EMPLOYMENT

Statements of Financial Position

	December 31, 2025	December 31, 2024
ASSETS		
Cash	**$ 1,954,643**	$ 2,501,820
Grants receivable	**77,843**	173,866
Pledges receivable	**1,114,087**	531,388
Other receivables	**60,838**	33,901
Prepaid expenses	**99,481**	92,654
Operating lease right-of-use assets	**-**	470,092
Furniture and equipment, net	**6,995**	8,730
Intangible assets, net	**11,667**	-
Deposits	**692**	13,684
Total assets	**$ 3,326,246**	$ 3,826,135
LIABILITIES AND NET ASSETS		
Accounts payable	**$ 47,478**	$ 203,408
Accrued expenses	**177,183**	232,211
Grants payable	**157,823**	110,939
Refundable advances	**148,140**	62,815
Operating lease liabilities	**-**	530,062
Total liabilities	**530,624**	1,139,435
NET ASSETS		
Without donor restrictions	**719,227**	684,141
With donor restrictions	**2,076,395**	2,002,559
Total net assets	**2,795,622**	2,686,700
Total liabilities and net assets	**$ 3,326,246**	$ 3,826,135

See notes to financial statements.

EDUCATION FOR EMPLOYMENT

Statements of Activities and Changes in Net Assets

	Year Ended December 31,					
	2025			2024		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
Support and revenue:						
Contributions and grants	**$ 1,822,930**	**$ 2,426,173**	**$ 4,249,103**	$ 2,511,305	$ 2,103,048	$ 4,614,353
Other government grants	**117,411**	**-**	**117,411**	216,014	-	216,014
Non-cash and in-kind contributions	**2,485,769**	**1,260,000**	**3,745,769**	569,123	1,500,000	2,069,123
Government funded subcontracts	**-**	**-**	**-**	18,883	-	18,883
Contract service revenue	**-**	**-**	**-**	125,185	-	125,185
Special event, net	**40,292**	**-**	**40,292**	144,495	-	144,495
Other income	**54,967**	**-**	**54,967**	20,858	-	20,858
Net assets released from restrictions	**3,612,337**	**(3,612,337)**	**-**	2,629,820	(2,629,820)	-
Total support and revenue	**8,133,706**	**73,836**	**8,207,542**	6,235,683	973,228	7,208,911
Expenses:						
Program services	**4,478,124**	**-**	**4,478,124**	4,357,166	-	4,357,166
Management and general	**3,319,441**	**-**	**3,319,441**	1,625,304	-	1,625,304
Fundraising	**301,055**	**-**	**301,055**	241,021	-	241,021
Total expenses	**8,098,620**	**-**	**8,098,620**	6,223,491	-	6,223,491
Changes in net assets	**35,086**	**73,836**	**108,922**	12,192	973,228	985,420
Net assets, beginning of year	**684,141**	**2,002,559**	**2,686,700**	671,949	1,029,331	1,701,280
Net assets, end of year	**$ 719,227**	**$ 2,076,395**	**$ 2,795,622**	$ 684,141	$ 2,002,559	$ 2,686,700

See notes to financial statements.

EDUCATION FOR EMPLOYMENT

Statements of Functional Expenses

	Year Ended December 31,							
	2025				2024			
	Program Services - Youth Employment Initiative in MENA	Management and General	Fundraising	Total	Program Services - Youth Employment Initiative in MENA	Management and General	Fundraising	Total
Grants	**$ 1,983,208**	**$ -**	**$ -**	**$ 1,983,208**	$ 1,681,413	$ -	$ -	$ 1,681,413
Salaries and compensation	**757,863**	**649,672**	**180,975**	**1,588,510**	705,184	691,252	127,628	1,524,064
Technology	**1,237,537**	**56,525**	**3,532**	**1,297,594**	1,272,996	95,708	4,220	1,372,924
Consulting	**132,125**	**2,094,629**	**44,641**	**2,271,395**	230,867	71,407	51,287	353,561
Accounting and other administrative services	**-**	**288,297**	**-**	**288,297**	-	282,099	-	282,099
Payroll taxes and benefits	**128,399**	**92,659**	**34,423**	**255,481**	118,712	97,203	25,508	241,423
Marketing	**139,608**	**20,134**	**1,991**	**161,733**	196,741	7,218	4,938	208,897
Travel	**64,521**	**45,214**	**13,736**	**123,471**	57,707	111,688	11,755	181,150
Occupancy	**24,938**	**8,344**	**7,884**	**41,166**	56,154	67,551	12,805	136,510
Office expenses	**1,971**	**19,702**	**137**	**21,810**	36,346	60,018	896	97,260
Legal	**-**	**6,535**	**-**	**6,535**	-	72,121	-	72,121
Miscellaneous	**4,621**	**11,445**	**13,616**	**29,682**	1,046	19,929	1,984	22,959
Loss on uncollectible contributions	**-**	**-**	**-**	**-**	-	20,000	-	20,000
Insurance	**-**	**19,133**	**120**	**19,253**	-	18,655	-	18,655
Staff training and development	**-**	**2,152**	**-**	**2,152**	-	4,202	-	4,202
Depreciation and amortization	**3,333**	**3,365**	**-**	**6,698**	-	4,073	-	4,073
Communications		**1,635**		**1,635**	-	2,055	-	2,055
Recruitment	**-**	**-**	**-**	**-**	-	125	-	125
Total expenses presented on the statement of activities and changes in net assets	**4,478,124**	**3,319,441**	**301,055**	**8,098,620**	4,357,166	1,625,304	241,021	6,223,491
Item presented separately on the statements of activities and changes in net assets:								
Direct donor benefits - special event	**-**	**-**	**79,696**	**79,696**	-	-	61,193	61,193
Total expenses	**$ 4,478,124**	**$ 3,319,441**	**$ 380,751**	**$ 8,178,316**	$ 4,357,166	$ 1,625,304	$ 302,214	$ 6,284,684

See notes to financial statements.

EDUCATION FOR EMPLOYMENT

Statements of Cash

	Year Ended December 31, 2025	Year Ended December 31, 2024
Cash flows from operating activities:		
Changes in net assets	**$ 108,922**	$ 985,420
Adjustments to reconcile changes in net assets to net cash (used in) provided by operating activities:		
Loss on uncollectible contributions	**-**	20,000
Depreciation and amortization	**6,698**	4,073
Gain recognized in result of operating lease termination	**(51,128)**	-
Change in operating lease right-of-use assets	**27,325**	107,050
Changes in operating assets and liabilities:		
Grants receivable	**96,023**	6,369
Government contracts receivable	**-**	270,516
Pledges receivable	**(582,699)**	(418,895)
Other receivables	**(26,937)**	(20,424)
Prepaid expenses	**(6,827)**	(21,058)
Deposits	**12,992**	-
Accounts payable	**(155,930)**	131,149
Accrued expenses	**(55,028)**	22,350
Grants payable	**46,884**	(435,766)
Refundable advances	**85,325**	62,815
Operating lease liabilities	**(36,167)**	(85,233)
Net cash (used in) provided by operating activities	**(530,547)**	628,366
Cash flows from investing activities:		
Purchase of equipment	**(1,630)**	(4,674)
Purchase of intangibles	**(15,000)**	-
Net cash used in investing activities	**(16,630)**	(4,674)
(Decrease) Increase in cash	**(547,177)**	623,692
Cash, beginning of year	**2,501,820**	1,878,128
Cash, end of year	**$ 1,954,643**	$ 2,501,820
Supplemental disclosures:		
Write-off of operating lease right-of-use assets - early lease termination	**$ 442,767**	$ -
Write-off of operating lease liabilities - early lease termination	**$ 493,895**	$ -
Penalty paid due to early lease termination	**$ 5,000**	$ -
Non-cash and in-kind contributions	**$ 3,745,769**	$ 2,069,123

See notes to financial statements.

NOTE A - ORGANIZATION AND PURPOSE

Education for Employment (the "Organization" or "EFE") is a nonprofit organization whose mission is to create employment opportunities for young people in the Middle East and North Africa ("MENA") through career training in vocational, technical, managerial, and professional skills. It derives its revenues primarily from contributions from individuals and from grants and contracts from private foundations, the federal government, and corporate partners.

The Organization works in collaboration with non-government organizations ("NGO") in a variety of countries in the Middle East and Africa, by providing funding to support the local NGO's programs. The NGOs are independent entities that are subject to external audit requirements unique to the countries in which they operate. The programs are described as follows:

[1] EFE Morocco:

La Fondation Marocaine de l'Éducation pour l'Emploi ("EFE-Maroc") was established in 2007 and to date has trained thousands of youth on employability and job skills. In 2025, EFE-Maroc delivered programming under the Skilled for Science, Technology, Engineering, and Mathematics ("STEM") project funded by the Boeing Company ("Boeing"), which trained youth in Morocco in employability and soft skills, and placed Job Training & Placement ("JTP") graduates into jobs related to the STEM industry. EFE-Maroc also launched a second Boeing project focused on delivering Pathways and JTP programming that prepares youth for careers in the Aviation sector. EFE-Maroc also completed the Intercontinental Innovators project funded by the Stevens Initiative at the Aspen Institute. Under this project, EFE-Maroc partnered with EFE-Global and the College of Wooster in the United States of America to deliver a training and virtual exchange program for young aspiring entrepreneurs in Morocco.

[2] EFE Yemen:

Education For Employment-Yemen ("EFE-Yemen") was founded in 2008 with the mission to connect Yemeni youth to jobs and income through private sector partnerships, market demand-driven training, and world-class curriculums delivered by dynamic local trainers. EFE-Yemen has trained many youth in its job placement and self-employment courses, including many young women in spite of a low Yemeni national average for female labor participation. In 2025, EFE-Yemen completed the Mustaqbal II project with funding from Alwaleed Philanthropies. Mustaqbal II provides training for youth in Aden in various vocational sectors and connects them to jobs and self-employment opportunities. EFE-Yemen also launched the third iteration of the Mustaqbal project. Mustaqbal III, which is also funded by Alwaleed Philanthropies, aims to train young Yemeni men and women on employability and self-employment skills to enable them to succeed in careers in the healthcare and other in-demand sectors.

[3] EFE Egypt:

Education for Employment-Egypt ("EFE-EYPT") was founded in 2007 to provide youth with a brighter future and help businesses find the skilled entry-level employees their industries demand. To achieve this mission, EFE-Egypt delivers Job Placement Training Programs ("JPTP") to connect youth with employment opportunities and Career Directions ("CD") programming to provide youth with job search and employability skills. In 2025, EFE-Egypt completed programming with Boeing to support youth employment through the provision of JPTP and CD trainings. EFE-Egypt also completed delivering training and job placement activities under the second phase of the League of Women in Tech – Future Jobs project with JPMorgan Chase Foundation. EFE-Egypt also launched the Green Fields: Transforming Small-Scale Agriculture project with the Arab Gulf Programme for Development aimed at elevating the livelihoods of small-scale farmers through enhancing their agricultural knowledge, skills, and access to resources. In 2025, EFE-Egypt also started implementing the Future-Ready MENA program, which focuses on enhancing workforce readiness, technical and digital education to help youth secure long-term employment.

NOTE A - ORGANIZATION AND PURPOSE (CONTINUED)

[4] EFE Jordan:

Education For Employment-Jordan ("EFE-Jordan") was established in 2006 and has trained a significant number of youth in its JTP, pathways and entrepreneurship programs. In 2025, EFE-Jordan completed the fifth iteration of the Future Hoteliers Academy project, funded by the Hyatt Hotels Corporation, which trained youth in Amman for jobs in the tourism and hospitality sectors. Under the Future-Ready MENA: Future of Work Skills and Digital Readiness in MENA project, funded by the Caterpillar Foundation, two cohorts were implemented, graduating participants who completed work readiness, business English, and technical training. Building on the Makarem Empowerment Hub initiative, funded through the annual EFE's Shark Tank Innovation Competition, EFE-Jordan conducted two advanced entrepreneurship trainings aimed at enhancing participants' entrepreneurial knowledge and equipping them with the necessary skills to effectively plan, manage, and grow their business ideas. In addition, under the same grant, EFE-Jordan conducted two e-marketing trainings focused on enhancing participants' understanding of digital marketing concepts and tools, including social media marketing and content creation.

[5] EFE Palestine:

Education For Employment – Palestine ("EFE-Palestine") is a Palestinian civil society organization that provides demand-driven training for youth with limited opportunities. Founded in 2006 and operating in the West Bank, East Jerusalem and Gaza, EFE-Palestine partners with local businesses and universities to place youth in jobs and support young entrepreneurs. In 2025, EFE-Palestine continued delivering emergency medical training in Gaza to address the urgent needs of displaced populations requiring emergency care during the military incursion. EFE-Palestine delivered training in four areas: Emergency Midwifery, Emergency First Aid, Psychosocial First Aid, and Rehabilitation. In addition, the 2025 iteration of the program included entrepreneurship training to support young entrepreneurs in Gaza in launching and/or rebuilding businesses. This programming was funded by Islamic Relief USA under the Agents of Hope project. Furthermore, with support from Every Mother Counts, EFE-Palestine conducted a cohort in emergency midwifery training and provided toolkits to graduates.

[6] EFE Tunisia:

Since its inception in 2012, Education For Employment – Tunisia ("EFE-Tunisie") has connected youth to improved labor market outcomes through targeted trainings. EFE-Tunisie partners with public universities, government institutions, and private sector actors in order to develop tailored technical, soft skills, and entrepreneurship trainings across all the regions of Tunisia. In early 2025, EFE-Tunisie closed out the Rebuilding Roots and StarTech Climate Action Lab projects, which were both terminated early by U.S. government's Termination for Convenience of the Government. EFE-Tunisie also launched the FBR@Work programme funded by the Education Outcomes Fund. The results-based financing program combines EFE's proven JTP model with employer-driven curricula and tailored support services, ensuring that youth gain the soft skills, technical knowledge, and mentorship necessary to secure and maintain quality employment.

NOTE A - ORGANIZATION AND PURPOSE (CONTINUED)

[7] EFE Saudi Arabia:

Since its inception in 2016, Education for Employment-Saudi Arabia ("EFE-Saudi Arabia") has connected Saudi youth with employment skills and opportunities while providing businesses with skilled young talent. EFE-Saudi Arabia develops practical training programs aligned with workforce requirements, preparing job-ready and retainable employees. In 2025, EFE-Saudi Arabia completed Phase II of the League of Women IT project with the JPMorgan Chase Foundation, providing entry-level JTP in information and communication technology skills. EFE-Saudi Arabia also completed its second project with CCC: the Economic Development for Saudi Young Women Phase II Program, an intensive five-day training initiative designed exclusively for young women, equipping them with essential professional, interpersonal, and digital skills to enhance their employability and workplace performance. Furthermore, EFE-Saudi Arabia completed the Build Your Future Your Way program, funded by the Hyatt Hotels Corporation, delivering a comprehensive five-day learning experience in Riyadh and Jeddah that equipped beneficiaries with the behavioral, professional, and interpersonal competencies needed for workplace success and employment in the hospitality sector. Under the Future-Ready MENA: Future of Work Skills and Digital Readiness in MENA project, funded by the Caterpillar Foundation, EFE-Saudi Arabia equipped unemployed Saudi youth with employability and digital skills through a market-driven, 35-hour training in Riyadh, culminating in direct employer engagement and interviews. Conducted in Bahrain by the EFE-Saudi Arabia team, the Amazon Web Services (“AWS”) program, funded by AWS, targeted Bahraini young men and women, with a strong emphasis on inclusivity and equal opportunity, including youth with disabilities. It was delivered through a five-day intensive, in-person format combining interactive workshops, practical simulations, and individual mentoring sessions. Furthermore, the Snapchat Augmented Reality ("AR") Hackathon, funded by Snapchat and its local Saudi office, was a two-day immersive, hands-on training event designed to equip Saudi youth with the skills to create AR experiences using Snapchat’s Lens Studio. Under the Beauty for a Better Life program, funded by the L’Oréal Foundation, EFE-Saudi Arabia trained unemployed Saudi women, equipping them with the technical, professional, and interpersonal skills required to succeed in the beauty and retail sectors. Lastly, in collaboration with the Saudi Kickboxing Federation, the Tomouhi Excellence training program was designed to empower Saudi female referees with the skills and competencies needed to obtain accreditation from both local and international federations.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

[1] Basis of presentation:

The accompanying financial statements have been prepared under the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America. Net assets and support and revenue, expenses, gains, and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, net assets of the Organization and changes therein are classified and reported as follows:

(i) *Net assets without donor restrictions:*

Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the Organization. These net assets may be used at the discretion of the Organization’s management and the Board of Directors (“Board”).

(ii) *Net assets with donor restrictions:*

Net assets subject to stipulations imposed by donors and grantors. Some donor restrictions are temporary in nature. Those restrictions will be met by actions of the Organization or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity. The Organization did not have any net assets with donor restrictions that are perpetual in nature as of December 31, 2025 and 2024, or for the years then ended.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

[2] Leases:

At inception, the Organization determines whether an arrangement is or contains a lease. Right-to-use ("ROU") assets represent the Organization's ROU leased assets over the term of the lease. Lease liabilities represent the Organization's contractual obligation to make lease payments over the lease term. Operating leases are included in operating ROU assets and lease liabilities on the statements of financial position. The Organization has no financing leases.

For operating leases, ROU assets and lease liabilities are recognized at the commencement date of each of the respective leases and are measured at the present value of the lease payments over the lease term. The Organization uses the rate implicit in the lease if it is determinable. When the rate implicit in the lease is not determinable, the Organization uses a U.S. Treasury risk-free rate that is comparable to the lease term at the commencement date of the lease to determine the present value of the lease payments. ROU assets for operating leases are calculated as the present value of the lease payments plus initial direct costs, plus any prepayments less any lease incentives received.

Lease terms may include renewal or extension options to the extent they are reasonably certain to be exercised without applying hindsight. The assessment of whether renewal or extension options are reasonably certain to be exercised is made at lease commencement. Lease expense is recognized on a straight-line basis over the lease term. The Organization may have lease arrangements with lease and non-lease components, which generally are accounted for separately. The Organization has elected to treat the lease and non-lease components as a single lease component. There may be variability in future lease payments as the amount of the non-lease components is typically revised from one period to the next. These variable lease payments, which are comprised of share of real estate taxes, utilities and cleaning fees in portion to the space leased by the Organization, are recognized as a component of occupancy expenses in the statements of functional expenses in which the obligation for those payments were incurred.

[3] Cash:

Cash consists of various checking accounts and money market deposits in a bank.

[4] Government contracts, grants, pledges and other receivable:

Government contracts and certain grants receivable consist of requisition invoices for expenditures incurred in subcontractor agreements and grants funded by federal government agencies. Grants and pledges expected to be collected within one year are reported at their net realizable value. Grants and pledges receivable that are expected to be collected in future years are reported at the net present value of estimated future cash flows.

Government contracts and other receivables are stated at the amount management expects to collect on outstanding balances from contractors and local NGO. The Organization maintains an allowance for expected credit losses resulting from the inability of contractors and local NGO to make payments. The Organization considers the following factors when determining the collectability of specific receivables: past experience with the contractors and local NGO, the aging of the receivable, source of the contractors' funding and other currently available evidence. If the financial condition of certain contractors or local NGO was to deteriorate, adversely affecting their ability to make payments, additional allowance for expected credit losses may be required. The Organization provides for expected uncollectible amounts through a charge to expense and a credit to a valuation allowance. Balances that remain outstanding after the Organization has used reasonable collection efforts are written off through a charge to the allowance and a credit to the government contracts and other receivables.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

[4] Government contracts, grants, pledges and other receivable: (continued)

There was no allowance for expected credit losses recorded at December 31, 2025 and 2024, as the entire balance in government contracts receivable at December 31, 2024 were funded by federal agencies which carry no or little credit risk. Other receivables from NGO at December 31, 2025 and 2024 were deemed immaterial by management, and therefore, no valuation for expected credit losses were deemed necessary.

During the year ended December 31, 2024, $20,000 of pledges were written off as loss on uncollectible contributions on the statements of functional expenses.

[5] Furniture and equipment:

Furniture and equipment are stated at cost, net of accumulated depreciation. Additions that are expected to have long-term benefit in excess of $5,000 are capitalized. Expenditures for maintenance and repairs are charged to expense when incurred. Depreciation is computed using the straight-line method over the estimated useful lives of these assets which is five years.

[6] Intangible assets:

Intangible assets, consist of various off-the-shelf software applications and customized program systems, and website development costs which are capitalized if future benefits are deemed to exist beyond one year from the financial statement date. These costs are amortized using the straight-line method over an estimated useful life of three years.

[7] Impairment of long-lived assets:

Long-lived assets, such as furniture and equipment, intangible assets and operating ROU assets are tested for recoverability whenever events or changes in business circumstances indicate that the carrying amount of the assets may not be fully recoverable. The Organization assesses factors such as significant under performance of its operations in relation to expectations, significant negative industry or economic trends, and utilization of services, or carrying costs in deciding whether to perform an impairment review. Based on these qualitative factors, the Organization believed an impairment review was not necessary during the years ended December 31, 2025 and 2024.

[8] Grants payable:

The Organization records a liability for unconditional grants when they have been approved by management. The Organization makes grants to support the local NGOs' programs and requires recipients to submit expenses incurred and financial reports. Grants that are considered conditional are recorded when the terms of such conditions/barriers are met or overcome.

[9] Support and revenue:

The Organization reports gifts of cash and other assets as support with donor restrictions if they are received with donor stipulations that limit the use of the donated assets. Grants and contributions that are recorded as support with donor restrictions are reclassified to net assets without donor restrictions upon satisfaction of the program restriction or expiration of the time restriction. The Organization has elected to report any grants and contributions with donor restrictions whose restrictions are met in the same reporting period as support without donor restrictions.

Grants and contributions are recognized as support in the period in which the donor's commitment is made, if unconditional. Conditional grants and contributions are recognized as support when performance and/or control barriers are met by the Organization.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

[9] Support and revenue: (continued)

Under the terms of cost sharing and reimbursement agreements, government grants are recognized as support as expenses are incurred and subgrants are paid to the local NGO.

A portion of the Organization's revenue relates to subcontracts with certain third-party entities funded by federal government agencies. The Organization's services provided are highly customized to local needs and are often carried out by the local NGO, and the benefits are delivered over time. Under the terms of these subcontract agreements, the Organization follows performance and monitoring criteria as set and stipulated, and the Organization is compensated under a cost-reimbursement plus a fixed fee basis. The revenue is recognized by the Organization as expenditures are spent continuously over time during the contract performance period which approximates the time and effort spent on the contracts.

The Organization receives various types of in-kind support in the form of contributed services and other assets. Contributed services are recognized if the services received (a) create or enhance long-lived assets or (b) require specialized skills as provided by individuals possessing those skills and would typically need to be purchased if not provided by donation. Contributions of tangible assets are recognized at fair market value when received.

From time to time, the Organization provides consulting services or assistance to other unrelated entities that run programs with similar missions to EFE. Such services are highly customized to specifications determined by the entities that run the programs. The transaction price is the amount of consideration to which the Organization expects to be entitled in exchange for transferring the services/deliverables as determined by the estimated costs for conducting these services. Revenue for these services is recognized at a point in time when the services are delivered as agreed. During the year ended December 31, 2024, the Organization recognized its revenue on these services as contract service revenue on the statement of activities and changes in net assets, delivered at a point in time, to an unrelated entity in the amount of $125,185. There were no receivables from these services at December 31, 2025 and 2024.

Interest income consists of interest earned on checking accounts and money market deposits.

[10] Functional allocation of expenses:

The costs of operating the various programs and other activities have been summarized on a functional basis in the statements of activities and changes in net assets. Expenses that can be identified with a specific program and supporting services are reported directly according to their natural expenditure classification. However, salaries and compensation, payroll taxes and benefits, occupancy and certain office overhead costs are allocated among the programs and supporting services based on the time and effort by each of the employees who provided services to the Organization.

[11] Use of estimates and subsequent events:

The presentation 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 and disclosure of contingencies at the date of the financial statements and the amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

The Organization's management has evaluated the effect that subsequent events may have on these financial statements. Management's evaluation was completed on June 16, 2026, the date these financial statements were available to be issued. No events have occurred subsequent to the statements of financial position date and through the date of evaluation that meet the criteria required for disclosure or accrual.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

[12] Income taxes:

The Organization operates as a tax-exempt organization pursuant to Section 501(c)(3) of the Internal Revenue Code and, accordingly, is exempt from federal income taxes. The Organization is also exempt from income taxes in the various states in which it is registered.

The Organization is subject to the provisions of FASB's Accounting Standards Codification ("ASC") Topic 740, *Income Taxes*, as it relates to accounting and reporting for uncertainty in income taxes. The Organization has assessed its tax position taken and has determined that there are no uncertain tax positions that would require recognition of an asset or liability or disclosure as of December 31, 2025.

NOTE C - AVAILABILITY AND LIQUIDITY

The Organization's financial assets available for general expenditure, that is, without donor or other restrictions limiting their use other than expenditures in conduct of its programs, within one year of the statements of financial position dates at December 31, 2025 and 2024, were as follows:

	2025	2024
Cash	**$ 1,954,643**	$ 2,501,820
Grants receivable	**77,843**	173,866
Pledges receivable	**1,114,087**	531,388
Other receivables	**60,838**	33,901
Financial assets available to meet general expenditures, as defined below, within one year	**$ 3,207,411**	$ 3,240,975

For purposes of analyzing resources available to meet general expenditures within one year, the Organization considers all expenditures related to its on-going programs, as well as the conduct of services undertaken to support those programs to be general expenditures. The Organization has identified a financial goal of establishing and maintaining sufficient operating funds in a bank – an imperative for sustainability of program delivery and organizational fiscal health.

NOTE D - PLEDGES AND GRANTS RECEIVABLE

Reimbursements for government grant expenditures are subject to government agency approval based on compliance with federal grant award provisions. Pledges and grants receivable of $1,191,930 and $705,254 at December 31, 2025 and 2024, respectively, were expected to be collected by the Organization within one year of the date of the statements of financial position. As all pledges and grants receivable are expected to be collected within one year, no present value discount has been recorded on the accompanying financial statements.

Pledges receivable of $1,114,087 and $531,388 at December 31, 2025 and 2024, respectively, were all from individual, foundation and corporate donors. Included in the pledges receivable of $1,114,087 and $531,388 at December 31, 2025 and 2024, respectively, $315,000 and $250,000, respectively, is related to subscription of user licenses donated by a third-party corporation for EFE's program services for the next fiscal year.

NOTE D - PLEDGES AND GRANTS RECEIVABLE (CONTINUED)

Grants receivable consisted of the following at December 31:

	2025	**2024**
Government agencies	**$ -**	$ 86,929
Non-governmental sources	**77,843**	86,937
	$ 77,843	$ 173,866

As of December 31, 2025, the Organization has been awarded approximately $1,528,486 of grant commitments from non-government sources that are conditional on the progress of the programs being funded. These commitments will be recognized as support when the conditional barrier stipulated by the donors or grantors have been overcome or met by the Organization.

NOTE E - FURNITURE, EQUIPMENT, AND INTANGIBLE ASSETS

Furniture and equipment consisted of the following at December 31:

	2025	**2024**
Furniture	**$ -**	$ 9,312
Equipment	**69,543**	67,913
Total furniture and equipment	**69,543**	77,225
Less - accumulated depreciation	**(62,548)**	(68,495)
	$ 6,995	$ 8,730

Intangible assets consisted of the following at December 31:

	2025	**2024**
Computer software	**$ 260,970**	$ 260,970
Website development costs	**124,000**	109,000
	384,970	369,970
Less - accumulated amortization	**(373,303)**	(369,970)
	$ 11,667	$ -

Depreciation expense on equipment for the years ended December 31, 2025 and 2024 was $3,365 and $4,073, respectively. Fully depreciated furniture of $9,312 was disposed during the year ended December 31, 2025. Amortization expense on website development costs and computer software costs for the years ended December 31, 2025 and 2024 was $3,333 and $0. Website development costs and computer software costs were fully amortized at December 31 2024 until new software of $15,000 was acquired in 2025.

NOTE F - IN-KIND CONTRIBUTIONS

The Organization received the following in-kind contributed services and non-cash contributions during the years ended December 31:

	2025	2024	Donor Restrictions	Utilization in Programs/Activities	Valuation Techniques and Inputs
Consulting	$ 2,065,339	$ -	With restrictions	Management and General - for EFE's 2030 Global Strategy development	Market rate for similar services provided by the professionals
Individual user license subscription	1,260,000	1,500,000	With restrictions	Program Services	Retail price for the numbers of similar individual user license subsciption
Accounting and other administrative services	250,000	250,000	Without restrictions	Management and General	Market rate for the numbers of service hours provided by the professionals
Advertising and marketing services	135,927	196,189	With restrictions	Program Services	Market rate for similar services provided by the professionals
Auction items	28,718	5,813	Without restrictions	Special Event	Retail price for similar items
Legal	5,785	72,121	Without restrictions	Management and General	Market rate for the numbers of service hours provided by the professionals
Event venue costs	-	25,000	Without restrictions	Special Event	Market price for usage otherwise charged by the venue
Consulting	-	20,000	With restrictions	Program Services	Market rate for similar services provided by the professionals
	$ 3,745,769	$ 2,069,123			

Both the contributions and off-setting expenses for these amounts have been reported in the statements of activities and changes in net assets. During the year ended December 31, 2025 and 2024, respectively, the Organization received advertising as in-kind contribution in the amount of $135,927 and $196,189 which is included as a component of marketing expenses on the statements of functional expenses.

NOTE G - SPECIAL EVENT

Special event, net consisted of the following for the years ended December 31, 2025 and 2024:

	2025	2024
Ticket and auction sales	$ 57,777	$ 5,100
Contributions	62,211	200,588
Total revenue	119,988	205,688
Less - direct donor benefits at special events	(79,696)	(61,193)
	$ 40,292	$ 144,495

NOTE H - LEASE COMMITMENTS

The Organization had a lease for office space located in Washington, D.C. which had a lease term through December 2028. The lease agreement required payments of minimum monthly rent plus certain other operating costs. Monthly rent payments escalated over the term of the lease, which started at $13,455 per month, with rent abatement provided for certain months in 2023 and 2024 in the amount of $108,982. Tenant allowance totaling $115,325 was also provided to be applied against certain months in 2025 and 2026, as allowed under the amended lease agreement. However, early lease termination was executed in September 2025 with rent payments made through March 31, 2025. As a result of the lease termination, the Organization derecognized the operating lease ROU assets and operating lease liabilities with a recorded gain of $51,128, which is included as a component of other income on the statement of activities and changes in net assets during the year ended December 31, 2025. An early termination penalty of $5,000 was paid by the Organization.

Operating costs (non-lease component) include items such as the Organization’s share of real estate taxes, utilities, and cleaning fees. During the year ended December 31, 2025, lease cost of $32,531 for the office space, which includes $27,325 of amortization of ROU assets and $5,206 of accretion of the lease liabilities, is included in the occupancy expense on the statement of functional expenses for the year ended December 31, 2025.

NOTE H - LEASE COMMITMENTS (CONTINUED)

During the year ended December 31, 2024, lease cost of $130,125 for the office space, which includes $107,050 of amortization of ROU assets and $23,075 of accretion of the lease liabilities, is included in the occupancy expense on the statement of functional expenses for the year ended December 31, 2024.

Cash paid for amounts included in the measurement of the lease liabilities for the years ended December 31, 2025 and 2024 was $41,373 and $108,646, respectively.

As of December 31, 2024, operating lease liability maturities are as follows:

Year Ending December 31,	
2025	$ 82,746
2026	141,238
2027	176,043
2028	180,444
	580,471
Less: discount to present value	(50,409)
	$ 530,062

At December 31, 2024, operating lease liability – current was $63,182.

The remaining lease term of the Organization's extended operating office lease in Washington, D.C. at December 31, 2024 was four years. The weighted average discount rate of the Organization's operating office lease for the years ended December 31, 2025 and 2024 was 4.13% and 4.13%, respectively.

As a result of the termination of the aforementioned office space in Washington, D.C., the Organization entered into a month-to-month agreement with a Board member to use a small office space. The Organization is obligated to reimburse the condo fees and utility expenses beginning on July 1, 2025. During the year ended December 31, 2025, $3,959 of condo fees and utility expenses were paid for this use arrangement and are included as a component of other income on the statement of activities and changes in net assets.

The Organization has a lease agreement for branch office space located at the International Humanitarian City (now named Dubai Humanitarian) in Dubai, which UAE extended through May 18, 2025 with an annual rent and service charge of approximately $5,000 per year. Lease expense is recognized by the Organization on a straight-line basis given the immateriality of amount to the Organization's financial statements. On May 5, 2025, the lease was extended for two additional years through May 18, 2027 with an annual rent and service charge of approximately $4,600 per year.

EDUCATION FOR EMPLOYMENT

Notes to Financial Statements
December 31, 2025 and 2024

NOTE I - NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions consisted of the following at December 31:

	2025	2024
Future of Work Skills and Digital Readiness in MENA	**$ 438,326**	$ 528,981
LinkedIn premium subscriptions for youth	**315,000**	250,000
League of women in tech-future jobs	**313,726**	337,870
AJYAL: Future-Ready Youth Employment & Skills Program	**134,643**	-
Mustaqbal: Building Futures for Yemeni Youth	**120,004**	-
Inclusive beauty project	**119,941**	41,068
Agents of Hope: Gaza Youth Resilience project	**101,654**	293,698
Other programs in the MENA region	**95,806**	203,927
Build Your Future Your Way	**50,000**	-
Palestine scholarship program	**50,000**	-
Training for a digital future project	**47,020**	59,362
Transforming small-scale Agriculture	**41,047**	-
Gulf program management	**40,406**	42,996
Development of Custom GPTs	**25,313**	-
Maternal health realted emergency response in Gaza	**25,000**	25,000
Training and Job placement opportunities for young Jordanian	**24,914**	-
Trainings in Saudi Arabia	**19,730**	70,000
Opportunities for Egyptian Women in Tech	**19,560**	-
Expand opportunities for youth in MENA	**16,765**	-
Providing Opportunities for Youth in the STEM Sector	**15,250**	-
Grey-labeled job platform and subscription	**13,667**	-
Jobseekers Trainnings	**9,405**	-
Psychosocial support project	**9,404**	28,688
Opportunities for young Egyptian women in ICT	**6,977**	6,977
New opportunities for young Egyptian women in health care and information technology	**5,245**	5,245
Sourcing students from the inaugural AR Lens Challenge Program in Saudi	**4,600**	-
Gaza support	**4,090**	53,837
Saudi Women in Tech Program	**2,191**	2,707
The Mustaqbalak project	**1,640**	4,399
Student visit to SNAP Saudi office	**1,500**	1,500
Skills for Success - Pathways to youth employment	**1,429**	79
Build Yemen: Build and unlock income and livelihoods for development in Yemen	**1,304**	4,221
Take the Lead 2.0	**368**	-
POWER Project: Providing Opportunities for Work and Empowering Resilience project	**365**	365
Train and connect vulnerable youth in Bahrain	**105**	-
Makarem Hub project	**-**	24,908
GREEN POWER: Providing Opportunities for Work and Empowering Resilience in the Green Economy	**-**	10,190
Employment Beyond Boundaries - Virtual jobs for vulnerable youth in Jordan and Palestine	**-**	1,372
Intercontinental innovators project	**-**	152
A promising future for Egyptian youth	**-**	5,017
	$ 2,076,395	$ 2,002,559

NOTE I - NET ASSETS WITH DONOR RESTRICTIONS (CONTINUED)

Net assets released from donor restrictions during the years ended December 31 were as follows:

	2025	2024
LinkedIn premium subscriptions for youth	**$ 1,195,000**	$ 1,250,000
Future of Work Skills and Digital Readiness in MENA	**563,807**	-
Agents of Hope: Gaza Youth Resilience Project	**392,044**	6,302
League of women in tech-future jobs	**294,143**	262,130
Mustaqbal: Building Futures for Yemeni Youth	**254,996**	24,697
Other programs in the MENA region	**158,120**	190,237
AJYAL: Future-Ready Youth Employment & Skills Program	**115,357**	-
Trainings in Saudi Arabia	**110,270**	21,852
Transforming small-scale Agriculture	**58,953**	-
Gaza support	**49,748**	15,719
Jobseekers Trainings	**40,595**	-
Skills for Success - Pathways to youth employment	**38,650**	-
Inclusive Beauty Project	**36,407**	-
Providing Opportunities for Youth in the STEM Sector	**34,750**	-
Opportunities for Egyptian Women in Tech	**31,440**	-
Train and connect vulnerable youth in Bahrain	**28,007**	-
Maternal health realted emergency response in Gaza	**25,000**	-
Makarem Hub project	**24,908**	90
Development of Custom GPTs	**24,687**	-
Take the Lead 2.0	**23,145**	-
Grey-labeled job platform and subscription	**19,333**	-
Psycosocial support project	**19,284**	21,312
Expand opportunities for youth in MENA	**13,235**	-
Training for a digital future project	**12,342**	24,296
GREEN POWER: Providing Opportunities for Work and Empowering Resilience in the Green Economy	**10,190**	9,810
Training and Job placement opportunities for young Jordanian	**10,086**	-
Sourcing students from the inaugural AR Lens Challenge Program in Saudi	**9,900**	-
The Mustaqbalak project	**5,377**	871
A promising future for Egyptian youth	**5,017**	61,103
Build Yemen: Build and unlock income and livelihoods for development in Yemen	**2,918**	104,650
Gulf program management	**2,590**	1,550
Employment Beyond Boundaries - Virtual jobs for vulnerable youth in Jordan and Palestine	**1,372**	-
Saudi Women in Tech Program	**517**	25,293
Intercontinental innovators project	**149**	24,333
Opportunities for young Egyptian women in ICT	**-**	22,657
Women's Entrepreneurship Program	**-**	9,418
Vitalization and youth empowerment in Gaza	**-**	276,710
Job placement training in Saudi Arabia and Bahrain	**-**	14,782
New opportunities for young Egyptian women in health care and information technology	**-**	655
Medical employment and development in Yemen	**-**	25,013
Pathways to Progress	**-**	41,511
POWER Project: Providing Opportunities for Work and Empowering Resilience project	**-**	191,329
Student visit to SNAP Saudi office	**-**	3,500
	$ 3,612,337	$ 2,629,820

NOTE J - EMPLOYEE RETIREMENT PLAN

The Organization maintains a defined contribution retirement plan for eligible employees. The Organization's contributions to the plan for the years ended December 31, 2025 and 2024 were $77,004 and $70,367, respectively.

NOTE K - RELATED PARTY TRANSACTIONS

The Organization receives support from the founder and chairman of the Board of the Organization and a related family foundation. The founder and a related family foundation contributed $653,247 and $981,856 to the Organization during the years ended December 31, 2025 and 2024, respectively.

In addition, the founder's company provided accounting and other administrative services to the Organization having a fair value of $250,000 without charge, for each of the years ended December 31, 2025 and 2024.

NOTE L - CONCENTRATION RISKS

The Organization has a concentration of credit risk in that it maintains deposits with financial institutions in excess of amounts insured by the Federal Deposit Insurance Corporation. The maximum insurance amount is $250,000, which is applied per depositor, per insured depository institution for each account ownership category.

A concentration risk exists in that contributions from the founder and chairman of the Board of the Organization comprised 14% and 19% of total support and revenue (excluding in-kind contributions) for the years ended December 31, 2025 and 2024, respectively. Support from two grantors comprised 22% of total support and revenue (excluding in-kind contributions) for the year ended December 31, 2024. In-kind contributions from two donors comprised 42% and 22% of total support and revenue during the years ended December 31, 2025 and 2024, respectively.

Contributions from the founder and chairman of the Board of the Organization comprised 50% of grants receivable and pledges receivable at December 31, 2025. Additionally, a contribution from one donor comprised 26% of grants receivable and pledges receivable at December 31, 2025. Contributions and grants from three unrelated grantors and donors and a grant from a federal government department, comprised 74% of grants receivable, government contract receivable and pledges receivable at December 31, 2024.

NOTE M - GRANT COMMITMENTS

In connection with certain grants from non-government sources and certain conditional grant awards as disclosed in Note D, the Organization is obligated to award up to approximately $1,914,544 in subrecipient grants, which is contingent on receipt of conditional funding, related costs being incurred by the subrecipients, and/or the attainment of performance indicators provided for in the subaward agreements. These commitments will be recognized as grants expense when the corresponding conditions/barriers are overcome.

NOTE N - OPERATING BRANCH IN UNITED ARAB EMIRATES

EFE has maintained a branch office in the United Arab Emirates (“UAE”) at the International Humanitarian City (License No. 150117). The UAE branch works to further EFE’s mission to create employment opportunities for youth across the MENA region through engaging leading partners to create a tangible impact in regional youth employment. The branch office’s goal is to raise visibility around positive potential and importance of youth employment to inspire collective action to reach EFE’s vision and strategy. Operational expenses incurred by this branch in 2025 and 2024 were as follows:

	2025	2024
Salaries and compensation	**$ 144,859**	$ 197,511
Payroll taxes and benefits	**7,816**	10,907
Occupancy	**7,068**	6,504
Travel	**1,907**	2,251
Communications	**833**	1,249
Technology	**184**	184
Office expenses	**43**	32
Miscellaneous	**-**	283
Insurance	**-**	174
	$ 162,710	$ 219,095