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Forbes Ranks ICF Among America's Best Employers for Women

Company Earns Recognition for Second Straight Year

RESTON, Va., Aug. 22, 2023 /PRNewswire/ -- Forbes has named global consulting and technology services provider ICF (NASDAQ:ICFI) one of America's Best Employers for Women for the second straight year.

"At ICF, we strive every day to sustain a culture in which women are empowered to lead, learn and, most importantly, thrive," said John Wasson, ICF chair and chief executive officer. "This recognition is a testament to our ongoing commitment to support women across ICF with programs, policies and initiatives that provide them with career growth opportunities, mentorship, pay equity, health and well-being benefits including flexible work and family support to help working mothers, access to reproductive healthcare, and much more. We will continue to enrich the ICF employee experience through a diverse, equitable and inclusive culture."

ICF works every day to ensure every team member feels respected, included and heard. Women make up 55% of ICF's full employee base, and the company has strong representation of women at all levels. Additionally, ICF's internal women's affinity group provides employees with opportunities for networking, mentorship, professional development, community outreach and more.

Forbes partnered with market research firm Statista to survey 60,000 U.S. employees—40,000 women and 20,000 men—at companies with at least 1,000 employees. Respondents were asked to rate their organizations on criteria such as working environment, salary, employee diversity and their likelihood of recommending their employer to others. Responses were compared between genders to assess any significant differences in workplace perception.

Women were then asked to rate their employers on factors such as pay equity, parental leave policies, leadership training programs for women, representation of women in upper management and employer response to incidents of discrimination. Further research was conducted to identify each company's percentage of women in executive management or board positions. These categories were then evaluated and combined to create a final score, with the final list recognizing the 400 employers that received the highest scores.

In 2023, ICF was also included on Forbes' America's Best Management Consulting Firms list, for the eighth straight year, and its Best Employers for Diversity list, for the third straight year.

ICF helps clients solve complex challenges that create positive impact. The company combines deep domain expertise with leading-edge technologies and advanced analytics to design and implement transformative projects across highly diverse industries including public health, IT, disaster management and utility consulting, as well as climate, environment and infrastructure.

Read more about ICF, its commitment to diversity and inclusion and career opportunities.

About ICF
ICF is a global consulting and technology services company with approximately 9,000 employees, but we are not your typical consultants. At ICF, business analysts and policy specialists work together with digital strategists, data scientists and creatives. We combine unmatched industry expertise with cutting-edge engagement capabilities to help organizations solve their most complex challenges. Since 1969, public and private sector clients have worked with ICF to navigate change and shape the future. Learn more at icf.com.

Caution Concerning Forward-looking Statements
Statements that are not historical facts and involve known and unknown risks and uncertainties are "forward-looking statements" as defined in the Private Securities Litigation Reform Act of 1995. Such statements may concern our current expectations about our future results, plans, operations and prospects and involve certain risks, including those related to the government contracting industry generally; our particular business, including our dependence on contracts with U.S. federal government agencies; our ability to acquire and successfully integrate businesses; and the effects of the novel coronavirus disease (COVID-19), or any other future pandemic, and related national, state and local government actions and reactions, on the health of our staff and that of our clients, the continuity of our and our clients' operations, our results of operations and our outlook. These and other factors that could cause our actual results to differ from those indicated in forward-looking statements that are included in the "Risk Factors" section of our securities filings with the Securities and Exchange Commission. The forward-looking statements included herein are only made as of the date hereof, and we specifically disclaim any obligation to update these statements in the future.

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