



## Empowering Communities with Purpose

Giving back to the communities we work and live in is a part of who we are at ICW Group. Inspired by our founder and chairman, Ernest Rady, our culture of giving is rooted in our company's history and continues today.

Whether it's community partnerships that make a difference in the lives of children, empowering our team members to give back with paid volunteer time or employee donation matching campaigns, ICW Group thrives on making a difference.

## Charities We Serve

Our philanthropic efforts are driven by our passion to improve the lives of those around us – especially our youth and children. Many of the charities we support are dedicated to creating a brighter future for people in our communities while furthering the well-being of future generations. Here are some of the charities ICW Group and our Team Members support throughout the country.



## Our Impact



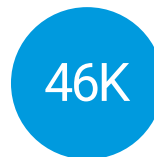
Charitable Commitment since 2014



Company shares earmarked for a charitable trust



Supported charities across the country



Paid volunteer hours logged since 2017