



Community Impact Report

2024 RESULTS

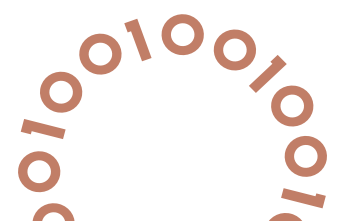


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About Group 1001



Group 1001 is a collective that empowers companies to create positive growth.

Everything we do is designed to help individuals and communities thrive. Our insurance and annuities make financial products easy to understand and accessible to all. Our online investing platform gives individuals control over their savings and their futures. Our technology and innovation help companies succeed. And our strategic partnerships bring people together through education and sports. Because we all have the power to grow better.

Group 1001 comprises the following brands: Delaware Life, Gainbridge®, Clear Spring Life and Annuity Company, Clear Spring Property and Casualty Group, Clear Spring Health, RVI Group, AxiaTP, and Parity.



Core Values

Innovation

We think big and never stop improving.

Collaboration

We believe in the power of working together.

Integrity

We act according to the highest standards of individual and organizational ethics.

Excellence

We aim to be the best by doing our best.

Community

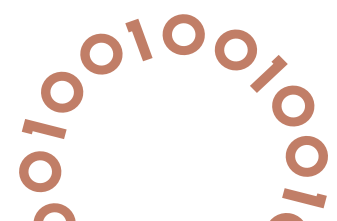
We believe in creating a better tomorrow and being a force for good.

DEI

We put people first.

Employees

Employees are our number one asset.



Message from the CEO

We are pleased to share our first Community Impact Report, which expands on the collective work of our organization and partners to create lasting, positive change. Our commitment to creating a better tomorrow remains central to our mission. Our partners include the Cal Ripken, Sr. Foundation, EVERFI, Gleaners Food Bank of Indiana, Habitat for Humanity of Boone County, Indy Women in Tech, Indiana Sports Corp, International Motor Sports Association, and the Pacers Foundation.

We don't simply talk about change—we create it. In 2023, as part of our commitment to strengthening the communities we serve and to engage and unite employees, we launched 1001 Hours of Impact. Employees across all offices and locations came together with a goal to collectively secure 1,001+ volunteer hours from June through August. I'm proud to share that for our efforts, we were awarded the Business Insurance 2024 U.S. Insurance Award for Community Outreach Project of the Year (Pro Bono and Volunteer).

Below are some of the most impactful moments in our core focus areas – sports, education, and community transformation – which you can read more about throughout this report:

- Sports: \$172,000 in Parity Week by Gainbridge® grants to 22 organizations across the U.S.

supporting girls and women through sports and education.

- Education: 3,248 youth impacted by Group 1001-sponsored STEM (science, technology, engineering, and mathematics) centers across the U.S.
- Community transformation: 1,600 employee volunteer hours from June through August during 1001 Hours of Impact, our corporate volunteer program.

We continuously look to raise the bar by empowering people and communities through sports, education, and access to financial products and services. We are committed to being a force for good because it is the right thing to do for our business and the communities where we work and live.

Thank you to our dedicated employees, customers, and partners for your support and involvement. Your passion and dedication fuel our purpose, and that's what makes impact possible.

Daniel J Towriss

Dan Towriss
President and CEO
Group 1001



We don't simply
talk about change
– we create it.



\$172,000

in Parity Week by Gainbridge® grants
to 22 organizations across the U.S. supporting
girls and women in sports and education
5,242 girls and women impacted

1,600

employee volunteer hours
from June through August
during 1001 Hours of Impact



2024 at a Glance



94,113
meals

distributed and packed
by employees



3,248
youth

impacted in Group 1001-
sponsored STEM centers



2,630
youth

impacted by community
revitalization projects



2,000+
students

empowered during Group 1001-
sponsored robotics competition



1,500
youth

impacted by Group 1001-sponsored
youth development parks



572
students

mentored through
Group 1001 programming

Community Partners

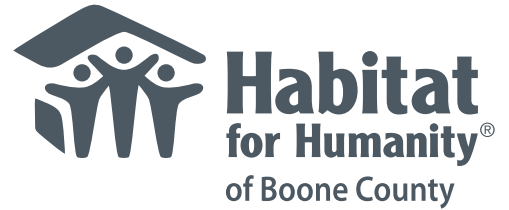


CAL RIPKEN, SR.
FOUNDATION

TRANSFORM COMMUNITIES, CHANGE KIDS' LIVES

EVERFI

GLEANERS



INDY WOMEN
IN TECH



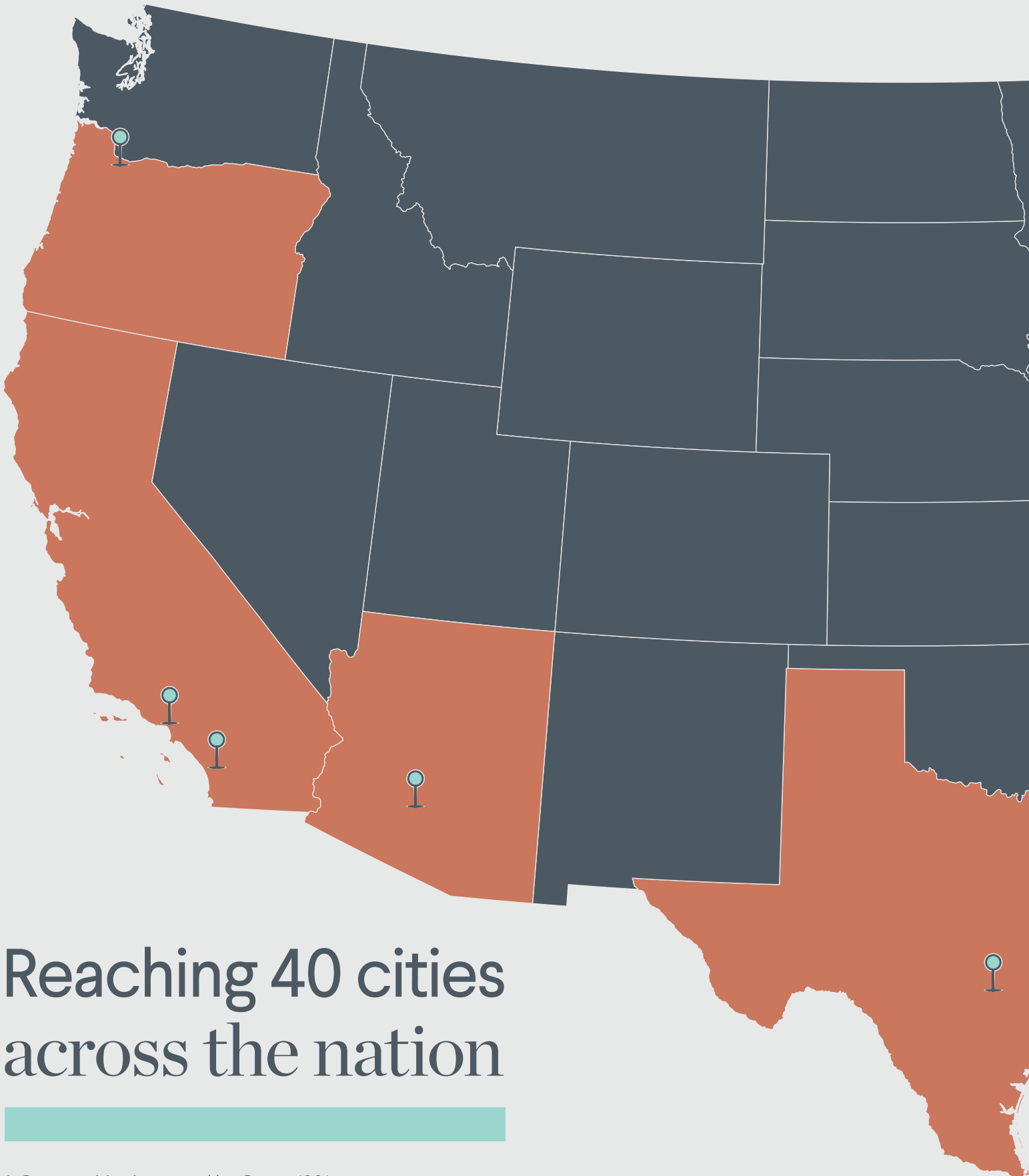
IMSA STEM

POWERED BY

➤ GAINBRIDGE ● KONICA MINOLTA



Our Far-Reaching Impact



Reaching 40 cities across the nation

📍 Communities impacted by Group 1001



Education

From sponsoring K-12 initiatives to hosting career development events, we are committed to providing meaningful, hands-on educational opportunities for thousands of youth in the communities where we work and live. We recognize how important STEM skills are in shaping future generations of innovators, and together with our partners, educators, and volunteers, we are paving the way for stronger communities.

STEM

STEM education is a foundation for student success, empowering the next generation with critical skills and career pathways. We invest in programs that inspire and prepare students to excel in STEM disciplines.

By the numbers:

3,248 youth impacted

in Group 1001-sponsored STEM centers

100 students

hosted at STEM field trips

2,000+ students

from over 300 schools participated in the Indiana Robotics Championship sponsored by Group 1001 and Indy Women in Tech (IWIT)

4 STEM centers

established in two states

Hosting STEM Field Trips at General Motors Technical Center and Nashville Superspeedway

In Charlotte, N.C., Gainbridge®, a Group 1001 company, partnered with the Cal Ripken, Sr. Foundation (CRSF), Spire Motorsports, and Rev Racing to host 50 students for a hands-on STEM and motorsports field trip at General Motors' Charlotte Technical Center. Group 1001-sponsored NASCAR Cup Series drivers Carson Hocevar and Justin Haley shared how STEM impacts their performance in NASCAR. All schools in attendance have a Group 1001-funded state-of-the-art STEM center where they can apply what they learned during their visit.

In Nashville, Tenn., Group 1001 partnered with Andretti

INDYCAR and the CRSF to host 50 students at the Nashville Superspeedway. Students met Gainbridge®-sponsored INDYCAR drivers Colton Herta and Marcus Ericsson and learned how STEM impacts racing. They toured Andretti Global's garages and met with INDYCAR and Firestone technicians and crew members. The experience provided students the opportunity to experience the real-world application of their classroom learning.





Sponsoring the Indiana Robotics State Championship

Group 1001 and Indy Women in Tech (IWIT) sponsored the Indiana Robotics State Championship in Indianapolis. The competition is the largest state championship in the country, gathering 354 robotics teams from elementary, middle, and high schools across the state. As a result, 94 Indiana robotics teams are now eligible to compete in the VEX Robotics World Championship.



“

For the past five years, Group 1001 and IWIT have sponsored the Indiana Robotics State Championship to support the STEM development of Indiana’s youth. These incredible children are tomorrow’s leaders and it’s extremely rewarding to watch their passion and energy during this competition.

Jessica Maginn

IWIT Senior Marketing & Communications Specialist



Opening State-of-the-Art STEM Centers with the Cal Ripken, Sr. Foundation

In partnership with the CRSF, Group 1001 opened four middle school STEM centers in North Carolina and Indiana. To date, Group 1001 has funded 20 STEM centers around the country, impacting 9,350 K-12 students. We have provided training and education to teachers and students at these STEM centers, positively impacting them for years to come.

Mentorship



Our impact extends beyond the classroom. We host mentorship events, sponsor curriculum, and partner with teachers in our community to build a brighter future and stronger communities.

Empowering Communities with EVERFI

Group 1001 partnered with EVERFI, an international

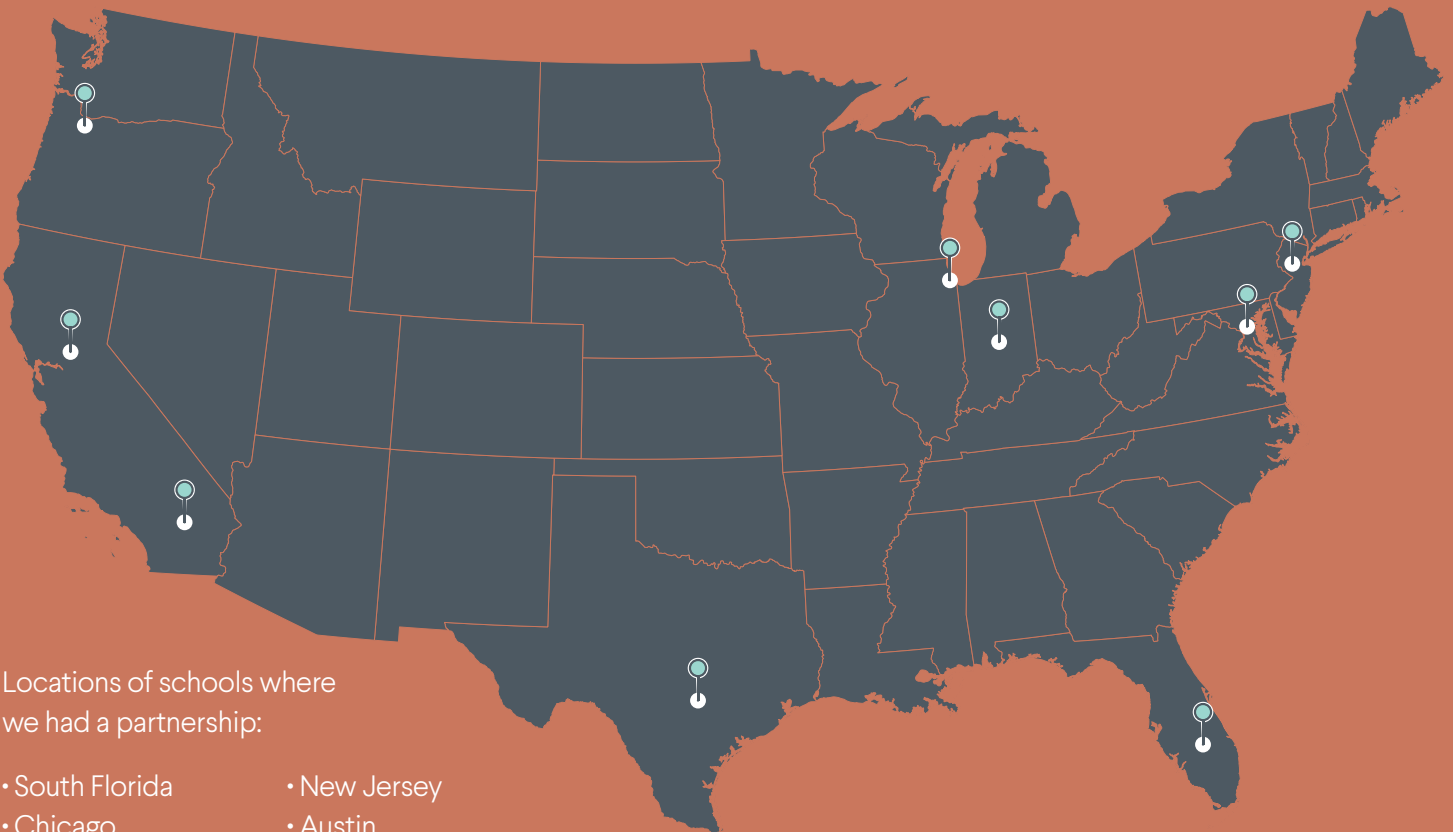
Impact driven through EVERFI sponsorship during the 2023-2024 school year:

225 active schools

288 active courses

18,637 active learners

30,878 hours of learning



Locations of schools where we had a partnership:

- South Florida
- Chicago
- Indianapolis
- DC / Maryland
- New Jersey
- Austin
- Portland
- Northern / Southern California

technology company driving social impact through education, to develop a community-empowerment program. We sponsored curriculum based on the topics of financial education, career exploration, diversity, equity, and inclusion, health and wellness, and social emotional learning.

Hosting a Women in Sports Panel with EVERFI

In partnership with EVERFI, Group 1001 hosted a virtual Women in Sports panel for nearly 500 high school students from 19 schools. This panel included Sarah Baird, Associate Vice President, Corporate Partnership Activation at Pacers Sports & Entertainment; Alana Casner, Senior Vice President, Business Development & Athlete Relations at Parity; and Ryann Weatherford, Vice President of Communications at Andretti Global. The panelists shared their experiences working in the sports industry while addressing common barriers that exist for women in the workforce.

Celebrating Teacher Appreciation Week at IMS

During Teacher Appreciation Week, Group 1001 invited 80 Indiana teachers on the Indiana Department of Education excellence list to the Sonsio Grand Prix practice day at the Indianapolis Motor Speedway (IMS) to enjoy a VIP experience. Teachers toured Andretti Global's garages and met Gainbridge®-sponsored INDYCAR driver Colton Herta.



Hosting Students and Interns at F1 Miami

In partnership with Formula 1 Crypto.com Miami Grand Prix, Group 1001 invited F1 MIA Academy interns and St. Thomas University students to a session about sports careers. Mike Nichols, Group 1001 Chief of Sponsorship Strategy and Activation, and Tyler Epp, President of the Formula 1 Crypto.com Miami Grand Prix, shared industry knowledge and advice on getting started with sports careers.



“
When I was a student at St. Thomas University, I did an internship in sports every semester. I knew that was my passion - the business of sports - so I made sure to network with everyone and anyone and then used every real-world opportunity to soak in as much knowledge as possible.

Mike Nichols
Group 1001 Chief
of Sponsorship
Strategy and
Activation



Sports

We believe sports have the power to transform communities. Our sponsorships serve as an opportunity to lead, which is why we partner with Group 1001 company, Parity, a brand sponsorship platform committed to closing the gender income and opportunity gap in professional sports. We also align our sponsorship efforts with Billie Jean King, Annika Sorenstam, Lyn St. James, and Caitlin Clark – pioneers of not just women's sports but all sports.



Parity Week by Gainbridge®: Investing in the Future of Women's Sports

Gainbridge®, a Group 1001 company, launched Parity Week by Gainbridge® (“Parity Week”) in 2023 to celebrate and amplify girls and women through sports and education. By partnering with women's sports leaders, Parity Week recognizes not only their exceptional athletic abilities, but also their role in carving out a path for the next generation of women athletes and leaders.



By the numbers:

5,242 girls and women impacted
by a Parity Week grant

76,214 girls and women impacted
annually by organizations that received
a Parity Week Grant

Grant Giving as Part of Parity Week by Gainbridge®

For the second annual Parity Week, Gainbridge® partnered with Parity and the Women's Sports Foundation® to award 22 grants totaling \$172,000 to deserving organizations across the country that support girls and women through sports and education. Each grant recipient received a minimum grant of \$5,000, inspired by Gainbridge® brand ambassador Billie Jean King, who started the Women's Sports Foundation® 50 years ago with a \$5,000 check that she acquired from tennis winnings. In addition to the grants, Parity Week included two major sporting events sponsored by Gainbridge®: The ANNIKA driven by Gainbridge at Pelican and the Billie Jean King Cup by Gainbridge. Thanks to the support from Gainbridge®, the Billie Jean King Cup offers equivalent prize money to the Davis Cup – the men's version of the competition.

Grant Recipients:

Parity Week grant recipients included organizations and athletes from 15 states and 14 sports, representing the far-reaching impact of these grants.

- Beyond the Field Youth Camp
- Black Hockey Girl Club
- Boys & Girls Club of Indianapolis
- Caitlin Clark Foundation
- Full Send Aerial Academy
- Generation W
- Girls Golf of America
- Girls on the Run New Orleans
- Got Her Back Charity
- ICEF Public Schools
- Junior Tennis Foundation
- Leveling the Playing Field
- Native Youth Foundation
- New Heights Youth, Inc.
- PISTE Academy
- Serve the Future
- That Harper Kid Foundation
- The Ellis Effect
- The Shift Up Now Foundation
- Venture Outdoors
- Women and Kids Empowerment (WAKE)
- Your Foot, My Foot Foundation



“ It kept me balanced, it kept me level, it kept me outside of trouble. Rugby kept me above ground at school where sometimes the environment wasn't the best, everything was always positive when I was around my Rugby family. I always have a supportive team around just in case all else fails, I had that backbone (at ICEF Rugby).

Chloe
ICEF Public Schools



Parity Week Grant Awarded to the Caitlin Clark Foundation

During The ANNIKA driven by Gainbridge at Pelican, an LPGA Tour event, Gainbridge® brand ambassador and WNBA Rookie of the Year Caitlin Clark participated in the Women's Leadership Summit and played in the Pro-Am. Group 1001 President and CEO Dan Towriss surprised Clark with the 22nd Parity Week grant for \$22,000 to the Caitlin Clark Foundation.

“ Aligning with Caitlin's foundation is a way to make a positive impact and create a better tomorrow for women and girls in sports and education. Caitlin is not only a leader for young girls competing in sports but also continues to impact many off the court.

Dan Towriss
Group 1001 President and CEO

Championing Girls and Women in Sports

Through our partnerships, Group 1001 is creating opportunities to break down barriers in sports and education for girls and women. Over 40% of Group 1001's sponsorship dollars go to women's sports, well above the national average of 20%*.

*Data from a 2024 Sports Innovation Lab study.

Presenting Sponsor of USA Lacrosse's SheCompetes

As the presenting sponsor of the USA Lacrosse's SheCompetes program, Gainbridge® hosted young women and business leaders in Indianapolis for educational sessions and mentorship opportunities. With the SheCompetes partnership, Gainbridge® and USA Lacrosse aim to bring young women in Indianapolis together and foster a community of support and growth.



Sponsoring Indiana Fever's Her Time to Play

Gainbridge® sponsored Indiana Fever's Her Time to Play program, a national initiative dedicated to championing change on behalf of girls and women. The program included a coach's clinic, chalk talk, High Five Club, and guest-of-the-game activations. More than 10 Indianapolis organizations benefited, increasing opportunities for girls and women in sports and providing them ways to engage with the game of basketball and one another.



Transforming Communities Through Sports

Through our sports partnerships and initiatives, we are driving lasting change in communities across the U.S. These events create opportunities for inclusion and empowerment and bring people from diverse backgrounds together.

Sponsoring the Gainbridge® High Five Club

Gainbridge® sponsored the High Five Club during the regular season of the Indiana Fever. The High Five Club program gifts select community groups the opportunity to high-five Fever players as they run out of the locker room.

Gainbridge® High Five Club Participants:

- Boys & Girls Clubs of Indianapolis
- Community Alliance of the Far Eastside
- Edna Martin Christian Center
- Girls, Inc.
- Girl Scouts of Central Indiana
- Hawthorne Community Center
- Concord Neighborhood Center
- Honest Living 4 Young Women
- Ladies Under Construction Mentoring & Leadership Program
- People Makers Foundation
- Urban Youth Entrepreneur Academy
- St. Richards Episcopal School

Donating to NASCAR Day Giveathon

The NASCAR Day Giveathon is an effort between NASCAR and the NASCAR Foundation to raise funds for local non-profits. Fundraising efforts were extended when Gainbridge® donated a matching gift of \$77,000 and challenged the Giveathon to zoom past the donation total of 2023. NASCAR and the NASCAR Foundation raised nearly \$700,000, a 10% increase over 2023, impacting 238 non-profits across the country.



Community Transformation

Transforming communities through sports and education remains central to our mission. We collaborate with community-based partners that share our vision for creating a better tomorrow. Together with our partners, efforts in 2024 led to new youth development parks, renovated community centers, and food access to underserved communities.





Revitalization Projects

Where we live and work are at the core of who we are, and we believe in giving back to our local communities. Our community revitalization projects aim to create lasting, positive change by addressing critical needs, improving community recreational spaces, and empowering residents.

Opening Youth Development Parks with the Cal Ripken, Sr. Foundation

For more than six years, Group 1001 has partnered with the Cal Ripken, Sr. Foundation (CRSF) to build youth development parks nationwide. Our goal is to build safe places for at-risk youth, constructing multipurpose parks with baseball and general use fields for youth to learn, play, and grow. In 2024, we opened our 17th youth development park. This park, located in Green, Ohio, is an adaptive field, serving kids with special needs in the community.



“
We’re grateful for all the work that Delaware Life and the Cal Ripken, Sr. Foundation did today. Their gift is a game changer for the kids and our staff. It’s just an amazing before and after that will have a direct impact on the kids.”

Alex Rodriguez-Roig
President of the Boys & Girls
Club of Miami-Dade



Refurbishing the Boys & Girls Club of Miami-Dade

Employees from Delaware Life, a Group 1001 company, refurbished the Boys & Girls Club of Miami-Dade, renovating the multi-purpose rooms, storage areas, classrooms, and more so that youth have a safe, inspiring place to learn, grow, and thrive. From remodeling youth spaces to painting to moving furniture, 65 employees rolled up their sleeves and transformed this center, making a difference in the lives of youth for years to come.



1001 Hours of Impact

As part of our mission to transform communities, we launched 1001 Hours of Impact, our summer corporate volunteer program. For the second year in a row, employees came together to achieve more than 1,001 hours of volunteering. More than 350 employees collectively secured over 1,600 hours of giving back, impacting communities across 12 states. From assisting with the drive-thru at Gleaners Food Bank of Indiana to revamping the Boys & Girls Club of Newton and to all remote employees doing good in their communities, this was a huge team effort.

Building Walls with Habitat for Humanity

To kick off 1001 Hours of Impact for 2024, 200 employees joined Habitat for Humanity of Boone County to build the walls for two deserving families. Special guests included Indiana Fever player Caitlin Clark, brand ambassador for Gainbridge®, and Indiana Pacers' Isaiah Jackson. Employees contributed more than 430 service hours while building the walls of homes that will impact local families for years to come.



Caring for Animals at Local Animal Shelters

As part of our commitment to giving back, employees in our Zionsville, Ind., office and Waltham, Mass., office rolled up their sleeves to volunteer at local animal shelters. Their efforts included cleaning kennels,

maintaining the grounds, and walking the animals. Through their hard work and dedication, our teams not only helped improve the shelters but also brought joy and companionship to the animals awaiting their forever homes.



1001 Hours of Impact by the numbers:

412
employee
volunteer hours
with Habitat
for Humanity of
Boone County

154
employee
volunteer hours
with Gleaners
Food Bank
of Indiana

255
employee
volunteer hours
with the CRSF for
the John M. Barry
Boys & Girls
Club of Newton
revamp

235
employee
volunteer hours
with the CRSF
for the Purdue
Polytechnic
High School gym
renovation

Building and Donating Bikes with NASCAR

Delaware Life employees partnered with NASCAR Foundation's Speediatrics Children's Fund to build 130 bikes and promote bicycle safety and physical activity. NASCAR Cup Series driver Carson Hocevar and Parity Alpine Skier Tricia Mangan assisted with the build and interacted with kids. Approximately 100 youth at Pocono YMCA in Pennsylvania received bikes and helmets.



Renovating Recreational Spaces with the Cal Ripken, Sr. Foundation

Partnering with the CRSF, employees in our Zionsville, Ind., office renovated the recreational areas at Purdue Polytechnic High School, a public charter school in Indianapolis that specializes in STEM education. Employees transformed the school's fitness and weight training space, several student relaxation and resource areas, and a student-operated coffee shop. In Newton, Mass., employees renovated the John M. Barry Boys & Girls Club, improving the game room, canteen kitchen, teen center, recreational areas, and more. This project, completed in partnership with the CRSF, impacted the organization's 350 youth members.



Donating Backpacks with Healthy Waltham

Employees in our Waltham, Mass., office participated in a backpack drive with Healthy Waltham, an organization that aims to minimize health disparities that exist in the city of Waltham. Group 1001 donated supplies and employees assembled and filled 270 backpacks for elementary-aged children, bringing together employees, families, and community members in a shared mission to support education.

“

I was absolutely thrilled to have had the opportunity to volunteer through our 1001 Hours of Impact program. Spending a few hours building walls for Habitat for Humanity was an incredible experience. Not only did we contribute to a great cause, but we also strengthened our teamwork and had a lot of fun in the process. It's amazing what we can achieve when we come together with a common goal.

DaJaNee Johnson
Group 1001 Learning
and Development Specialist



“

I like being a volunteer through Group 1001’s Hours of Impact because of the opportunities our company gives us, including volunteer paid time off. I’m able to meet other colleagues, learn about other organizations, and make lasting change.

Emily Blyze

Group 1001 Senior Project Manager



By the numbers:

94,113
meals distributed
and packed
by employees

4,181
pounds of food
processed
by employees

3,309
families
served through
food pantries

1,001
food items
donated
by employees

276
volunteer hours
at organizations fighting food insecurity

Tackling Food Insecurity

Group 1001 is proud to bolster the important work of organizations addressing food insecurity in our communities. Whether sorting donations, organizing a food drive, or packing food, employees are making a meaningful difference in people’s lives.

Volunteering with Gleaners Food Bank of Indiana

As part of our commitment to making a positive impact in the communities where we live and work, Group 1001 employees support Gleaners Food Bank of Indiana in its mission to eliminate food insecurity. Throughout the year, employees distributed and packed nearly 100,000 meals, helping local families in need.



Distributing Food with Community Partners

Employees in our Waltham office participated in a food drive for the Waltham Salvation Army, an organization that exists to meet human needs wherever and however they can in Waltham and surrounding communities. In our Zionsville office, employees donated food to the Wheeler Mission, a social services organization that provides critically needed goods and services to individuals experiencing homelessness, poverty, and need in central Indiana. In Wilkes Barre, Pa., employees at Clear Spring Property and Casualty Group, a Group 1001 company, partnered with PAK Provisions to distribute meals to over 200 families in the area. Through these efforts and others, we’re proving that small actions can lead to big impacts.



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