GENERATION: YOU EMPLOYED, INC.

CONSOLIDATED FINANCIAL STATEMENTS AND
SUPPLEMENTAL INFORMATION

DECEMBER 31, 2025

GENERATION: YOU EMPLOYED, INC.

CONSOLIDATED FINANCIAL STATEMENTS AND
SUPPLEMENTAL INFORMATION

YEARS ENDED DECEMBER 31, 2025 AND 2024

CONTENTS

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INDEPENDENT AUDITOR'S REPORT

Board of Directors
Generation: You Employed, Inc.

Opinion

We have audited the accompanying consolidated financial statements of Generation: You Employed, Inc. and its controlled affiliates (GYE), which comprise the consolidated statements of financial position as of December 31, 2025 and 2024, and the related consolidated statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the consolidated financial statements.

In our opinion, based on our audits and the reports of other auditors, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of Generation: You Employed, Inc. and its controlled affiliates as of December 31, 2025 and 2024, and the changes in their consolidated net assets and their consolidated cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

We did not audit the financial statements of affiliates in Australia, Brazil, Chile, Europe, France, Hong Kong, India, Ireland, Italy, Kenya, Mexico, Pakistan, Singapore, Spain, Thailand and the United Kingdom, which statements reflect total assets of $20,648,584 and $19,100,523, respectively, as of December 31, 2025 and 2024, and total revenues of $26,933,331 and $26,078,534, respectively, for the years then ended. Those statements were audited by other auditors, whose reports have been furnished to us, and our opinion, insofar as it relates to the amounts included for these affiliates, is based solely on the reports of the other auditors.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are required to be independent of GYE 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 Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated 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 consolidated financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated 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 generally accepted auditing standards 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, including omissions, 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 consolidated financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the consolidated 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 consolidated 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 GYE'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 consolidated financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about GYE'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.

Report on Consolidating Information

Our audits were conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The supplemental information on pages 17 through 24 is presented for purposes of additional analysis of the consolidated financial statements rather than to present the financial position, changes in net assets, and cash flows of the individual entities, and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The consolidating information has been subjected to the auditing procedures applied in the audits of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the consolidating information, which insofar as it relates to the affiliates identified in the Opinion section of our report is based on the reports of other auditors, is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

Calibre CPA Group, PLLC

Bethesda, MD
August 13, 2026

GENERATION: YOU EMPLOYED, INC.
AND ITS CONTROLLED AFFILIATES

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

DECEMBER 31, 2025 AND 2024

	2025	2024
Assets		
Current assets		
Cash and cash equivalents	$ 28,518,662	$ 29,258,359
Short term investments	176,039	175,902
Accounts receivable	2,609,407	827,830
Grants and contributions receivable (net)	11,743,368	16,152,690
Prepaid expenses and other assets	7,582,211	5,807,790
Total current assets	50,629,687	52,222,571
Noncurrent assets		
Grants and contributions receivable, net of current portion	4,421,148	5,033,333
Property and equipment, net	314,693	261,515
Total assets	$ 55,365,528	$ 57,517,419
Liabilities and Net Assets		
Current liabilities		
Accounts payable	$ 5,122,479	$ 4,801,256
Accrued expenses	2,923,830	2,750,948
Refundable advances	628,773	2,114,809
Total liabilities	8,675,082	9,667,013
Net assets		
Without donor restrictions	19,515,432	17,982,557
With donor restrictions	27,175,014	29,867,849
Total net assets	46,690,446	47,850,406
Total liabilities and net assets	$ 55,365,528	$ 57,517,419

GENERATION: YOU EMPLOYED, INC.
AND ITS CONTROLLED AFFILIATES

CONSOLIDATED STATEMENTS OF ACTIVITIES

YEARS ENDED DECEMBER 31, 2025 AND 2024

	2025			2024		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
Revenue						
Grants and contributions	$ 21,527,834	$ 19,200,487	$ 40,728,321	$ 23,368,077	$ 26,716,737	$ 50,084,814
Government grants	3,819,504	-	3,819,504	2,831,015	-	2,831,015
Contributed nonfinancial assets	5,038,637	-	5,038,637	7,626,257	-	7,626,257
Other income	3,404,051	-	3,404,051	2,602,838	-	2,602,838
Net assets released from restrictions	21,893,322	(21,893,322)	-	19,363,936	(19,363,936)	-
Total revenue	55,683,348	(2,692,835)	52,990,513	55,792,123	7,352,801	63,144,924
Expenses						
Generation programs						
Australia	1,436,483	-	1,436,483	1,879,524	-	1,879,524
Brazil	1,172,407	-	1,172,407	1,253,729	-	1,253,729
Chile	1,071,114	-	1,071,114	903,697	-	903,697
Europe	3,315	-	3,315	-	-	-
France	2,048,273	-	2,048,273	1,966,773	-	1,966,773
Hong Kong	3,028,845	-	3,028,845	3,445,437	-	3,445,437
India	3,223,676	-	3,223,676	2,059,208	-	2,059,208
Ireland	1,166,793	-	1,166,793	1,087,388	-	1,087,388
Italy	4,282,195	-	4,282,195	6,492,523	-	6,492,523
Kenya	2,173,654	-	2,173,654	2,203,543	-	2,203,543
Mexico	1,058,093	-	1,058,093	1,203,083	-	1,203,083
Pakistan	8,302	-	8,302	54,444	-	54,444
Singapore	1,164,190	-	1,164,190	1,245,743	-	1,245,743
Spain	1,493,941	-	1,493,941	1,161,268	-	1,161,268
Thailand	705,305	-	705,305	489,266	-	489,266
United Kingdom	5,777,813	-	5,777,813	6,107,083	-	6,107,083
GYE Global	19,577,106	-	19,577,106	19,094,998	-	19,094,998
Total Generation programs	49,391,505	-	49,391,505	50,647,707	-	50,647,707
Support services						
Management and general	4,244,101	-	4,244,101	5,275,942	-	5,275,942
Fundraising	514,867	-	514,867	430,202	-	430,202
Total support services	4,758,968	-	4,758,968	5,706,144	-	5,706,144
Total expenses	54,150,473	-	54,150,473	56,353,851	-	56,353,851
Change in net assets	1,532,875	(2,692,835)	(1,159,960)	(561,728)	7,352,801	6,791,073
Net assets						
Beginning of year	17,982,557	29,867,849	47,850,406	18,544,285	22,515,048	41,059,333
End of year	$ 19,515,432	$ 27,175,014	$ 46,690,446	$ 17,982,557	$ 29,867,849	$ 47,850,406

GENERATION: YOU EMPLOYED, INC.
AND ITS CONTROLLED AFFILIATES

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

YEAR ENDED DECEMBER 31, 2025

	Programs							
	Australia	Brazil	Chile	Europe	France	Hong Kong	India	Ireland
Salaries and fringe - direct	$ 1,210,008	$ 720,983	$ 381,000	$ -	$ 1,464,602	$ 1,933,082	$ 1,438,856	$ 750,203
Salaries and fringe - in-kind	-	10,510	-	-	-	-	-	80,803
Direct subcontractor costs	86,918	301,517	461,839	-	345,660	142,366	115,345	46,451
Subgrant expenses	-	-	-	-	-	-	-	-
Travel	4,302	39,890	1,767	-	33,028	27,468	119,153	10,435
Accounting and legal	14,210	15,928	6,990	1,763	40,352	11,911	37,043	60,964
Office expenses	26,863	47,664	99,247	1,488	112,574	311,308	116,793	49,006
Occupancy - direct	-	5,911	19,072	-	81,862	140,889	41,161	23,390
Contributed non-financial assets- other	-	-	-	-	-	-	-	58,469
Other expenses	11,083	(10,100)	36,575	64	(43,033)	23,535	771,515	17,656
Student related expenses	81,436	26,493	63,823	-	-	424,525	566,564	57,679
Recruitment	631	966	1	-	13,228	1,295	9,290	8,407
Depreciation	1,032	12,645	800	-	-	12,466	7,956	3,330
Total expenses	$ 1,436,483	$ 1,172,407	$ 1,071,114	$ 3,315	$ 2,048,273	$ 3,028,845	$ 3,223,676	$ 1,166,793

	Programs												
	Italy	Kenya	Mexico	Pakistan	Singapore	Spain	Thailand	United Kingdom	GYE Global	Total Programs	Management and General	Fundraising	Total
Salaries and fringe - direct	$ 1,153,558	$ 1,315,488	$ 635,990	$ 717	$ 880,418	$ 897,592	$ 421,122	$ 4,574,284	$ 7,842,760	$ 25,620,663	$ 2,881,143	$ 494,181	$ 28,995,987
Salaries and fringe - in-kind	-	-	-	-	-	-	-	-	4,841,495	4,932,808	-	-	4,932,808
Direct subcontractor costs	622,275	206,235	138,815	-	180,513	345,258	56,594	307,792	3,940,837	7,298,415	566,892	-	7,865,307
Subgrant expenses	-	-	-	-	-	-	-	-	150,000	150,000	-	-	150,000
Travel	41,961	105,001	16,577	-	9,452	7,022	6,078	28,648	168,750	619,532	1,127	4,255	624,914
Accounting and legal	173,882	10,509	31,347	232	12,798	71,135	22,771	135,244	-	647,079	269,470	-	916,549
Office expenses	477,186	168,163	29,666	-	57,050	15,939	28,050	142,485	1,956,121	3,639,603	482,662	16,431	4,138,696
Occupancy - direct	53,490	118,256	4,510	-	28,105	70,779	14,820	85,073	4,580	691,898	19,920	-	711,818
Contributed non-financial assets- other	-	-	-	-	-	-	-	24,924	12,000	95,393	-	-	95,393
Other expenses	(670,530)	24,931	(5,722)	7,353	(40,148)	11,387	41,669	52,705	(95,887)	133,053	22,887	-	155,940
Student related expenses	2,385,946	222,774	154,257	-	1,491	9,248	101,283	348,026	748,883	5,192,428	-	-	5,192,428
Recruitment	25,949	2,297	50,305	-	26,595	63,706	9,137	43,104	7,497	262,408	-	-	262,408
Depreciation	18,478	-	2,348	-	7,916	1,875	3,781	35,528	70	108,225	-	-	108,225
Total expenses	$ 4,282,195	$ 2,173,654	$ 1,058,093	$ 8,302	$ 1,164,190	$ 1,493,941	$ 705,305	$ 5,777,813	$ 19,577,106	$ 49,391,505	$ 4,244,101	$ 514,867	$ 54,150,473

GENERATION: YOU EMPLOYED, INC.
AND ITS CONTROLLED AFFILIATES

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

YEAR ENDED DECEMBER 31, 2024

	Programs								
	Australia	Brazil	Chile	France	Hong Kong	India	Ireland	Italy	Kenya
Salaries and fringe - direct	$ 1,454,533	$ 549,607	$ 338,717	$ 1,365,598	$ 2,206,996	$ 1,185,669	$ 852,056	$ 919,649	$ 1,020,231
Salaries and fringe - in-kind	-	4,922	-	-	-	-	75,814	-	-
Direct subcontractor costs	136,111	337,113	322,238	281,284	123,491	216,524	80,398	982,483	204,450
Subgrant expenses	-	-	-	(420)	(175)	-	-	-	(2,516)
Travel	17,456	7,523	2,919	16,613	34,456	67,278	-	35,492	88,146
Accounting and legal	26,436	16,885	6,127	35,005	13,509	4,539	31,518	115,553	17,147
Office expenses	68,726	66,905	113,182	134,234	344,431	87,030	50,539	3,949,896	162,581
Occupancy - direct	2,801	13,498	18,906	96,450	131,936	27,503	19,051	23,364	77,288
Occupancy - in-kind	-	-	-	-	-	-	-	-	17,811
Contributed non-financial assets-other	-	-	-	-	-	-	-	-	358,863
Other expenses	(1,804)	212,592	41,708	36,296	(10,873)	(60,111)	(53,859)	419,970	112,729
Student related expenses	148,975	33,589	51,398	-	557,973	522,361	25,000	2,561	143,885
Recruitment	24,536	4,301	7,693	-	2,360	1,720	4,216	21,768	2,928
Depreciation	1,754	6,794	809	1,713	41,333	6,695	2,655	21,787	-
Total expenses	$ 1,879,524	$ 1,253,729	$ 903,697	$ 1,966,773	$ 3,445,437	$ 2,059,208	$ 1,087,388	$ 6,492,523	$ 2,203,543

	Programs										
	Mexico	Pakistan	Singapore	Spain	Thailand	United Kingdom	GYE Global	Total Programs	Management and General	Fundraising	Total
Salaries and fringe - direct	$ 562,206	$ 36,262	$ 903,603	$ 624,247	$ 345,990	$ 4,382,922	$ 7,673,713	$ 24,421,999	$ 3,268,476	$ 411,812	$ 28,102,287
Salaries and fringe - in-kind	-	-	-	-	-	126,469	7,007,403	7,214,608	-	-	7,214,608
Direct subcontractor costs	88,482	6,727	161,700	322,058	73,161	508,570	2,111,474	5,956,264	962,098	-	6,918,362
Subgrant expenses	(448)	-	-	-	-	-	253,559	250,000	-	-	250,000
Travel	13,572	604	7,485	7,876	3,982	-	84,395	387,797	13,313	404	401,514
Accounting and legal	27,065	6,863	12,842	57,243	16,145	126,837	52,788	566,502	215,954	-	782,456
Office expenses	63,363	1,189	57,096	12,758	15,954	304,384	1,695,733	7,128,001	780,679	17,986	7,926,666
Occupancy - direct	4,294	271	36,950	18,447	14,356	80,925	21,505	587,545	1,172	-	588,717
Occupancy - in-kind	-	-	-	-	-	21,476	-	39,287	-	-	39,287
Contributed non-financial assets-other	-	-	-	-	-	-	13,500	372,363	-	-	372,363
Other expenses	297,393	2,508	39,501	57,592	(4,041)	157,846	(238,177)	1,009,270	34,250	-	1,043,520
Student related expenses	102,378	20	2,967	26,107	15,231	303,441	415,192	2,351,078	-	-	2,351,078
Recruitment	43,321	-	19,602	32,305	3,597	35,733	3,841	207,921	-	-	207,921
Depreciation	1,457	-	3,997	2,635	4,891	58,480	72	155,072	-	-	155,072
Total expenses	$ 1,203,083	$ 54,444	$ 1,245,743	$ 1,161,268	$ 489,266	$ 6,107,083	$ 19,094,998	$ 50,647,707	$ 5,275,942	$ 430,202	$ 56,353,851

GENERATION: YOU EMPLOYED, INC.
AND ITS CONTROLLED AFFILIATES

CONSOLIDATED STATEMENTS OF CASH FLOWS

YEARS ENDED DECEMBER 31, 2025 AND 2024

	2025	2024
Cash flows from operating activities		
Change in net assets	$ (1,159,960)	$ 6,791,073
Adjustments to reconcile change in net assets to net cash (used for) provided by operating activities		
Depreciation	108,225	155,072
Unrealized exchange (gain) loss on investments	(137)	(31,277)
Changes in assets and liabilities		
Accounts receivable	(1,781,577)	(79,596)
Grants and contributions receivable	5,021,507	(2,904,355)
Prepaid expenses and other assets	(1,774,421)	(2,857,280)
Accounts payable	321,223	2,570,846
Accrued expenses	172,882	(946,632)
Refundable advances	(1,486,036)	165,257
Net cash (used for) provided by operating activities	(578,294)	2,863,108
Cash flows from investing activities		
Purchases of property and equipment	(161,403)	(100,690)
Net cash used for investing activities	(161,403)	(100,690)
Net change in cash and cash equivalents	(739,697)	2,762,418
Cash and cash equivalents		
Beginning of year	29,258,359	26,495,941
End of year	$ 28,518,662	$ 29,258,359

See accompanying notes to consolidated financial statements.

NOTE 1. ORGANIZATION AND PROGRAM SERVICES

Generation: You Employed, Inc. (GYE), is a nonprofit that believes in the power of employment to change lives. They prepare, place, and support people into careers that would otherwise be inaccessible across 17 countries, and advocate for new approaches that will open up opportunities to everyone. To date, more than 157,248 people have graduated from Generation: You Employed, Inc. programs, together earning over $2.5 billion in wages. Generation: You Employed, Inc. works with more than 26,000 employers and many implementation partners and funders. For more information, visit generation.org.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Principles of Consolidation - The consolidated financial statements include the accounts of Generation: You Employed, Inc. (Global), and its controlled affiliates – Generation Capacitacion SpA (Chile), Fundacion Generation Chile, Generation Europe (Europe), Generation Program Kenya, Career Readiness Social Initiative LTD, MSI Generation Servicios S.A. de C.V. (Mexico), Programa Generation Mexico, Asociacion Civil (Mexico), Fundación Generation Spain (Spain), Generation Australia LTD (Australia), Associacao Generation Brasil (Brazil), Generation Plus Ton Empoli (France), Generation: You Employed (HK) LTD (Hong Kong), Generation India Foundation (India), Generation You Employed, Ireland, Fondazione Generation Italy (Italy), Foundation for Youth Employment Pakistan (Pakistan), Generation: You Employed, Singapore LTD (Singapore), Generation You Employed (Thailand) Co. Ltd, and Generation You Employed, UK (UK). Significant intra-entity transactions have been eliminated in consolidation, including subsidies, working capital loans, affiliate dues and share capitalizations.

Basis of Accounting - The accompanying consolidated financial statements have been prepared using the accrual method of accounting. Revenue is recognized when earned and expenses are recognized when the obligation is incurred.

Consolidated Financial Statement Presentation - Consolidated financial statement presentation follows the recommendations of U.S. generally accepted accounting principles in accordance with Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC), *Not-for-Profit Entities - Presentation of Financial Statements*. Under those principles, GYE is required to report information regarding its financial position and activities according to two classes of net assets - net assets without donor restrictions and net assets with donor restrictions.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Income Taxes - GYE is exempt from federal income taxes as a public charity under Section 501(c)(3) of the Internal Revenue Code. GYE is not classified as a private foundation. Any income of GYE that is not related to exempt purposes of the organization, less any applicable deductions, is subject to federal and state taxes.

GYE accounts for income taxes in accordance with the ASC Topic *Income Taxes*. These provisions provide consistent guidance for the accounting for uncertainty in income taxes recognized in an entity's consolidated financial statements and prescribe a threshold of "more likely than not" for recognition and derecognition of tax positions taken or expected to be taken in a tax return.

GYE performed an evaluation of uncertain tax positions for the years ended December 31, 2025 and 2024, and determined that there were no matters that would require recognition in the consolidated financial statements or that may have an effect on its tax-exempt status. As of December 31, 2025, the statute of limitations for tax years 2022 through 2024 remains open with the U.S. federal jurisdiction. It is GYE's policy to recognize interest and/or penalties related to uncertain tax positions, if any, in unrelated business income tax expense.

Use of Estimates - The preparation of consolidated financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Investments - Investments consist of amounts held in fixed deposit and treasury securities held by GYE's Kenyan affiliate, and are reported at fair value, estimated based on actual cost. Fair value is 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. Purchases and sales of securities are reported on a trade-date basis. Interest income is reported on the accrual basis. Dividends are reported on the ex-dividend date.

Unrealized gains (losses) resulting from increases (decreases) in fair value of securities held as well as the net realized gains (losses) arising from sales of securities are included in investment income. Investment income is reported in the consolidated statements of activities net of all external and direct internal investment expenses.

Such investments are exposed to various risks such as market and credit risk. Due to the level of risk associated with such investments and the level of uncertainty related to changes in the value of such investments, it is at least reasonably possible that changes in risks in the near term would materially affect investment balances and the amounts reported in the consolidated financial statements.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Accounts, Grants and Contributions Receivable - Accounts, grants, and contributions receivable are reported at net realizable value, or the amount GYE expects to collect. GYE's management periodically reviews the status of all receivable balances for collectability. Management believes the balances due as of December 31, 2025 and 2024 are fully collectible. Accordingly, an allowance for doubtful accounts has not been established.

Refundable Advances - Refundable advances consists of unexpended amounts received from grant agreements that are refundable if not spent in future periods. Such amounts will be recognized as revenue as related allowable expenses are incurred.

Net Assets - Net assets are reported in two distinct classes as follows:

> *Net assets without donor restrictions* - These net assets are available to finance the general operations of GYE. The only limits on the use of net assets without donor restrictions are the broad limits resulting from the nature of GYE, the environment in which it operates, and the purposes specified in its organizing documents.
>
> *Net assets with donor restrictions* - These net assets result from contributions and other inflows of assets, the use of which by GYE is limited by donor-imposed time or purpose restrictions that are either temporary or perpetual.

Revenue Recognition - Revenue is derived from both exchange transactions and contribution transactions. Revenue from exchange transactions is recognized when control of promised services is transferred to customers, in an amount that reflects the consideration GYE expects to be entitled to in exchange for those services. Exchange transactions generally relate to contracts with employers, for which the related services are considered transferred over time as costs are incurred. Payments are generally required in advance and are reported as deferred contract revenue until the related revenue is recognized. Unconditional contributions are recognized upon receipt of cash or other assets, or when a donor promises to transfer cash or other assets in the future. Conditional promises to give, that is, those with a measurable performance or other barrier and a right of return or release, are not recognized until the conditions on which they depend have been substantially met.

Contributions - Donor-restricted contributions are generally reported as increases in net assets with donor restrictions. When a restriction expires (that is, when a stipulated time restriction ends or purpose restriction is accomplished), net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the consolidated statements of activities as net assets released from restrictions.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Contributed Nonfinancial Assets - GYE receives in-kind contributions, primarily in the form of donated salaries and occupancy costs. GYE's policy is to recognize contributed professional services if the services received create or enhance nonfinancial assets or require specialized skills, are provided by individuals possessing those skills, and would typically need to be purchased if not provided by donation. In-kind contributions have been recognized as revenue and related expense at estimated fair value (see Note 8).

Functional Allocation of Expenses - The costs of providing the various programs and supporting activities of the organization have been summarized on a functional basis in the consolidated statements of activities and functional expenses. Costs that can be specifically identified with a final cost objective are charged directly to that activity. Other costs are allocated among the program and supporting services benefited based on management's best estimates. Salaries and related fringe benefits are allocated based on employee time and effort studies. Other common costs such as occupancy, depreciation and related infrastructure costs are also allocated based on employee time and effort studies.

Foreign currency - The consolidated financial statements are presented in U.S. dollars. The functional currency of each consolidated entity is generally the local currency of the country in which it operates. Assets and liabilities are translated at exchange rates in effect at the consolidated statement of financial position date, and revenue and expenses are translated at average rates for the period. Translation adjustments are reported within the change in net assets without donor restrictions in the consolidated statement of activities. Net foreign currency translation gains (losses) of $1,073,020 and $(33,300) are included in the change in net assets for the years ended December 31, 2025 and 2024, respectively.

NOTE 3. GRANTS AND CONTRIBUTIONS RECEIVABLE

Grants and contributions receivable as of December 31, 2025 and 2024 are due as follows:

	2025	2024
Amounts due in less than one year	$ 11,743,368	$ 16,152,690
Amounts due in two to five years	4,912,000	5,033,333
	16,655,368	21,186,023
Less: discount to net present value	(490,852)	-
	$ 16,164,516	$ 21,186,023

Grants and contributions due in more than one year were discounted to their net present value at December 31, 2025. At December 31, 2024, there was no discount to their net present value as the effects were considered immaterial to the consolidated financial statements.

NOTE 4. LIQUIDITY AND AVAILABILITY OF FINANCIAL RESOURCES

As part of GYE's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. The following table represents GYE's financial assets available to meet cash needs for general expenditures within one year as of December 31, 2025 and 2024.

	2025	2024
Total assets at end of year	$ 55,365,528	$ 57,517,419
Less: nonfinancial assets		
Prepaid expenses	(7,582,211)	(5,807,790)
Property and equipment	(314,693)	(261,515)
Total financial assets at end of year	47,468,624	51,448,114
Less: amounts not available to meet general expenditures coming due within one year		
Receivable due in more than one year	(4,421,148)	(5,033,333)
Amounts subject to donor time and purpose restrictions	(22,753,866)	(24,834,516)
Financial assets available to meet general expenditures within one year	$ 20,293,610	$ 21,580,265

NOTE 5. INVESTMENTS AND FAIR VALUE MEASUREMENTS

Accounting standards provide the framework for measuring fair value which provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets (Level 1) and the lowest priority to unobservable inputs (Level 3). GYE uses the three levels of the fair value hierarchy described as follows:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that GYE has the ability to access.

Level 2 Inputs to the valuation methodology include other significant observable inputs including:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability; and
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

NOTE 5. INVESTMENTS AND FAIR VALUE MEASUREMENTS (CONTINUED)

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

The following tables set forth by level, within the fair value hierarchy, GYE's assets at fair value as of December 31, 2025 and 2024:

	Total 12/31/2025	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Fixed deposit	$ 91,900	$ -	$ 91,900	$ -
Treasury bills	84,139	-	84,139	-
	$ 176,039	$ -	$ 176,039	$ -

	Total 12/31/2024	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Fixed deposit	$ 91,829	$ -	$ 91,829	$ -
Treasury bills	84,073	-	84,073	-
	$ 175,902	$ -	$ 175,902	$ -

Following are descriptions of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025 and 2024.

Fixed deposit and treasury bills: Reported at fair value, estimated based on actual cost.

NOTE 6. PROPERTY AND EQUIPMENT

Furniture and equipment are capitalized and depreciated using the straight-line method over the estimated useful lives of the assets (3 - 5 years). Property and equipment and depreciation expense consisted of the following as of and for the year ended December 31, 2025:

	Australia	Brazil	Chile	France	Hong Kong	India	Ireland	Italy	Kenya	Mexico	Singapore	Spain	Thailand	United Kingdom	Total
Furniture and office equipment	$ -	$ -	$ 1,953	$ -	$ 121,130	$ 1,424	$ -	$ 66,649	$ 52,771	$ 750	$ -	$ -	$ 6,133	$ -	$ 250,810
Leasehold Improvement	-	-	-	-	85,525.00	-	-	-	-	-	-	-	-	-	85,525
Plant and machinery	-	-	-	-	-	850	-	82,245	-	-	-	-	-	-	83,095
Intangible assets	-	-	-	297,053	-	-	-	-	-	-	-	-	-	-	297,053
Computer equipment	4,145	76,149	2,253	37,328	-	67,802	26,386	-	26,638	21,104	42,588	19,936	19,175	297,950	641,454
	4,145	76,149	4,206	334,381	206,655	70,076	26,386	148,894	79,409	21,854	42,588	19,936	25,308	297,950	1,357,937
Less: accumulated depreciation	(2,797)	(39,308)	(2,966)	(265,083)	(201,006)	(41,593)	(18,722)	(86,777)	(52,222)	(12,878)	(15,344)	(19,308)	(16,522)	(268,718)	(1,043,244)
Net property and equipment	$ 1,348	$ 36,841	$ 1,240	$ 69,298	$ 5,649	$ 28,483	$ 7,664	$ 62,117	$ 27,187	$ 8,976	$ 27,244	$ 628	$ 8,786	$ 29,232	$ 314,693
Depreciation expense	$ 1,032	$ 12,645	$ 800	$ -	$ 12,466	$ 7,956	$ 3,330	$ 18,478	$ -	$ 2,418	$ 7,916	$ 1,875	$ 3,781	$ 35,528	$ 108,225

NOTE 6. PROPERTY AND EQUIPMENT (CONTINUED)

Property and equipment and depreciation expense consisted of the following as of and for the year ended December 31, 2024:

	Australia	Brazil	Chile	France	Hong Kong	India	Ireland
Furniture and office equipment	$ -	$ -	$ 1,769	$ -	$ 121,403	$ 4,248	$ -
Leasehold Improvement	-	-	-	-	85,717	-	-
Plant and machinery	-	-	-	-	-	1,005	-
Intangible assets	-	-	-	261,545	-	-	-
Computer equipment	10,231	67,569	2,042	18,313	-	59,934	18,463
	10,231	67,569	3,811	279,858	207,120	65,187	18,463
Less: accumulated depreciation	(7,984)	(22,946)	(1,925)	(234,543)	(188,979)	(35,520)	(13,427)
Net property and equipment	$ 2,247	$ 44,623	$ 1,886	$ 45,315	$ 18,141	$ 29,667	$ 5,036
Depreciation expense	$ 1,754	$ 6,794	$ 809	$ 1,713	$ 41,333	$ 6,695	$ 2,655

	Italy	Kenya	Mexico	Singapore	Spain	Thailand	United Kingdom	Total
Furniture and office equipment	$ 38,267	$ 52,730	$ 3,883	$ -	$ -	$ 6,272	$ -	$ 228,572
Leasehold Improvement	-	-	-	-	-	-	-	85,717
Plant and machinery	52,067	-	-	-	-	-	-	53,072
Intangible assets	-	-	-	-	-	-	-	261,545
Computer equipment	-	26,615	5,327	33,761	17,639	14,870	249,319	524,083
	90,334	79,345	9,210	33,761	17,639	21,142	249,319	1,152,989
Less: accumulated depreciation	(61,440)	(52,179)	(8,912)	(20,276)	(15,317)	(11,984)	(216,042)	(891,474)
Net property and equipment	$ 28,894	$ 27,166	$ 298	$ 13,485	$ 2,322	$ 9,158	$ 33,277	$ 261,515
Depreciation expense	$ 21,787	$ -	$ 1,529	$ 3,997	$ 2,635	$ 4,891	$ 58,480	$ 155,072

NOTE 7. NET ASSETS WITH DONOR RESTRICTIONS

Activity in net assets with donor restrictions as of and for the year ended December 31, 2025 was as follows:

	Beginning of Year	Restricted Contributions	Released from Restrictions	End of Year
Purpose restricted - governments	$ 142,069	$ (142,049)	$ (20)	$ -
Purpose restricted - foundation and other	13,894,669	17,305,536	(13,084,456)	18,115,749
Time restricted	15,831,111	2,037,000	(8,808,846)	9,059,265
	$ 29,867,849	$ 19,200,487	$ (21,893,322)	$ 27,175,014

Activity in net assets with donor restrictions as of and for the year ended December 31, 2024 was as follows:

	Beginning of Year	Restricted Contributions	Released from Restrictions	End of Year
Purpose restricted - governments	$ 701,939	$ (269,269)	$ (290,601)	$ 142,069
Purpose restricted - foundation and other	16,058,659	10,766,006	(12,929,996)	13,894,669
Time restricted	5,754,450	16,220,000	(6,143,339)	15,831,111
	$ 22,515,048	$ 26,716,737	$ (19,363,936)	$ 29,867,849

NOTE 8. RELATED PARTIES AND CONTRIBUTED NONFINANCIAL ASSETS

McKinsey and Company employees provide certain programmatic contributions to GYE which are reported as contributed nonfinancial assets. The total fair value of these services for the years ended December 31, 2025 and 2024 was $4,841,495 and $7,007,403, respectively.

Contributed nonfinancial assets did not have donor-imposed restrictions. Contributed nonfinancial assets were utilized only in programmatic activities. A summary of the fair value estimates related to contributed nonfinancial assets follows:

Rent: Contributed rent is estimated at the fair value of comparable space as established by an independent appraisal of comparable space and facilities in a privately-owned building in the same locality using information on the date of donation.

NOTE 8. RELATED PARTIES AND CONTRIBUTED NONFINANCIAL ASSETS (CONTINUED)

Services: Contributions of donated services that either create or enhance nonfinancial assets or that require specialized skills were provided by individuals possessing those skills and would typically need to be purchased if not provided by donation. Donated services are recorded at fair value in the period received. Donated services are provided by professional or technical personnel, consultants and other skilled labor and are an integral and necessary part of the program.

NOTE 9. RETIREMENT PLAN

Defined Contribution Plan - GYE maintains a qualified profit-sharing plan under Section 403(b) of the Internal Revenue Code for employees who have completed two months of service and have attained age 21. GYE made contributions to the plan of $161,173 and $171,484 during the years ended December 31, 2025 and 2024, respectively.

NOTE 10. CONCENTRATIONS

GYE maintains its cash and cash equivalents with a single financial institution. Deposits are entirely insured by the Federal Deposit Insurance Corporation (FDIC) up to $250,000 per depositor. At December 31, 2025, GYE had uninsured cash balances of approximately $16,323,000. Additionally, GYE affiliates held cash in foreign banks totaling approximately $11,725,000 in U.S. dollars. Management regularly monitors the financial institutions, together with its cash balances, to reduce any potential risk.

NOTE 11. SUBSEQUENT EVENTS

Subsequent events have been evaluated through August 13, 2026, which is the date the consolidated financial statements were available to be issued. This review and evaluation revealed no material event or transaction which would require an adjustment to, or disclosure in, the accompanying consolidated financial statements.

SUPPLEMENTAL INFORMATION

GENERATION: YOU EMPLOYED, INC.
AND ITS CONTROLLED AFFILIATES

CONSOLIDATING STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2025

	Australia	Brazil	Chile - OTEC	Chile Foundation	Europe	France	Hong Kong	India	Ireland	Italy
Assets										
Current assets										
Cash and cash equivalents	$ 898,852	$482,206	$ 190,163	$ 103,514	$ 6,006	$ 1,427,741	$ 232,837	$ 709,899	$ 947,103	$ 1,975,000
Accounts receivable	-	83,491	-	232,373	-	923,104	13,125	1,346	-	300,018
Grants and contributions receivable	-	-	-	-	-	-	-	-	-	-
Short term investments	-	-	-	-	-	-	-	-	-	-
Due from countries	-	-	-	-	-	-	-	-	-	-
Prepaid expenses and other assets	5,560	4,210	1,663	35,400	-	2,954	1,525,591	37,746	35,149	3,303,382
	904,412	569,907	191,826	371,287	6,006	2,353,799	1,771,553	748,991	982,252	5,578,400
Non current assets										
Grants and contributions receivable, net of current portion	-	-	-	-	-	-	-	-	-	-
Property, plant and equipment, net	1,348	36,841	-	1,240	-	69,298	5,649	28,483	7,664	62,117
Total assets	$ 905,760	$606,748	$ 191,826	$ 372,527	$ 6,006	$ 2,423,097	$ 1,777,202	$ 777,474	$ 989,916	$ 5,640,517
Liabilities and Net Assets										
Current liabilities										
Accounts payable	$ 14,113	$ 43,696	$ 227,431	$ 207,151	$ 721	$ 1,603,789	$ 1,167	$ 128,772	$ 71,473	$ 1,169,088
Accrued expenses	162,186	109,040	4,767	61,470	-	-	298,515	98,055	75,178	-
Refundable advances	789,053	45,383	-	-	-	-	732,697	(480,774)	687,890	(2,165,548)
Due to GYE Global	154,012	239,185	-	183,799	5,285	235,347	-	456,302	-	195,890
Total liabilities	1,119,364	437,304	232,198	452,420	6,006	1,839,136	1,032,379	202,355	834,541	(800,570)
Net assets (deficit)										
Without donor restrictions	(213,604)	169,444	(40,372)	(79,893)	-	583,961	744,823	575,119	155,375	6,441,087
With donor restrictions	-	-	-	-	-	-	-	-	-	-
Total net assets (deficit)	(213,604)	169,444	(40,372)	(79,893)	-	583,961	744,823	575,119	155,375	6,441,087
Total liabilities and net assets	$ 905,760	$606,748	$ 191,826	$ 372,527	$ 6,006	$ 2,423,097	$ 1,777,202	$ 777,474	$ 989,916	$ 5,640,517

	Kenya	Mexico SA	Mexico AC	Pakistan	Singapore	Spain	Thailand	United Kingdom	GYE Global	Subtotal	Eliminations	Consolidated Total
Assets												
Current assets												
Cash and cash equivalents	$ 316,514	$ 86,133	$ 889,999	$ 23,418	$ 925,854	$ 867,805	$ 125,810	$ 1,515,835	$ 16,804,313	$ 28,529,002	$ (10,340)	$ 28,518,662
Accounts receivable	-	93,595	-	-	152,805	764,860	15,868	136,506	202,461.00	2,919,552	(310,145)	2,609,407
Grants and contributions receivable	241,279	-	-	-	-	-	-	-	11,502,089	11,743,368	-	11,743,368
Short term investments	176,039	-	-	-	-	-	-	-	-	176,039	-	176,039
Due from countries	-	-	-	-	-	-	-	-	2,542,409	2,542,409	(2,542,409)	-
Prepaid expenses and other assets	4,445	-	14	943	74,349	127,585	7,672	308,130	2,107,418	7,582,211	-	7,582,211
	738,277	179,728	890,013	24,361	1,153,008	1,760,250	149,350	1,960,471	33,158,690	53,492,581	(2,862,894)	50,629,687
Non current assets												
Grants and contributions receivable, net of current portion	-	-	-	-	-	-	-	-	4,421,148	4,421,148	-	4,421,148
Property, plant and equipment, net	27,187	269	8,707	-	27,244	628	8,786	29,232	-	314,693	-	314,693
Total assets	$ 765,464	$ 179,997	$ 898,720	$ 24,361	$ 1,180,252	$ 1,760,878	$ 158,136	$ 1,989,703	$ 37,579,838	$ 58,228,422	$ (2,862,894)	$ 55,365,528
Liabilities and Net Assets												
Current liabilities												
Accounts payable	$ 27,946	$ 2,910	$ 8,612	$ 1,490	$ 31,251	$ 1,272,721	$ 81,924	$ 6,745	$ 531,361	$ 5,432,361	$ (309,882)	$ 5,122,479
Accrued expenses	114	28,317	59,559	11,463	176,303	256,744	79,252	686,544	1,000,689	3,108,196	(184,366)	2,923,830
Refundable advances	47,969	-	-	-	60	99,800	124,603	573,877	-	455,010	173,763	628,773
Due to GYE Global	463,818	(20,919)	411,886	-	20,036	97,398	55,051	45,319	-	2,542,409	(2,542,409)	-
Total liabilities	539,847	10,308	480,057	12,953	227,650	1,726,663	340,830	1,312,485	1,532,050	11,537,976	(2,862,894)	8,675,082
Net assets (deficit)												
Without donor restrictions	225,617	169,689	418,663	11,408	952,602	34,215	(182,694)	677,218	8,872,774	19,515,432	-	19,515,432
With donor restrictions	-	-	-	-	-	-	-	-	27,175,014	27,175,014	-	27,175,014
Total net assets (deficit)	225,617	169,689	418,663	11,408	952,602	34,215	(182,694)	677,218	36,047,788	46,690,446	-	46,690,446
Total liabilities and net assets	$ 765,464	$ 179,997	$ 898,720	$ 24,361	$ 1,180,252	$ 1,760,878	$ 158,136	$ 1,989,703	$ 37,579,838	$ 58,228,422	$ (2,862,894)	$ 55,365,528

GENERATION: YOU EMPLOYED, INC.
AND ITS CONTROLLED AFFILIATES

CONSOLIDATING STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2024

Assets	Australia	Brazil	Chile - OTEC	Chile Foundation	France	Hong Kong	India	Ireland	Italy	Kenya
Current assets										
Cash and cash equivalents	$ 335,248	$ 526,947	$ 201,724	$ 119,305	$ 465,115	$ 1,046,654	$ 189,220	$ 239,378	$ 3,464,478	$ 756,281
Accounts receivable	-	-	-	-	-	-	1,136	-	-	-
Grants and contributions receivable	-	19	-	246,045	455,472	741,947	126,868	20,222	670,577	183,281
Short term investments	-	-	-	-	-	-	-	-	-	175,902
Due from countries	-	-	-	-	-	-	-	-	-	-
Prepaid expenses and other assets	7,376	1,855	1,558	3,525	2,614	49,315	10,571	42,404	3,026,549	5,288
	342,624	528,821	203,282	368,875	923,201	1,837,916	327,795	302,004	7,161,604	1,120,752
Non current assets										
Grants and contributions receivable, net of current portion	-	-	-	-	-	-	-	-	-	-
Property, plant and equipment, net	2,247	44,623	-	1,886	45,315	18,141	29,667	5,036	28,894	27,166
Total assets	$ 344,871	$ 573,444	$ 203,282	$ 370,761	$ 968,516	$ 1,856,057	$ 357,462	$ 307,040	$ 7,190,498	$ 1,147,918
Liabilities and Net Assets										
Current liabilities										
Accounts payable	$ 44,119	$ 2,892	$ 160,505	$ 157,168	$ 687,801	$ 1,170	$ 255,260	$ 2,682	$ 1,217,945	$ 60,141
Accrued expenses	180,978	41,409	-	63,875	-	261,343	17,922	98,805	-	380
Refundable advances	74,460	-	-	-	-	820,410	-	8,057	-	525,248
Due to GYE Global	-	118,358	-	220,893	139,717	-	(611,389)	34,880	37,915	361,794
Total liabilities	299,557	162,659	160,505	441,936	827,518	1,082,923	(338,207)	144,424	1,255,860	947,563
Net assets										
Without donor restrictions	45,314	410,785	42,777	(71,175)	140,998	773,134	695,669	162,616	5,934,638	200,355
With donor restrictions	-	-	-	-	-	-	-	-	-	-
Total net assets	45,314	410,785	42,777	(71,175)	140,998	773,134	695,669	162,616	5,934,638	200,355
Total liabilities and net assets	$ 344,871	$ 573,444	$ 203,282	$ 370,761	$ 968,516	$ 1,856,057	$ 357,462	$ 307,040	$ 7,190,498	$ 1,147,918

Assets	Mexico SA	Mexico AC	Pakistan	Singapore	Spain	Thailand	United Kingdom	GYE Global	Subtotal	Eliminations	Consolidated Total
Current assets											
Cash and cash equivalents	$ 127,338	$ 590,639	$ 23,947	$ 613,755	$ 555,456	$ 35,542	$ 2,030,288	$ 17,937,044	$ 29,258,359	$ -	$ 29,258,359
Accounts receivable	-	-	-	194,129	-	-	-	787,188	982,453	(154,623)	827,830
Grants and contributions receivable	72,007	-	-	83,303	741,293	42,732	24,216	12,753,646	16,161,628	(8,938)	16,152,690
Short term investments	-	-	-	-	-	-	-	-	175,902	-	175,902
Due from countries	-	-	-	-	-	-	-	654,668	654,668	(654,668)	-
Prepaid expenses and other assets	-	1,205	949	350	111,326	14,756	458,903	2,069,246	5,807,790	-	5,807,790
	199,345	591,844	24,896	891,537	1,408,075	93,030	2,513,407	34,201,792	53,040,800	(818,229)	52,222,571
Non current assets											
Grants and contributions receivable, net of current portion	-	-	-	-	-	-	-	5,033,333	5,033,333	-	5,033,333
Property, plant and equipment, net	298	-	-	13,485	2,322	9,158	33,277	-	261,515	-	261,515
Total assets	$ 199,643	$ 591,844	$ 24,896	$ 905,022	$ 1,410,397	$ 102,188	$ 2,546,684	$ 39,235,125	$ 58,335,648	$ (818,229)	$ 57,517,419
Liabilities and Net Assets											
Current liabilities											
Accounts payable	$ 57,275	$ 26,449	$ 1,166	$ 107,574	$ 1,111,262	$ 8,176	$ 74,525	$ 979,769	$ 4,955,879	$ (154,623)	$ 4,801,256
Accrued expenses	23,393	17,499	11,278	153,812	191,254	78,965	903,356	715,617	2,759,886	(8,938)	2,750,948
Refundable advances	-	-	-	56	-	-	686,578	-	2,114,809	-	2,114,809
Due to GYE Global	27,811	60,682	-	(310)	93,441	-	170,876	-	654,668	(654,668)	-
Total liabilities	108,479	104,630	12,444	261,132	1,395,957	87,141	1,835,335	1,695,386	10,485,242	(818,229)	9,667,013
Net assets											
Without donor restrictions	91,164	487,214	12,452	643,890	14,440	15,047	711,349	7,671,890	17,982,557	-	17,982,557
With donor restrictions	-	-	-	-	-	-	-	29,867,849	29,867,849	-	29,867,849
Total net assets	91,164	487,214	12,452	643,890	14,440	15,047	711,349	37,539,739	47,850,406	-	47,850,406
Total liabilities and net assets	$ 199,643	$ 591,844	$ 24,896	$ 905,022	$ 1,410,397	$ 102,188	$ 2,546,684	$ 39,235,125	$ 58,335,648	$ (818,229)	$ 57,517,419

GENERATION: YOU EMPLOYED, INC.
AND ITS CONTROLLED AFFILIATES

CONSOLIDATING STATEMENT OF ACTIVITIES

YEAR ENDED DECEMBER 31, 2025

	Australia	Brazil	Chile - OTEC	Chile Foundation	Europe	France	Hong Kong	India	Ireland	Italy
Revenue without donor restrictions										
Grants and contributions	$ 716,505	$ 423,761	$ 156,131	$ 597,943	$ -	$ 2,321,713	$ 2,695,313	$ 1,920,969	$ 231,035	$ 4,632,782
Government grants	411,471	-	-	-	-	121,651	-	-	696,292	-
Contributed nonfinancial assets	-	10,510	-	-	-	-	-	-	139,271	-
Other income	73,317	164,690	-	259,381	-	13,807	130,070	643,384	1,107	75,639
Net assets released	-	-	-	-	-	-	-	-	-	-
Total revenue	1,201,293	598,961	156,131	857,324	-	2,457,171	2,825,383	2,564,353	1,067,705	4,708,421
Expenses										
Salaries and fringe - direct	1,210,009	720,983	-	381,000	-	1,464,602	1,933,082	1,438,856	750,203	1,153,558
Salaries and fringe - in-kind	-	10,510	-	-	-	-	-	-	80,803	-
Direct subcontractor costs	86,918	301,517	23,570	438,269	-	345,660	142,366	115,345	46,451	622,275
Travel	4,302	39,890	-	1,767	-	33,028	27,468	119,153	10,435	41,961
Subgrant expenses	-	-	-	-	-	-	-	-	-	-
Accounting and legal	14,210	15,928	6	6,983	1,763	40,352	11,911	37,043	60,964	173,882
Office expenses	26,863	47,664	619	98,628	1,488	112,574	311,308	116,793	49,006	477,186
Recruitment	631	966	-	-	-	13,228	1,295	9,290	8,407	25,949
Student related expenses	81,436	26,493	3,195	60,627	-	-	424,525	566,564	57,679	2,385,946
Occupancy - direct	-	5,911	3,664	15,408	-	81,862	140,888	41,161	23,390	53,490
Contributed non-financial assets - other	-	-	-	-	-	-	-	-	58,469	-
Affiliation fees	40,759	28,665	-	55,571	-	59,527	90,760	44,405	28,073	183,999
Depreciation	1,032	12,645	-	800	-	-	12,466	7,956	3,330	18,478
Miscellaneous	13,961	(1,013)	208,226	8,371	63	(38,402)	23,398	803,053	21,869	(685,301)
Total expenses	1,480,121	1,210,159	239,280	1,067,424	3,314	2,112,431	3,119,467	3,299,619	1,199,079	4,451,423
Change in net assets without donor restrictions	(278,828)	(611,198)	(83,149)	(210,100)	(3,314)	344,740	(294,084)	(735,266)	(131,374)	256,998
Revenue with donor restrictions										
Grants and contributions	19,910	369,857	-	201,382	3,314	98,223	265,773	614,716	124,133	249,451
Government grants	-	-	-	-	-	-	-	-	-	-
Net assets released	-	-	-	-	-	-	-	-	-	-
Change in net assets with donor restrictions	19,910	369,857	-	201,382	3,314	98,223	265,773	614,716	124,133	249,451
Change in net assets	(258,918)	(241,341)	(83,149)	(8,718)	-	442,963	(28,311)	(120,550)	(7,241)	506,449
Net assets (deficit)										
Beginning of year, as restated	45,314	410,785	42,777	(71,175)	-	140,998	773,134	695,669	162,616	5,934,638
End of year	$ (213,604)	$ 169,444	$ (40,372)	$ (79,893)	$ -	$ 583,961	$ 744,823	$ 575,119	$ 155,375	$ 6,441,087

	Kenya	Mexico SA	Mexico AC	Pakistan	Singapore	Spain	Thailand	United Kingdom	GYE Global	Subtotal	Eliminations	Consolidated Total
Revenue without donor restrictions												
Grants and contributions	$ 1,448,943	$ -	$ 818,013	$ -	$ 7,815	$ 337,957	$ 62,696	$ 3,315,044	$ 1,841,214	$ 21,527,834	$ -	$ 21,527,834
Government grants	74,732	-	-	-	3,571	782,921	166,984	1,703,931	(142,049)	3,819,504	-	3,819,504
Contributed nonfinancial assets	-	-	10,437	-	-	-	-	24,924	4,853,495	5,038,637	-	5,038,637
Other income	58,431	9,975	40,541	-	1,451,543	1,428	11,188	165,515	1,855,402	4,955,418	(1,551,367)	3,404,051
Net assets released	-	-	-	-	-	-	-	-	21,893,322	21,893,322	-	21,893,322
Total revenue	1,582,106	9,975	868,991	-	1,462,929	1,122,306	240,868	5,209,414	30,301,384	57,234,715	(1,551,367)	55,683,348
Expenses												
Salaries and fringe - direct	1,315,488	799,587	635,990	717	880,418	897,592	421,122	4,574,283	11,285,232	29,862,722	(866,735)	28,995,987
Salaries and fringe - in-kind	-	-	-	-	-	-	-	-	4,841,495	4,932,808	-	4,932,808
Direct subcontractor costs	206,235	-	138,815	-	180,513	345,258	56,594	307,792	4,507,729	7,865,307	-	7,865,307
Travel	105,001	596	16,577	-	9,452	7,022	6,078	28,648.00	174,174	625,552	(638)	624,914
Subgrant expenses	-	-	-	-	-	-	-	-	4,757,052	4,757,052	(4,607,052)	150,000
Accounting and legal	10,509	30,048	31,347	232	12,798	71,135	22,771	135,245	273,389	950,516	(33,967)	916,549
Office expenses	168,163	32,230	29,666	-	57,050	15,939	28,050	142,485	2,458,100	4,173,812	(35,116)	4,138,696
Recruitment	2,297	-	50,305	-	26,595	63,706	9,137	43,105	7,497	262,408	-	262,408
Student related expenses	222,774	-	154,257	-	1,491	9,248	101,284	348,026	748,883	5,192,428	-	5,192,428
Occupancy - direct	118,256	17,129	4,510	-	28,105	70,779	14,820	85,073	25,100	729,546	(17,728)	711,818
Contributed non-financial assets - other	-	-	-	-	-	-	-	24,924	12,000	95,393	-	95,393
Affiliation fees	62,533	-	29,113	-	36,351	44,742	70,037	162,530	-	937,065	(937,065)	-
Depreciation	-	70	2,348	-	7,916	1,875	3,781	35,528	-	108,225	-	108,225
Miscellaneous	28,091	(68,293)	(1,091)	95	(39,185)	14,956	43,463	68,429	9,849	410,539	(254,599)	155,940
Total expenses	2,239,347	811,367	1,091,837	1,044	1,201,504	1,542,252	777,137	5,956,068	29,100,500	60,903,373	(6,752,900)	54,150,473
Change in net assets without donor restrictions	(657,241)	(801,392)	(222,846)	(1,044)	261,425	(419,946)	(536,269)	(746,654)	1,200,884	(3,668,658)	5,201,533	1,532,875
Revenue with donor restrictions												
Grants and contributions	682,503	879,917	154,295	-	47,287	439,721	338,528	712,523	19,200,487	24,402,020	(5,201,533)	19,200,487
Government grants	-	-	-	-	-	-	-	-	-	-	-	-
Net assets released	-	-	-	-	-	-	-	-	(21,893,322)	(21,893,322)	-	(21,893,322)
Change in net assets with donor restrictions	682,503	879,917	154,295	-	47,287	439,721	338,528	712,523	(2,692,835)	2,508,698	(5,201,533)	(2,692,835)
Change in net assets	25,262	78,525	(68,551)	(1,044)	308,712	19,775	(197,741)	(34,131)	(1,491,951)	(1,159,960)	-	(1,159,960)
Net assets (deficit)												
Beginning of year, as restated	200,355	91,164	487,214	12,452	643,890	14,440	15,047	711,349	37,539,739	47,850,406	-	47,850,406
End of year	$ 225,617	$ 169,689	$ 418,663	$ 11,408	$ 952,602	$ 34,215	$ (182,694)	$ 677,218	$ 36,047,788	$ 46,690,446	$ -	$ 46,690,446

GENERATION: YOU EMPLOYED, INC.
AND ITS CONTROLLED AFFILIATES

CONSOLIDATING STATEMENT OF ACTIVITIES

YEAR ENDED DECEMBER 31, 2024

	Australia	Brazil	Chile - OTEC	Chile Foundation	France	Hong Kong	India	Ireland	Italy
Revenue without donor restrictions									
Grants and contributions	$ 881,052	$ 600,262	$ 162,726	$ 493,613	$ 888,572	$ 3,418,190	$ 1,470,850	$ 486,453	$ 6,245,367
Government grants	785,554	-	-	-	326,246	-	-	309,656	-
Contributed nonfinancial assets	-	4,922	-	-	-	-	-	75,814	-
Other income	122,634	254,808	(130,181)	186,799	113,500	31,995	88,445	38,095	5,098
Net assets released	-	-	-	-	-	-	-	-	-
Total revenue	1,789,240	859,992	32,545	680,412	1,328,318	3,450,185	1,559,295	910,018	6,250,465
Expenses									
Salaries and fringe - direct	1,454,533	549,607	-	338,717	1,365,598	2,206,996	1,185,669	852,056	919,649
Salaries and fringe - in-kind	-	4,922	-	-	-	-	-	75,814	-
Direct subcontractor costs	136,678	337,113	9,659	312,580	281,284	123,491	216,524	80,398	982,483
Travel	17,455	7,523	-	2,919.00	16,613	34,456	67,278	-	35,492
Subgrant expenses	-	-	-	-	-	-	-	-	-
Accounting and legal	26,436	16,885	-	6,127	35,005	13,509	4,539	31,518	115,553
Office expenses	68,726	52,317	-	110,367	134,234	322,161	80,150	50,539	3,776,442
Recruitment	24,536	4,301	-	7,693	-	2,360	1,720	4,216	21,768
Student related expenses	148,975	33,589	945	50,453	-	557,973	522,361	24,999	2,561
Occupancy - direct	2,801	13,498	4,272	14,635	96,450	131,936	27,503	19,051	23,364.00
Occupancy - in-kind	-	-	-	-	-	-	-	-	-
Contributed non-financial assets - other	-	-	-	-	-	-	-	-	-
Affiliation fees	56,580	33,016	-	171,853	80,916	104,026	14,735	33,376	267,976
Depreciation	1,754	6,794	-	809	1,713	41,333	6,695	2,655	21,787
Miscellaneous	(14,939)	211,581	6,423	11,243	16,698	29,207	94,023	(5,225)	551,801
Total expenses	1,923,535	1,271,146	21,299	1,027,396	2,028,511	3,567,448	2,221,197	1,169,397	6,718,876
Change in net assets without donor restrictions	(134,295)	(411,154)	11,246	(346,984)	(700,193)	(117,263)	(661,902)	(259,379)	(468,411)
Revenue with donor restrictions									
Grants and contributions	609,771	238,852	-	148,814	801,185	267,798	448,256	292,712	97,659
Government grants	-	-	-	-	-	-	-	-	-
Net assets released	-	-	-	-	-	-	-	-	-
Change in net assets with donor restrictions	609,771	238,852	-	148,814	801,185	267,798	448,256	292,712	97,659
Change in net assets	475,476	(172,302)	11,246	(198,170)	100,992	150,535	(213,646)	33,333	(370,752)
Net assets (deficit)									
Beginning of year, as restated	(430,162)	583,087	31,531	126,995	40,006	622,599	909,315	129,283	6,305,390
End of year	$ 45,314	$ 410,785	$ 42,777	$ (71,175)	$ 140,998	$ 773,134	$ 695,669	$ 162,616	$ 5,934,638

	Kenya	Mexico SA	Mexico AC	Pakistan	Singapore	Spain	Thailand	United Kingdom	GYE Global	Subtotal	Eliminations	Consolidated Total
Revenue without donor restrictions												
Grants and contributions	$ 844,936	$ -	$ 918,898	$ (53,889)	$ 150,017	$ 250,443	$ 45,414	$ 3,358,454	$ 3,566,445	$ 23,727,803	$ (359,726)	$ 23,368,077
Government grants	176,093	-	-	-	-	268,732	-	1,234,003	(269,269)	2,831,015	-	2,831,015
Contributed nonfinancial assets	376,674	-	-	-	-	-	-	147,944	7,020,903	7,626,257	-	7,626,257
Other income	35,019	12,709	52,642	104,632	1,044,112	4,820	66,460	179,951	1,487,827	3,699,365	(1,096,527)	2,602,838
Net assets released	-	-	-	-	-	-	-	-	19,363,936	19,363,936	-	19,363,936
Total revenue	1,432,722	12,709	971,540	50,743	1,194,129	523,995	111,874	4,920,352	31,169,842	57,248,376	(1,456,253)	55,792,123
Expenses												
Salaries and fringe - direct	1,020,231	1,266,435	562,206	36,263	903,603	624,247	345,990	4,382,922	11,611,186	29,625,908	(1,523,620)	28,102,288
Salaries and fringe - in-kind	-	-	-	-	-	-	-	104,232	7,007,403	7,192,371	-	7,192,371
Direct subcontractor costs	180,450	-	88,482	6,727	162,411	322,937	73,161	508,570	3,097,572	6,920,520	(2,157)	6,918,363
Travel	88,146	682	13,572	603	7,485	7,876	3,982	-	98,189	402,271	(757)	401,514
Subgrant expenses	-	-	-	-	-	-	-	-	6,769,788	6,769,788	(6,519,789)	249,999
Accounting and legal	9,347	28,241	27,065	6,864	12,842	57,243	16,145	126,837	282,035	816,191	(33,735)	782,456
Office expenses	154,124	45,280	62,960	(72)	57,096	12,723	12,171	304,259	2,453,770	7,697,247	(54,753)	7,642,494
Recruitment	2,928	-	43,321	-	19,602	32,305	3,597	35,733	3,841	207,921	-	207,921
Student related expenses	151,885	-	102,378	20	2,967	26,107	15,231	303,441	415,191	2,359,076	(8,000)	2,351,076
Occupancy - direct	77,288	16,156	4,294	271	36,950	18,447	14,356	80,925	25,884	608,081	(19,363)	588,718
Occupancy - in-kind	17,811	-	-	-	-	-	-	43,712	-	61,523	-	61,523
Contributed non-financial assets - other	358,863	-	-	-	-	-	-	-	13,500	372,363	-	372,363
Affiliation fees	53,270	-	10,286	1,468	38,047	33,136	64,455	183,311	-	1,146,451	(1,146,451)	-
Depreciation	-	72	1,457	-	3,997	2,635	4,891	58,480	-	155,072	-	155,072
Miscellaneous	86,069	4,533	24,756	1,641	30,854	13,681	14,910	157,711	(139,700)	1,095,267	232,426	1,327,693
Total expenses	2,200,412	1,361,399	940,777	53,785	1,275,854	1,151,337	568,889	6,290,133	31,638,659	65,430,050	(9,076,199)	56,353,851
Change in net assets without donor restrictions	(767,690)	(1,348,690)	30,763	(3,042)	(81,725)	(627,342)	(457,015)	(1,369,781)	(468,817)	(8,181,674)	7,619,946	(561,728)
Revenue with donor restrictions												
Grants and contributions	787,264	1,358,570	-	-	62,069	611,558	530,881	1,364,557	26,716,737	34,336,683	(7,619,946)	26,716,737
Government grants	-	-	-	-	-	-	-	-	-	-	-	-
Net assets released	-	-	-	-	-	-	-	-	(19,363,936)	(19,363,936)	-	(19,363,936)
Change in net assets with donor restrictions	787,264	1,358,570	-	-	62,069	611,558	530,881	1,364,557	7,352,801	14,972,747	(7,619,946)	7,352,801
Change in net assets	19,574	9,880	30,763	(3,042)	(19,656)	(15,784)	73,866	(5,224)	6,883,984	6,791,073	-	6,791,073
Net assets (deficit)												
Beginning of year, as restated	180,781	81,284	456,451	15,494	663,546	30,224	(58,819)	716,573	30,655,755	41,059,333	-	41,059,333
End of year	$ 200,355	$ 91,164	$ 487,214	$ 12,452	$ 643,890	$ 14,440	$ 15,047	$ 711,349	$ 37,539,739	$ 47,850,406	$ -	$ 47,850,406

GENERATION: YOU EMPLOYED, INC. (GLOBAL ONLY)

STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2025

Assets	
Current assets	
Cash and cash equivalents	$ 16,804,313
Accounts receivable	202,461
Grants and contributions receivable	11,502,089
Due from country offices	2,542,409
Prepaid expenses and other assets	2,107,418
Total current assets	33,158,690
Noncurrent assets	
Grants and contributions receivable, net of current portion	4,421,148
Total assets	$ 37,579,838
Liabilities and Net Assets	
Current liabilities	
Accounts payable	$ 531,361
Accrued expenses	1,000,689
Total liabilities	1,532,050
Net assets	
Without donor restrictions	8,872,774
With donor restrictions	27,175,014
Total net assets	36,047,788
Total liabilities and net assets	$ 37,579,838

GENERATION: YOU EMPLOYED, INC. (GLOBAL ONLY)

STATEMENT OF ACTIVITIES

YEAR ENDED DECEMBER 31, 2025

	Without Donor Restrictions	With Donor Restrictions	Total
Revenue			
Grants and contributions	$ 1,699,165	$ 19,200,487	$ 20,899,652
Contributed nonfinancial assets	4,853,495	-	4,853,495
Other income	1,855,402	-	1,855,402
Net assets released from restriction	21,893,322	(21,893,322)	-
Total revenue	30,301,384	(2,692,835)	27,608,549
Expenses			
Salaries and fringe - direct	11,285,232	-	11,285,232
Salaries and fringe - in-kind	4,841,495	-	4,841,495
Direct subcontractor costs	4,507,729	-	4,507,729
Travel	174,174	-	174,174
Subgrant expenses	4,757,052	-	4,757,052
Accounting and legal	273,389	-	273,389
Recruitment	7,497	-	7,497
IT hardware and software	267,938	-	267,938
Marketing and promotion	202,666	-	202,666
Dues, subscriptions and licenses	1,756,567	-	1,756,567
Office expenses	230,929	-	230,929
Occupancy - direct	25,100	-	25,100
Contributed non-financial assets - other	12,000	-	12,000
Student related expenses	748,883	-	748,883
Other expenses	9,849	-	9,849
Total expenses	29,100,500	-	29,100,500
Change in net assets	1,200,884	(2,692,835)	(1,491,951)
Net assets			
Beginning of year, as restated	7,671,890	29,867,849	37,539,739
End of year	$ 8,872,774	$ 27,175,014	$ 36,047,788

GENERATION: YOU EMPLOYED, INC. (GLOBAL ONLY)

STATEMENT OF FUNCTIONAL EXPENSES

YEAR ENDED DECEMBER 31, 2025

	Program	Management and General	Fundraising	Total
Salaries and fringe - direct	$ 7,909,908	$ 2,881,143	$ 494,181	$ 11,285,232
Salaries and fringe - in-kind	4,841,495	-	-	4,841,495
Direct subcontractor costs	3,940,837	566,892	-	4,507,729
Subgrant expenses	4,757,052	-	-	4,757,052
Travel	168,792	1,127	4,255	174,174
Accounting and legal	3,919	269,470	-	273,389
IT hardware and software	206,511	61,427	-	267,938
Marketing and promotion	202,666	-	-	202,666
Dues, subscriptions and licenses	1,433,908	310,328	12,331	1,756,567
Office expenses	115,922	110,907	4,100	230,929
Occupancy - direct	5,180	19,920	-	25,100
Contributed non-financial assets - other	12,000	-	-	12,000
Student related expenses	748,883	-	-	748,883
Other expenses	(13,038)	22,887	-	9,849
Recruitment	7,497	-	-	7,497
Total expenses	$ 24,341,532	$ 4,244,101	$ 514,867	$ 29,100,500

GENERATION: YOU EMPLOYED, INC. (GLOBAL ONLY)

STATEMENT OF CASH FLOWS

YEAR ENDED DECEMBER 31, 2025

Cash flows from operating activities	
Change in net assets	$ (1,491,951)
Adjustments to reconcile change in net assets to net cash used for operating activities	
Changes in assets and liabilities	
Accounts receivable	584,727
Grants and contributions receivable	1,863,742
Due from country offices	(1,887,741)
Prepaid expenses and other assets	(38,172)
Accounts payable	(448,408)
Accrued expenses	285,072
Net cash used for operating activities	(1,132,731)
Net change in cash and cash equivalents	(1,132,731)
Cash and cash equivalents	
Beginning of year	17,937,044
End of year	$ 16,804,313