

## Our Commitment to Community Support

At IBRS, we are passionate about making a positive difference in our community. We actively contribute to a variety of charitable and community-focused organisations, with a strong focus on creating opportunities and bringing joy to those who need it most, particularly children with special needs and those from underprivileged backgrounds.

Every year, we proudly support the **Special Children's Christmas Party** in Western Sydney, providing children with special needs a magical day filled with fun, entertainment, and lasting memories. We also contribute annually to **International Entertainment Australia's CIRCUS QUIRKUS** and the **World Festival of Magic shows**, ensuring underprivileged children and their families can experience these unique and inspiring events. These initiatives are at the heart of our commitment to giving back and making a meaningful impact in the lives of children and their families.

We also value supporting local communities through donations to local sporting groups. By fostering active lifestyles, teamwork, and participation, these contributions help individuals grow while building a stronger sense of community connection.

In addition, we actively support causes close to our employees' hearts. From donations to organisations like the **Black Dog Institute**, the **Australian Skin Cancer Foundation**, and **Laps for Life**, to one-off contributions to community members facing serious illness, we strive to offer meaningful support during tough times.

We were honoured to co-sponsor a **Women in ICT** event, dedicated to promoting gender equality and empowering women in our industry. Supporting initiatives like this reflects our dedication to fostering diversity and inclusion, creating opportunities for women to thrive, and contributing to a more equitable and inclusive future for the ICT sector.

We chose to deepen our **Community Support** commitment beginning last year. In 2025, instead of our usual Christmas gathering and employee gifts, we donated those resources to the **Royal Flying Doctors Service** to support their important healthcare work in our communities. In subsequent years, we will select a different organisation annually, prioritising causes that our employees feel a strong personal connection to.

At IBRS, giving back is more than a responsibility—it's part of who we are.

