

2025

ANNUAL REPORT

LAZ
CHARITABLE FOUNDATION



people first

LAZ

PICTURED: LAZ'S OWN CAROLINA GASTON, PUTTING PEOPLE FIRST, HABITAT FOR HUMANITY (KANSAS CITY)



INTRODUCTION
A MESSAGE FROM THE EXECUTIVE DIRECTOR



Dear LAZ Nation,

As we reflect on 2025, one word rises above the rest – *impact*. This past year was the most meaningful and powerful chapter in the history of the LAZ Charitable Foundation. From the streets of our hometowns to communities across the globe, we stood tall and united under our guiding theme: **People First**.

Together, LAZ Nation embraced this focus with unmatched energy and compassion. Our

“ We are only as strong as our foundation – and ours is built on compassion, action, and an unwavering commitment to service.”

national partnerships with **Ten by Three, Boys & Girls Clubs of America, Habitat for Humanity, and Feeding America** allowed us to extend our reach and deepen our impact. Through these four remarkable organizations – whose missions align closely with our own – we allocated **over \$200,000** to directly support solutions in **housing, education, food insecurity, mental health, and job opportunities**. These partnerships are more than just collaborations –

they are catalysts for lasting change, and we are proud to walk alongside them in service.

One of the most powerful moments of the year came in June during our **Annual Day of Giving**. In a demonstration of global unity and purpose, **1,000 LAZ employees across 10 countries** volunteered their time and hearts to uplift their local communities. Through these collective efforts, **over 36,000 people** were impacted – each

one a powerful reminder of what it means to put people first.

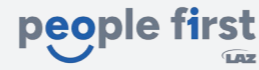
2025 has reminded us that we are only as strong as our foundation – and ours is built on compassion, action, and an unwavering commitment to

service. To every employee who volunteered, every partner who collaborated, and every donor who believed in our mission – **thank you**. You made this historic year possible.

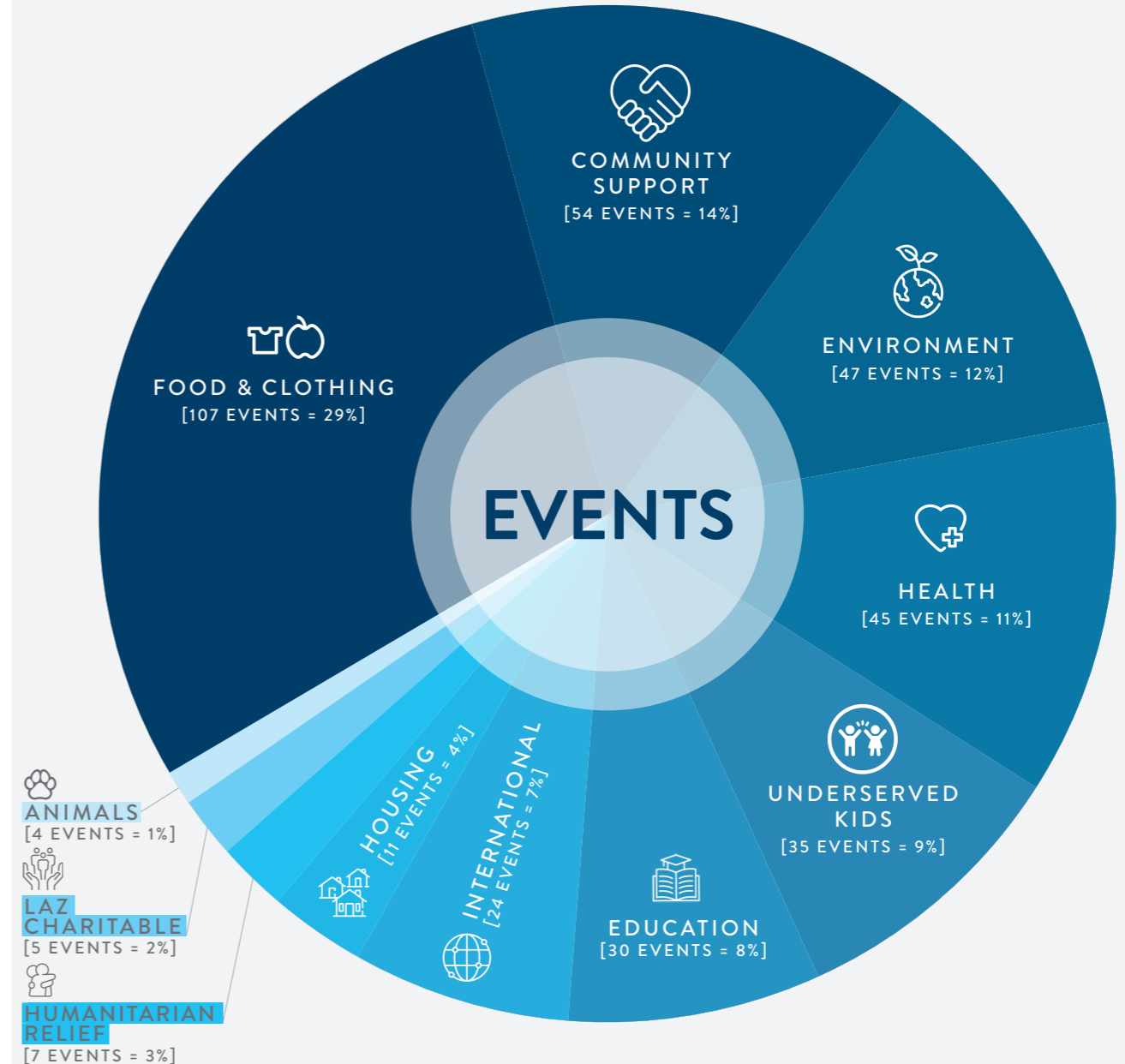
With gratitude and pride,

Ralph Caldin, Executive Director
LAZ Charitable Foundation

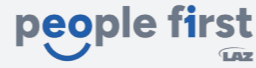
BY THE NUMBERS
ACTIONS



BY THE NUMBERS
EVENTS



Boys & Girls Club, Hartford



The LAZ Charitable Foundation donated \$50,000 to the Boys & Girls Club of Hartford, marking a historic milestone with the first Boys & Girls Club established in America. This contribution reflects LAZ’s ongoing commitment

“ The program provides educational resources, mentorship, and leadership training”

to supporting youth development, education, and opportunity within our communities.

Through this partnership, the LAZ Charitable Foundation will serve as the lead sponsor for

the “Champion of Youth” program in 2026, a transformative initiative designed to empower young people to reach their full potential as productive, caring, and responsible citizens.

The program provides educational resources, mentorship, and leadership training – giving Hartford’s youth the foundation they need to succeed in school, career, and life.

This donation reinforces LAZ’s “People First” philosophy – investing in the next generation and strengthening the communities where we live and work.

Habitat for Humanity KC



The LAZ Charitable Foundation donated \$50,000 to Habitat for Humanity Kansas City, supporting their mission to provide safe, affordable housing for families in need. This generous contribution will fund the flooring for 14 new homes and help

“ Communities thrive when families have a safe place to call home”

build a small community park in the development at Pathway in Heritage Park. The homes are expected to be completed in 2026.

In addition to financial support, the LAZ team in Kansas City has spent several days volunteering on-site, helping to lay the

groundwork for these future homes and bringing the “People First” spirit to life through hands-on service.

The impact of home ownership extends far beyond four walls – it provides families with stability, security, and a foundation for a brighter future. Communities thrive when families have a safe place to call home, leading to stronger neighborhoods, healthier children, and greater economic opportunity.

Through this partnership, LAZ Charitable and Habitat for Humanity are building more than homes – they’re building hope, community, and lasting change.

Day of Giving



The spirit of *People First* was on full display during this year's LAZ Day of Giving, as LAZ Nation came together to make a powerful difference in communities across the country. Over several days, 434 LAZ employees participated in

“
In total, these efforts made a meaningful impact on an estimated 35,000 people”

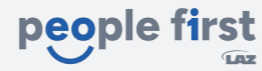
66 volunteer events, donating more than 1,100 hours of their time to support 48 different organizations – from food banks and youth programs to environmental cleanups and shelters.

In total, these efforts made a meaningful impact on an estimated 35,000 people, reflecting LAZ's

deep commitment to compassion, community, and connection.

The LAZ Day of Giving is more than just a company initiative – it's a movement driven by our employees' dedication to bringing humanity to the moment and making the world a better place, one act of service at a time.

Ten by Three



Six dedicated LAZ employees volunteered a full week of their time in June to uplift and support local communities in Ghana and Togo, continuing the LAZ Charitable Foundation's mission of putting *People First*

“ The team helped empower artisans and families through sustainable business practices”

around the world. Working alongside our incredible partners at Ten by Three, the team helped empower artisans and families through sustainable business practices that promote prosperity wages, self-reliance, and long-term

community growth.

During their time in West Africa, the volunteers engaged directly with local entrepreneurs, assisted with training initiatives, and witnessed firsthand how handcrafted products can transform lives – creating opportunities that extend far beyond borders.

The LAZ Charitable Foundation is proud to continue supporting Ten by Three's mission to end poverty through dignity and enterprise, reaffirming our shared belief that meaningful, hands-on engagement can change communities – and futures – one person at a time.

Ten by Three, Madagascar



The LAZ Charitable Foundation is proud of its six-year partnership with Ten by Three, an organization dedicated to empowering artisans and uplifting communities through sustainable enterprise. Over the years, this relationship has grown stronger as we've witnessed firsthand the life-changing impact Ten by Three continues to make across the globe.

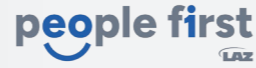
In 2025, LAZ expanded its support and reach to several nations, funding impactful projects that are transforming daily life for thousands. Together, we:

- Built a fresh water well in Kenya, providing clean, safe drinking water for over 1,000 people.

- Reconstructed a dangerous footbridge, allowing hundreds of residents to cross safely each day and saving up to two hours of walking time.
- Distributed over 200 solar kits, giving families access to reliable light and power for the first time.
- Constructed a cyclone-resistant storage house, helping local farmers protect food and goods from severe weather.

Through these initiatives, LAZ continues to live out its *People First* mission—building connections, improving lives, and trusting partners like Ten by Three to deliver lasting, dignified solutions for communities in need.

Alameda County Community Food Bank



The LAZ Charitable Foundation is proud to announce a \$25,000 donation to the Alameda County Community Food Bank (ACCF) in Northern California. This contribution continues a longstanding partnership between

“ The Alameda County Community Food Bank has long been a lifeline for thousands of families”

LAZ and the ACCF, reflecting our shared commitment to fighting hunger and supporting families across the East Bay community.

Thanks to a triple matching grant from the

Melinda Gates Foundation, the impact of this donation will be magnified – helping to provide an incredible 750,000 meals to residents in need. The Alameda County Community Food Bank has long been a lifeline for thousands of families, ensuring access to nutritious food and critical resources during difficult times.

Together, the LAZ Charitable Foundation and ACCF are putting “People First” – working hand in hand to nourish communities, restore hope, and make a meaningful difference in the lives of our neighbors throughout the East Bay.

North Texas Food Bank



The LAZ Charitable Foundation is honored to announce a \$25,000 donation to the North Texas Food Bank (NTFB), continuing our mission of putting *People First* and supporting communities in need. The NTFB serves as a

“ The NTFB serves as a vital resource ... partnering with a network of more than 500 pantries and organizations”

vital resource across 12 North Texas counties, partnering with a network of more than 500 food pantries and community organizations to fight hunger and provide hope.

This donation will help provide up to 250,000 nutritious meals to individuals and families,

addressing the needs of the 1 in 6 North Texas residents currently facing food insecurity.

The contribution also further strengthens the relationship established by the LAZ team in Dallas, who have been longtime supporters of the NTFB through hands-on volunteerism and local community engagement.

The North Texas Food Bank plays a critical role in ensuring that no family goes hungry, and LAZ is proud to stand alongside them in this effort. Together, we are making a tangible impact – feeding families, strengthening communities, and building a future where everyone has access to the food and care they deserve.



In a powerful display of compassion and unity, LAZ Nation, our generous supporters, and the LAZ Charitable Foundation came together to raise over \$54,000 to help employees and communities devastated by natural disasters this year.

When fires ravaged the Los Angeles area in January, countless families lost homes, belongings, and stability. Just months later,

“In both moments of crisis, LAZ Nation stepped up – demonstrating what it truly means to put People First”

in July, severe flooding struck Central Texas, leaving neighborhoods submerged and residents facing unimaginable losses. In both moments of

crisis, LAZ Nation stepped up – demonstrating what it truly means to put People First.

Funds raised provided critical relief to those directly impacted, helping with emergency supplies, temporary housing, and rebuilding efforts. Beyond financial support, LAZ employees across the country showed up with empathy and action, standing shoulder to shoulder with colleagues and communities in need.

These efforts embody the heart of the LAZ Charitable Foundation’s mission – to bring humanity to the moment, rally together in times of hardship, and remind the world that compassion and unity can help rebuild lives and restore hope.



Habitat for Humanity, KC

“In a time when uncertainty and division can feel overwhelming, your partnership reminds us that hope builds strong communities. At Habitat KC, we are committed to building a community where every family has the foundation to thrive. And thanks to you, that commitment is becoming a reality-one home, one family, one donation at a time. “Thank you for partnering with us.”



Stand With Me.

“Thank you so much for your generous contribution to Stand With Me! Because as your gift, 30 children will stand for the first time in one of our standing frames. This opens up a whole new world for them and their families as they grow in their health, strength, and confidence. This would not be possible without you, So from all of us at Stand With Me, our deepest thanks, and God bless you!”



Denver Rescue Mission

“We can not thank LAZ Parking enough! They have faithfully served meals at the Mission’s Lawrence Street location and are in-charge of parking operations for our Thanksgiving Banquet in a Box event during turkey time!”



General Donations



Child Sponsorship



lazcharitablefoundation.org



LAZ
CHARITABLE FOUNDATION