



Retail Sales at Franklin County Dog Shelter & Adoption Center.

CASTLE SHARES

For over a century, we've believed that good food and doing good go hand in hand. Since the very beginning, our founder, Billy Ingram, believed in paying it forward, ensuring White Castle invested in people's futures and gave back to the communities that we call home. All the way back in 1949, Billy Ingram launched the Edgar W. Ingram Foundation as a way to support various initiatives that did just that. While this is now known as the Ingram-White Castle Foundation, this culture of giving has only grown stronger over the years – evolving into our corporate charitable program, Castle Shares.

This commitment to not only serve our customers tasty food, but also to uplift the communities in which we operate has been passed down through four generations of family leadership. Over the decades, we've grown accustomed to ensuring that everyone who walks through our Castle doors, or interacts with one of our many team members, leaves feeling like family with memories to last a lifetime. Part of being a family is taking care of one another after all.

Shining through our Family Inclusive and Moment Motivated values, this drive to *Feed the Souls of our Communities and Team Members* is what leads our Castle Shares program, whether through charitable donations, volunteer opportunities, or simply peer support to over 50 charities nationwide.

LEAD: Corporate Relations Manager, Erin Shannon

INGRAM-WHITE CASTLE FOUNDATION

While we may have our humble beginnings in Wichita, Kansas, we've called Columbus, Ohio, home for the last 90 years. In collaboration with The Columbus Foundation, and funded entirely by the Ingram Family, The Ingram-White Castle Foundation provides grants to the Central Ohio community and our team members. Our founder, Billy Ingram, established this foundation in 1949 as a way to provide physical, educational, emotional, and spiritual nourishment to those who hunger for knowledge, independence, and self-sufficiency.

The Ingram-White Castle Foundation primarily supports educational initiatives, and has awarded over \$22 million in grants to programs throughout the Central Ohio community, including Ethiopian Social Services in support of their After-School Program and Summer Youth Enrichment Program for children 5 - 18 years old. Additionally, grants have been awarded to LifeCare Alliance, nourishing the human spirit through their Meals on Wheels program and Diabetes Services helping central Ohioans living with diabetes, and Lutheran Social Services providing shelter, food, safety and healing.

In addition to supporting our community through grants, The Ingram-White Castle Foundation supports our team members nationwide through its Team Member Scholarship Program and Team Member Relief Program.



Ingram-White Castle Foundation Team Member Scholarship Program

Since its creation in 1989, The Ingram-White Castle Foundation Team Member Scholarship Program has helped take some of the stress out of school by awarding over 1,200 scholarships, totaling over \$2.4 million, to support our team members and their families. Open to both part-time and full-time team members, the program awarded 33 scholarships in 2023 and 29 scholarships in 2024 – because we know textbooks, tuition, and late-night coffee runs aren't cheap! We love seeing our team members chase their dreams, and we're honored to be part of their journey.



Ingram-White Castle Foundation Team Member Relief Program

Life comes at you fast, and everyone needs a helping hand every now and then. Following Superstorm Sandy's 2012 devastation on the East Coast, our then-CEO (and third-generational leader) Bill Ingram created the Team Member Relief Program to ensure team members experiencing tough times had more than just words of encouragement – they had real, tangible help. In 2024 alone, the program has provided

nearly \$31,000 in grants to team members in need. Funded primarily by our shareholders and the occasional donation drive, all team members are eligible to apply for assistance. It's administered through The Columbus Foundation to ensure total confidentiality, because asking for help should never feel uncomfortable.



"The Ingram White Castle Team Member Scholarship has been an incredible blessing for me and my family. This generous support has lifted a tremendous weight off my shoulders, allowing me to pursue my studies with greater passion and focus. I am truly grateful for this amazing opportunity!"

Emmalee Browning
IWCF TM Scholarship Recipient



FUELING FUTURES

Amanda Rush Scholarship

In 2020, Columbus General Manager Amanda Rush was tragically killed during an attempted robbery. In honor of her 14-year career and commitment to developing her team, we established the Amanda Rush Scholarship Fund for Future Leaders, which is awarded annually by a committee including Amanda's sister. Each year, one Central Ohio student studying restaurant hospitality, who demonstrates the same hard work, commitment to excellence, and love for hospitality that Amanda had, receives \$2,500 towards furthering their education. It's our hope that by easing the financial burden of higher education, scholarship recipients can carry forward Amanda's legacy of excellence in hospitality and success in the industry.

Internship Program

From high school students getting their first hands-on experience to college interns and even family members exploring career opportunities, our internship programs offer a variety of pathways to learn and grow within the company.

Our partnership with the Cristo Rey Columbus High School Work Study Program began in 2017 as a way to provide local students with valuable work experience that will benefit them in and out of the classroom. We're fortunate to work with these incredible students each year (some even throughout their entire high school careers) and to watch them grow and graduate high school. Most recently, these students have supported our Corporate Relations, Supply Chain, Benefits, and Business Services departments. At the end of each school year, they present to their White Castle team, as well as their class, about what they've learned during their experience.

Launched in 2021, our 13-week college internship program gives students from local colleges and universities the chance to gain practical experience while immersing themselves in our unique, family-oriented culture. We welcomed nine interns in 2023 and eight in 2024, in departments ranging from Information Technology to Benefits to Quality Assurance. We've even had a few interns stick around for the long-haul and join the team permanently!

With four-generations of family leadership, the G5 Internship was designed with the intention of providing our next generation of family members valuable life lessons and exposure to business opportunities, while engaging them with the company their ancestors helped build. Since its inception in 2021, 12 fifth-generation family members have participated in the 8-week long program, interning each summer for the past one to four years.



Fall 2024 College Interns.

SERVING COMMUNITIES



100 Hours to Feed the Souls Volunteer Challenge

In honor of our 100th birthday in 2021, we launched the 100 Hours to Feed the Souls Volunteer Challenge, which is just one of the many ways our team members are able to satisfy their hunger for making a difference. Not only does this spark some friendly competition (who can log the most hours and take the Slider crown?!), but provides our team members with opportunities to uplift and give back to their community, which our founder and each generation of family leadership so values.

Volunteering our time in nearly every city in which we operate, team members systemwide are dedicated to achieving 100 hours of volunteer time per Home Office department or Region – with some even going beyond the call of duty and logging 4x that amount (we see you, St. Louis!). In 2023 and 2024 combined, we spent over 9,700 hours Feeding the Souls of our Communities. That's over 400 days of building furniture, stocking food pantries, cleaning animal shelters, serving breakfasts, and making Memorable Moments with our community and fellow team members.

100
HOURS
to feed the souls

80% of team members feel they make a difference here.

2024 Great Place to Work® Trust Index Survey™



New York City Restaurant Operations at Walk to End Alzheimer's.



Manufacturing Charity of Choice

What's better than achieving your goals? How about donating \$1,000 to your charity of choice each time you do so! Introduced in 2023, each time one of our Manufacturing Plants hits one of their key metrics outlined on their scorecard, White Castle makes a donation to a charity hand selected by the Plant themselves. Since its inception, we've donated over \$47,000 to Dayton Children's Hospital Foundation, Appleseed Childhood Education, Orange County Humane Society, Humane Society of Boone County, The Griff Medical Fund, Twisted Pink, Brighton Center, and Hopeland Church.

Hitting metrics is already a top priority in our Manufacturing Plants, and this initiative is just extra onions on a Slider, making these achievements even more rewarding. By tying performance to charitable giving, we're not only reinforcing the importance of strong operations, but also creating a positive impact in our communities. It's a win-win – excellence on the floor and support for those in need.



SERVING COMMUNITIES



Roundup Campaign

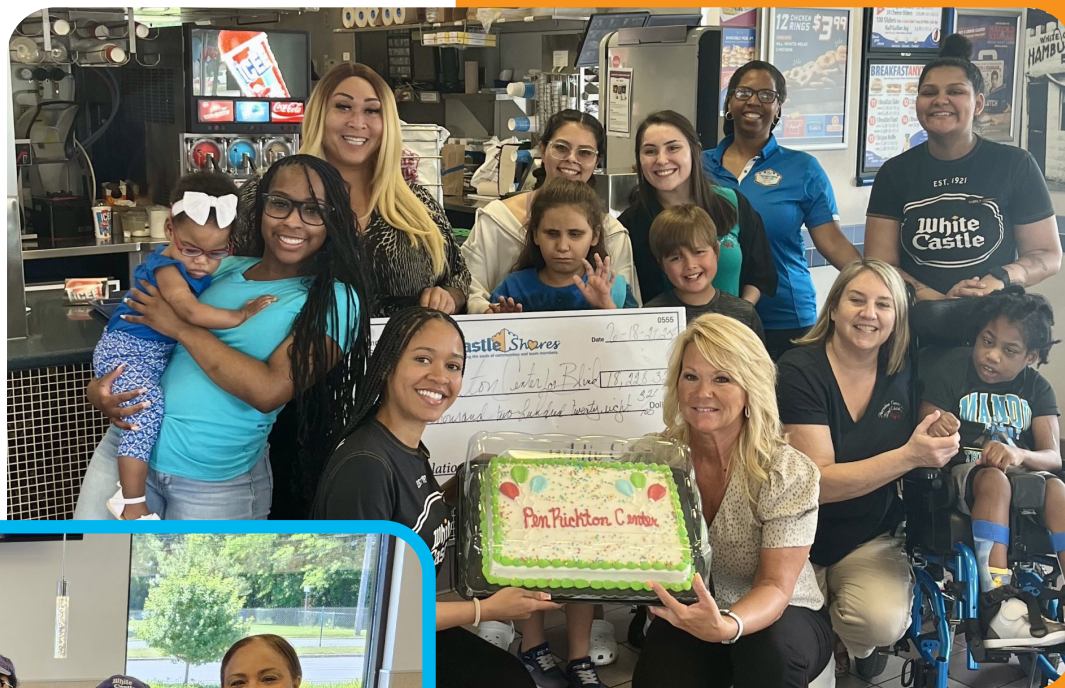
Small change can make a big difference. Introduced in 2020, our Roundup Campaign invites customers to *round up* their totals at check out – turning spare change into meaningful donations. Every two years, our District Supervisors select a charity in their community to support during four, two-month long donation cycles. In some cases, these donations mean these organizations that provide so much for their community are able to sustain operations. From Alice Cooper's Solid Rock Teen Centers to Toms River Housing and Homeless Coalition to Penrickton Center for Blind Children, the simple act of rounding up is creating lasting change in the communities in which we operate. With nearly \$2.7 million raised in 2023 and 2024 combined, Craver Nation has shown the power of small acts of generosity. Every round-up adds up, turning everyday meals into meaningful support for those in need.

47

Charities

\$2.7m

Donated



Restaurant Operations Roundup Campaign check presentation in New Jersey (left) and Detroit (above).



ROUND UP CAMPAIGN HIGHLIGHTS



ARIZONA

- » St. Mary's Food Bank
- » Tempe Police Foundation
- » Alice Cooper's Solid Rock Teen Centers



CHICAGO

- » Mercy Home for Boys & Girls
- » NAMI DuPage County Illinois
- » Project Swoosh
- » Mr. Dad's Father's Club
- » Stuffed Love
- » Gigi's Playhouse Tinley Park
- » March of Dimes
- » Reach Community Development
- » Gift of Adoption



CINCINNATI

- » Ohio Valley Voices
- » Junior Achievement of OKI Partners, Inc.
- » Free Throw for Kids
- » Sam Hubbard Foundation

COLUMBUS

- » Youth Advocate Services
- » The Columbus Dream Center
- » Make-A-Wish Ohio, Kentucky, Indiana



DETROIT

- » Destiny & Purpose Community Outreach DAPCO
- » Crossroads of Michigan
- » Still Standing
- » Penrickton Center for Blind Children
- » Heartbeat of Monroe



INDIANAPOLIS

- » Greater Indy Habitat for Humanity
- » Pathway to Recovery
- » Gleaners Food Bank of Indiana
- » Big Brothers Big Sisters of Central Indiana

LOUISVILLE

- » Benevolent & Protective Order of Elks of the USA – New Albany Elk Lodge #270
- » Big Brothers Big Sisters of Bluegrass
- » NAMI Louisville



MINNEAPOLIS

- » Hope 4 Youth
- » Angel Foundation



NASHVILLE

- » Home of the Innocents



NEW JERSEY

- » Sierra House
- » Toms River Housing & Homeless Coalition
- » J.E.S.I.C.A. Cares
- » Table to Table



NEW YORK

- » Long Island Cares
- » LAM Foundation
- » The Community Initiative of NY



ORLANDO

- » Ali's Hope



ST. LOUIS

- » Youth in Need
- » Annie Malone Children & Family Services
- » Alzheimer's Association, Greater Missouri Chapter
- » St. Louis Peregrine Society, Inc.
- » Pony Bird Inc.



DISHING OUT SUPPORT



Corporate Contributions

Uplifting our Craver communities has been an important part of who we are since the very beginning. However, our commitment to helping others extends beyond just financial contributions and volunteer hours.

Many of our Officers and Directors serve on non-profit boards, offering leadership, knowledge, and support to nearly 30 causes that are near and dear to their hearts. This support amplifies the hands-on engagement of our leaders, resulting in additional fundraising and volunteer opportunities for the entire #whitecastleteam – some of which are so successful that they've turned into annual events!

Since 2023, our Home Office team members have come together to watch the Columbus, Ohio, Fourth of July fireworks display, with all ticket sale proceeds supporting an organization where one of our leaders serves on the Board of Directors. In 2023 and 2024, we partnered with LifeCare Alliance and the BrockStrong Foundation, respectively. The fireworks may light up the sky, but the real Grand Finale of the night is seeing the impact we make when we come together for a great cause.

Another beloved, annual fundraiser is the Big Brothers Big Sisters Bowl for Kids' Sake benefiting Central, Ohio. We've been throwing strikes, raising funds, and attending the event for decades. Since Don Desender (pictured right) joined the Board in 2020, we've upped the ante and hold fundraisers for Big Brothers Big Sisters year round.

Home Office Team Members at Big Brothers Big Sisters Bowl for Kids' Sake.



"My 4 years of serving on the Big Brothers Big Sisters of Central Ohio board has been so rewarding to help kids in Central Ohio. I also serve as a "Big" and seeing my "Little" learn and mature makes me extremely proud!"

Don Desender
Director of Risk Management & Compliance



82% of team members feel good about the ways we contribute to the community.

2024 Great Place to Work® Trust Index Survey™