



2021 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Casey's strives to make life better for communities and guests every day. They are the heart of everything we do.
We're here for them. We're **Here For Good.**



TABLE OF CONTENTS



Introduction	1	Our Guest Experience	22
Letter From Our CEO.....	1	COVID-19	23
About Us	3	Food Access, Food Service and Nutrition	24
About This Report	6	Food Safety	25
Our Responsible Business Practices.....	7	Our Community Engagement.....	26
ESG Governance	8	Community Giving Strategy	27
Board Independence and Diversity.....	9	Financial Contributions	28
Business Continuity and Risk Management.....	10	Team Member Volunteering	29
Business Ethics and Human Rights	12	Our Commitment to the Environment	30
Data Privacy and Cybersecurity.....	13	Energy Management.....	31
Supply Chain Management	14	Fuel Operations.....	32
Government Relations and Partnerships	15	Distribution and Fleet Management	33
Our Team	16	Water and Waste Management	35
Talent Management and Team Member Engagement.....	17	Frameworks and Standards	36
Benefits, Health and Wellness	18	United Nations Sustainable Development Goals (SDGs)	37
Diversity, Equity and Inclusion.....	19	Sustainable Accounting Standards Board (SASB).....	38
Team Member Health and Safety.....	20		

LETTER FROM OUR CEO



I am grateful to the entire Casey's team and our Board of Directors for their support as we share our first Environmental, Social and Governance (ESG) Report. Our Board of Directors and leadership team recognize the importance of solid governance, environmental stewardship and social responsibility. We are proud of our over 37,000 team members who demonstrate these principles in how we serve our guests and communities every day.

In this report, we provide an overview of our ESG approach along with some of our initiatives. Overall, we see sustainability as a journey. We have accomplishments to share yet also recognize that we are just beginning to holistically view ESG from a strategic perspective. As we advance, we are addressing ESG risks and pursuing opportunities, focusing on long-term financial sustainability and increasing shareholder value. Our approach to sustainability is firmly anchored in our purpose — to make the lives of our guests and communities better every day.

Our framework for governance is the foundation for how we manage the social and environmental opportunities and risks inherent in our business model. We have a highly qualified Board of Directors overseeing our business, leveraging their valued diverse backgrounds and experiences. Over the past several years, we have built a strong, capable and diverse leadership team to effectively lead and execute our business strategy.

During this challenging year, our team members have shown that they truly are the core of what makes our organization strong. We are thankful for their dedication, hard work and respect for the health and safety of our guests and communities. We are investing in our talent throughout all levels of our business and advancing the ways in which we support their growth at Casey's.

.....

Our approach to sustainability is firmly anchored in our purpose — to make the lives of our guests and communities better every day.

.....

We understand the responsibility that comes with our role at the heart of communities. We strive to continuously enhance our products and services, placing quality, health and safety at the forefront. We know that Casey's plays an important part in keeping our communities strong and can make a positive impact on their fundamental needs, such as education and food access.



DARREN REBELEZ
President and CEO

Introduction

LETTER FROM OUR CEO



The first store opened in 1968 in Boone, Iowa. In the years following, Casey's found success by opening stores in other small towns across the Midwest.

We exercise our environmental stewardship both within our over 2,200 stores and through our renewable fuel options. As we mindfully grow our store footprint, we are developing our locations with eco-friendly standards in mind. We also will further optimize our distribution and fleet operations to improve our operational efficiencies and reduce our impact on the environment.

This is a transformative time for Casey's. Our Board of Directors and leadership team are committed to effectively govern and manage the environmental and social risks and opportunities that arise from our core business strategy. Our commitment underscores the responsibility we have to our guests, shareholders and team members — to create long-term value for stakeholders by managing our operations in a responsible way, improve the communities we serve, provide a safe and enriching work environment, and drive sustainable business success.

We look forward to continuing to share our progress with you along our journey.

Best,
DARREN REBELEZ
President and CEO

ABOUT US



Founded more than 50 years ago, Casey's has grown from the heart of one community to the next to become one of the largest convenience retailers and the fifth-largest pizza chain in the United States. We operate more than 2,200 convenience stores throughout the Midwest, providing freshly prepared foods, quality fuel and friendly service at every location.

Our guests can enjoy pizza, donuts, groceries, and a wide selection of beverages and snacks from a Casey's visit. While we continuously aim to create innovative services and offerings, we will always stay true to our purpose — making life better for our communities and guests every day. We are, indeed, **Here For Good.**

~\$9.6B

TOTAL ENTERPRISE VALUE

2,200+

LOCATIONS IN 16 STATES

610M+

GUEST TRANSACTIONS
PER YEAR

37,000+

TOTAL TEAM MEMBERS



Local Commitment

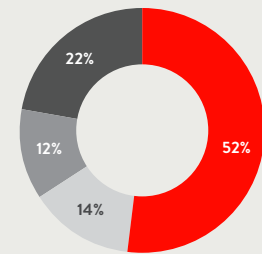
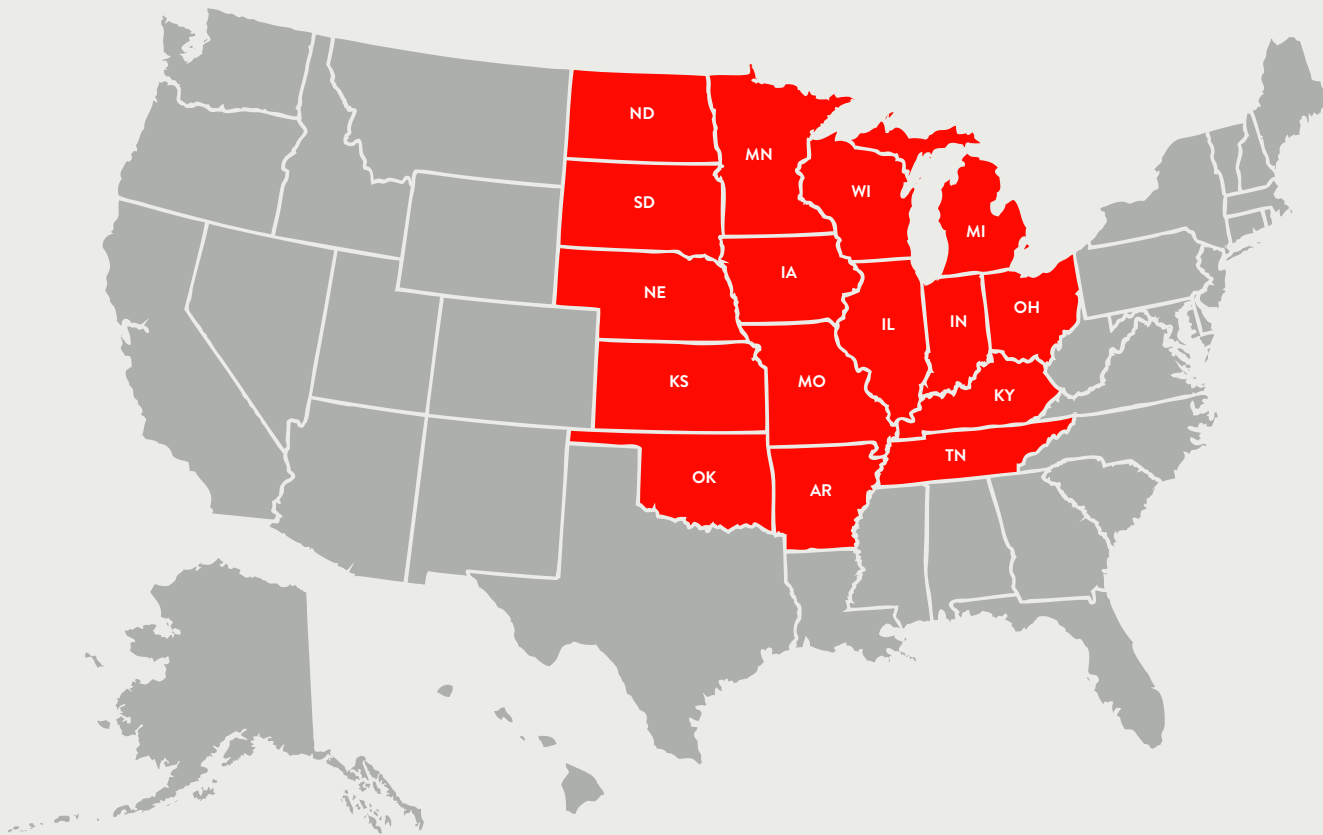
Our legacy is built upon providing our unique all-in-one convenience store, grocery and quick-service restaurant combination across the Midwest communities we serve and support.

NOTE: Unless otherwise noted, data provided within this report is current as of the end of our 2021 fiscal year on April 30, 2021.

ABOUT US



CASEY'S MIDWEST FOOTPRINT



Stores by Community Population

● Under 5,000 ● 10,000 to 20,000
● 5,000 to 10,000 ● Over 20,000

Casey's unique approach meets the needs of Midwestern towns with our quality products, courteous service, convenient locations and community support.

Introduction

ABOUT US



Our strategy is anchored in three main pillars, supported by a strong cultural foundation of investing in our talent.



We have over 37,000 dedicated team members helping us deliver on our strategic plan. Through flexible and rewarding work environments, we focus on making life better for the communities and guests we serve every day.

EVOLVING OUR LONG-TERM STRATEGY



Reinvent the Guest Experience

Contemporize our food proposition, optimize and localize assortment, and deliver compelling experiences.



Create Capacity Through Efficiencies

Drive efficiencies to improve the shape of the business and fund future growth.



Accelerate Unit Growth

Accelerate our new store builds and acquisitions, including market and store format expansion.



Invest In Our Talent

Create a culture that drives performance and exceeds guests' expectations.

ABOUT THIS REPORT



Casey's is committed to environmentally and socially responsible practices that seek to promote sustainability throughout our business and to deliver on our purpose of making the lives of our guests and communities better every day.

Our culture, principles and emphasis on long-term performance have guided our company since our humble beginnings over 50 years ago. Honoring the past, building for the future — indeed, Casey's is **Here For Good**.

Our Board of Directors (Board) and leadership team recognize the importance of strong governance, environmental stewardship and social responsibility. We have made some strides this past year but recognize that we are at the beginning of this journey and will continue our efforts this year and beyond. By building upon our mission through our guest-focused approach, agile operational framework and strong community engagement, we aim to drive long-term value creation for our guests, team members, communities and shareholders.

We are pleased to publish our inaugural ESG Report that outlines our current environmental, social and governance initiatives, practices and objectives. Our report incorporates five areas fundamental to our business:

Our Responsible Business Practices

We are committed to sound corporate governance and ethical practices, building long-term value for our shareholders and trust with all stakeholders.

Our Team

We strive to provide a work environment where our team members are treated with respect, dignity and integrity, fostering growth and development in their individual roles and as a team.

Our Guest Experience

We are passionate about providing an excellent, positive guest experience.

Our Community Engagement

We strive to strengthen the communities in which we live and work.

Our Commitment to the Environment

As our business continues to grow and evolve, we strive to advance environmental practices that reduce the impact of our operations.

Our ESG Report has been prepared in accordance with the accounting standards published by the Sustainability Accounting Standards Board (SASB), and we have also identified the United Nations Sustainable Development Goals (SDGs) that we believe best align with our business activities and key priority areas. Both are included in the “Frameworks and Standards” section at the end of this report. Unless otherwise noted, data provided within this report is current as of the end of our 2021 fiscal year on April 30, 2021.



SECTION ONE

OUR RESPONSIBLE BUSINESS PRACTICES



Our effective governance, core values and responsible business practices are fundamental to building trust with our stakeholders and sustaining our success. We hold ourselves to high ethical standards and operate all facets of our operations with integrity, respect and dependability as we deliver upon our daily mission to serve and support our guests, communities and each other.

Our Responsible Business Practices

ESG GOVERNANCE



The Board and the Senior Leadership Team of Casey's believe that the foundation of our strong corporate governance promotes the long-term interests of our shareholders, strengthens accountability on behalf of our Board and leadership, and fosters sustainable company performance.

We believe that adherence to our responsible business practices and effective execution of our strategic environmental and social stewardship collectively strengthen the long-term value creation for our shareholders.

While the entire Board of Directors engages on ESG matters that impact our business strategy, the Nominating and Corporate Governance Committee exercises primary oversight of the management of ESG issues, as they relate to our business and industry.

Our Chief Legal Officer and Secretary (CLO) leads the ESG Working Group and directs the execution of our enterprise-wide ESG initiatives in close collaboration with other senior leaders. The cross-functional ESG Working Group is responsible for overall ESG program development and implementation. It provides periodic updates to our Board and Senior Leadership Team to ensure they are informed of initiatives and progress within key ESG areas.



Our Responsible Business Practices

BOARD INDEPENDENCE AND DIVERSITY



We are proud to have ten highly qualified and experienced directors on our Board, collectively bringing a broad range of executive leadership, consumer retail, restaurant and food service, digital marketing, operations, merger and acquisition (M&A), finance and accounting expertise, as well as broad gender, race, ethnicity and geographic diversity.

While we do not have a formal policy for board diversity, our Nominating and Corporate Governance Committee considers diversity of skill, viewpoint, experience, background and other qualities in its overall selection.

The Board takes an active role in board succession planning, is committed to refreshment, and works toward creating a balanced board with both fresh perspective and deep experience. At the 2019 annual meeting, we received broad shareholder support to increase the permissible range of the number of directors from 4-9 to 7-12, which better allows the Board to

manage future director transitions and effective recruitment activity. To that end, on July 6, 2021, the Board increased the current number of directors from nine to ten and appointed Gregory A. Trojan to the Board. The current average tenure of our ten directors is 5.4 years, and all directors, except our Chief Executive Officer (CEO), are independent. For more information about our Board, please see our [latest proxy statement](#).

BOARD LEADERSHIP



**Independent
Board Chair**

INDEPENDENCE

90%

Independent
(9 of 10 directors)

GENDER DIVERSITY

50%

Female
(5 of 10 directors,
all committee chairs)

RACIAL/ETHNIC DIVERSITY

20%

Diverse
(2 of 10 directors)

AVERAGE TENURE

5.4

Years of Service

NOTE: Board diversity data reflects addition of new Board member on July 6, 2021.

BUSINESS CONTINUITY AND RISK MANAGEMENT



Overall business continuity and risk management are core to Casey's effective operational execution. The Board retains oversight of corporate risks including strategic, information security and regulatory compliance risks. In addition, the individual Board committees have oversight responsibilities focused on specific risk areas, as follows:

Board Committee	Risk Oversight Areas
Audit	Financial reporting, internal controls and financial risk
Compensation	Compensation incentive-related risks and management succession risks
Nominating and Corporate Governance	Governance structuring and board succession risk

Risk assessment and risk management are primary responsibilities of the CEO and the Senior Leadership Team. The Board meets regularly with the Senior Leadership Team to discuss strategy and risks facing Casey's, and at least semiannually the Board receives an update provided by the Director of Enterprise Risk on risk identification, assessment, management and mitigation strategies.

Our Enterprise Risk Management (ERM) annual risk assessment process provides for engagement with subject matter experts (SMEs), visibility into strategic initiatives, accountability for risk mitigation consistent with risk tolerance, and use of metrics to monitor and indicate level of risk. Over the past year, we have worked to enhance our ERM approach to more specifically focus our efforts on risks impacting our strategic objectives.

In addition to the work of ERM, we maintain a continuous focus on risk mitigation and preparedness through other key business units as well, such as our Risk Management, Asset Protection, Public Relations, Legal and Information Technology teams who are responsible for coordinating critical incident response activities with key internal and external stakeholders (see "Data Privacy and Cybersecurity").

.....

The mission of our combined teams is to continuously create a sustainable process that drives positive impact to the business with a focus on safety, security and asset protection.

.....

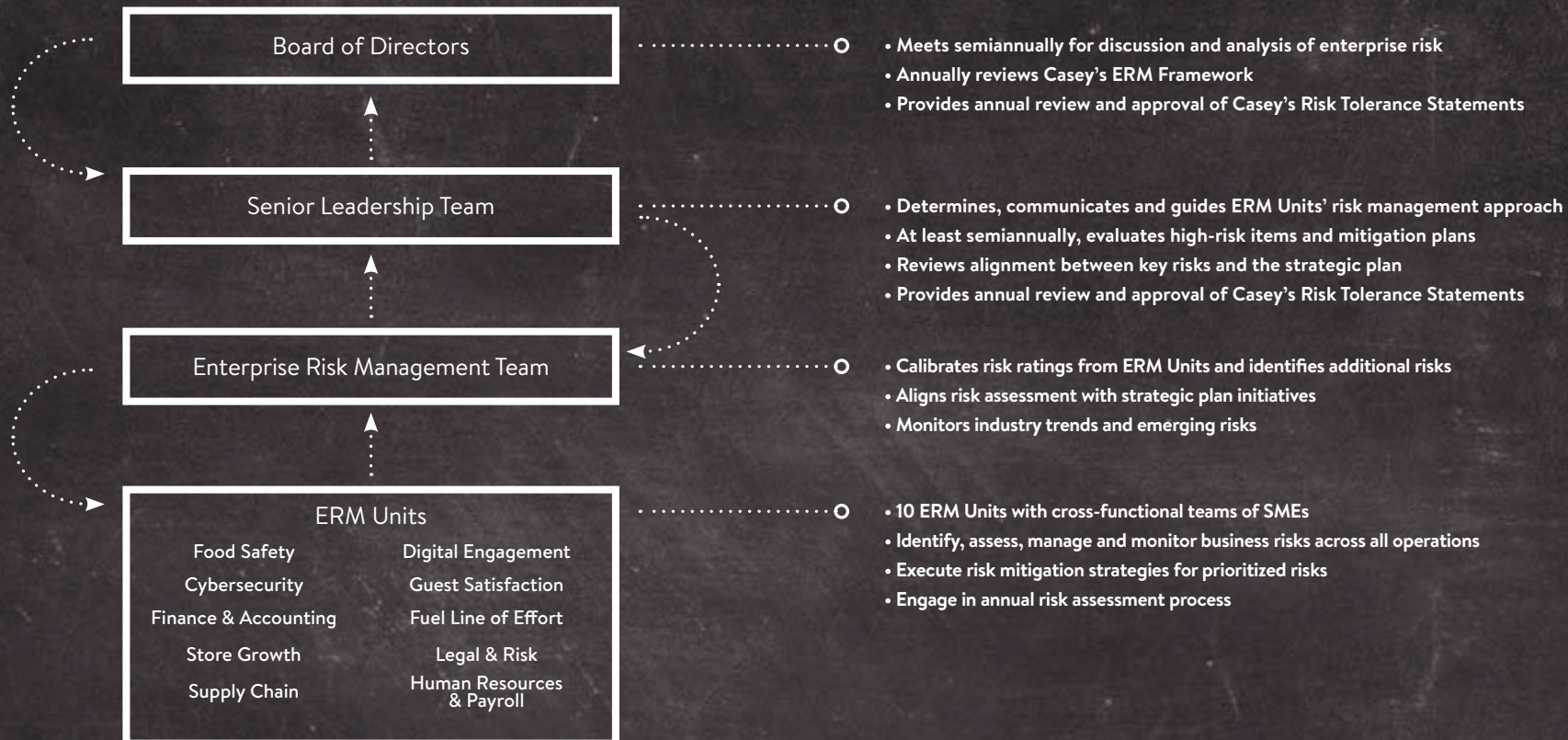
The mission of our combined teams is to continuously create a sustainable process that drives positive impact to the business with a focus on safety, security and asset protection. Together, these cross-functional business leaders have responsibility for the direction, management and execution of Casey's ongoing risk mitigation and readiness practices.

Disaster recovery and business continuity plans are provided to the Risk Management team by the business units and updated as needed.

BUSINESS CONTINUITY AND RISK MANAGEMENT



ENTERPRISE RISK MANAGEMENT (ERM)



BUSINESS ETHICS AND HUMAN RIGHTS



Casey's was established on a foundation of integrity, respect and commitment to excellence. Our values dictate that we will be ethical and forthright in how we operate, regardless of the position held in the company. These values are the foundation of our character and unite us into a team dedicated to creating long-term value for our guests, shareholders, communities and each other.

All directors and team members are expected to abide by our Code of Business Conduct and Ethics (Code), which helps drive our culture of honest and ethical conduct, compliance and accountability. The Code outlines the types of matters or violations that should be promptly reported and the various methods in which the information may be conveyed within the company such as to any supervisor, Casey's Risk Manager, the Human Resources Department or through Casey's Ethics and Compliance Hotline. Reports under the Code, including to the hotline, may be made anonymously; however, in all cases, retaliation for any allegation made is strictly prohibited. For any alleged violation deemed significant and outside of the internal review structure of other departments, our CLO is responsible for directing the

review and deciding the results reported directly to the Audit Committee for consideration. For more information, please see our [Code](#).

All team members are required to complete compliance and ethics training as part of their onboarding and annually thereafter. Training is provided and tracked by our Learning and Development Department, and testing is changed every year to reflect prescient risks and topical concerns. Compliance training and reporting channels are routinely audited through internal fraud risk assessments and by our external audit team.

.....

Our values dictate that we will be ethical and forthright in how we operate, regardless of the position held in the company.

.....

We also require our store team members to meet alcohol certification requirements aligned with state regulations, including responsible server training specifically for age-restricted products like tobacco and alcohol.

Our CEO, key officers and financial team members are also trained and expected to adhere to our Code of Ethics for the CEO and Senior Financial Officers (Financial Code), which they acknowledge annually. The Financial Code outlines

the responsibility to ensure accurate and timely financial reporting and escalation requirements of violations to the attention of the CLO, the Audit Committee Chairperson or Disclosure Committee. We did not have any monetary losses in last two fiscal years from price fixing or manipulation. For more information, please see our [Financial Code](#).

HUMAN RIGHTS

We are focused on doing our part to further an environment that does not tolerate human trafficking, forced labor or underage employment, and we expect our business partners to behave similarly. In our efforts against human trafficking, we have partnered with two organizations to bring awareness to our store and transportation team members as to how to identify key characteristics of potential trafficking and how to report such incidences.

Together with other convenience stores, we also partner with a nonprofit organization to raise awareness against human trafficking and provide a collective "neighborhood watch" and safe haven for victims. These efforts also include in-store signage with safety information and hotline numbers, as well as training for our field store team members. Additionally, our truck drivers are required to complete the Truckers Against Trafficking curriculum to learn about the realities of domestic human trafficking and how the trucking industry can combat it.

DATA PRIVACY AND CYBERSECURITY



We view our responsibility and oversight of Casey's enterprise data security, guest privacy and business continuity practices as a top priority in ensuring our long-term operational sustainability and business success. We continually monitor and enhance protocols for security governance through our NIST CSF (Cybersecurity Framework) risk assessment methodology. We strive to ensure both the readiness of our critical controls and alignment with compliance and regulatory frameworks.

The Board is responsible for the oversight of enterprise-wide risk assessment and risk management, including our operational infrastructure pertaining to security, data privacy and business continuity. Our Chief Information Security Officer has direct oversight of Casey's periodic cyber risk assessments including data security protections, security operations framework alignment and program benchmarking. Quarterly updates are provided to Casey's ERM Committee, the Senior Leadership Team and the Audit Committee, and semiannually to the full Board.

DATA PRIVACY

As our business has evolved to include e-commerce and digital offerings, we have expanded our technology protocols to maintain consistent and compliant protection for guest privacy. Our systems incorporate advanced technological safeguards such as tokenization, data encryption and multi-factor authentication. Our security practices and procedures are compliant with the Payment Card Industry Data Security Standard (PCI DSS), assessed annually by a third-party Qualified Security Assessor. Additionally, although outside of our geographic footprint, our Information Technology (IT) leadership team proactively initiated a holistic data privacy risk assessment as a road map to the general components of California Consumer Privacy Act (CCPA) and General Data Protection Regulation (GDPR) in preparation for any new regulatory requirements. We also regularly update our [Privacy Policy](#) to reflect our core privacy principles and guidelines.

CYBERSECURITY

We deliberately invest heavily to fortify our enterprise technology infrastructure through a combination of securitized in-house data centers and third-party cloud systems to holistically ensure data protection, resiliency and redundancy. Casey's IT Department has responsibility for all processes and procedures for computer security incident prevention, detection and response. The IT Department's

Security Incident Response Team maintains and follows procedures for detecting, investigating and categorizing data security incidents, including internal response collaboration protocols and external stakeholder communication. Our IT team recently implemented a vendor risk management program to assess security certifications and testing of SaaS-based technology solutions as an integrated part of our vendor due diligence.

We also invested over \$28 million this past year for equipment and upgrades to the payment systems for our fuel dispensers to decrease point-of-sale fraud and keep guest information secure.

TRAINING AND AWARENESS

All team members are required to comply with our privacy and information security programs by completing annual mandatory information security and awareness training, including in-store social engineering training. Additionally, our IT Department recently implemented regularly scheduled anti-phishing exercises for all Store Support Center team members to continually test our level of cybersecurity awareness.

SUPPLY CHAIN MANAGEMENT



We plan and manage our broad assortment of packaged and freshly prepared food, fuel selections and other products provided across our 2,200+ store footprint to closely align with the demand and buying preferences of our guests.

Our supplier selection depends on many considerations, including quality assurance, safety, pricing, financial viability, delivery performance, environmental practices and innovation. Our procurement team is in the process of developing a supplier scorecard as part of our Supplier Relationship Management process and tool optimization.

Our Chief Operating Officer and Chief Merchandising Officer are responsible for the execution of our supply chain management and are accountable to our CEO and the Audit Committee for adopting risk mitigation and contingency planning strategies. The Transportation and Distribution Center teams, together with Merchandising and Food Service, jointly ensure food safety at various stages of the supply chain. We require our vendors to comply with industry standards, including all applicable laws and regulations, such as U.S. food safety standards.

RESPONSIBLE SOURCING, QUALITY CONTROL AND RESILIENCY

We work closely with our suppliers to promote shared values, ethical business practices and a resilient supply chain. We believe that strong supplier relationships result in a more effective supply chain, benefiting the growth of both our company and our suppliers.

We continually evaluate ways to strengthen our supply chain management. Over the past year, we deployed a comprehensive process improvement approach resulting in many notable enhancements, such as an automated recall process, enhanced supplier risk evaluations and increased supply chain monitoring. We have also dual-sourced some critical food ingredients to better strengthen the continuity and resiliency of the supply chain supporting our fresh food preparations.

We formed a centralized procurement team, reporting to the CFO, to more effectively leverage our scale and utilize contemporary strategic sourcing tactics to drive savings, quality control and efficiencies. As an initial step, the team implemented a modernized digital procurement process to provide more visibility and control around our future supply chain decision-making. We plan to continue to enhance risk mitigation and assess responsible sourcing options across our organization.

.....

We manage our supply chain and order fulfillment process to best optimize our distribution centers and in-house fleet network to reduce the time, cost and environmental impact of our distribution where possible.

.....

We manage our supply chain and order fulfillment process to best optimize our distribution centers and in-house fleet network to reduce the time, cost and environmental impact of our distribution where possible. For example, we recently opened our third distribution center in Joplin, Missouri, which we estimate will reduce fleet miles driven by approximately 1.8 million miles per year. Supplier location and transportation requirements are also important factors in our decision-making. For example, our Midwest footprint has allowed us to establish local agricultural relationships to meet the increasing demand for our renewable biofuel options.

GOVERNMENT RELATIONS AND PARTNERSHIPS



Casey's Director of Government Relations reports to the CLO and is responsible for staying abreast of federal and state legislative issues pertinent to the company's operations. The company engages in both direct lobbying efforts and also retains outside lobbyists to assist with some of its state legislative efforts. We belong to numerous trade associations at both federal and state levels, participating in their government relations efforts where applicable. Casey's has an Iowa Political Action Committee (PAC), funded by individual team member contributions, that it uses to contribute to Iowa candidates. The company also contributes corporate funds to candidates in states that allow corporate contributions. The company does not have a Federal PAC. Any lobbying efforts and contributions to political issues are approved by the Senior Leadership Team.

We exercise stewardship in maintaining awareness and understanding of rules and regulations impacting Casey's and the overall convenience and fuel retailing industry.



SECTION TWO

OUR TEAM



At Casey's, we believe working together as a team is the best way to serve our guests. Our people are essential to our long-term financial sustainability and achieving our purpose. We strive to provide a work environment where team members are treated with respect, dignity and honesty and where high performance is expected and rewarded.

TALENT MANAGEMENT AND TEAM MEMBER ENGAGEMENT



Our business success depends on our ability to attract, retain, engage, motivate and develop our team members. Between the combination of our flexible schedules and wide range of positions starting from entry level to supervisors to managers, we provide a variety of valued career paths and development opportunities. With just over half of our locations in communities with fewer than 5,000 people, many of our stores provide much-needed job opportunities in the rural Midwest.

Our team member policies and initiatives strive to meet these objectives with our Chief Human Resources Officer (CHRO) leading the charge. The CHRO provides updates regarding our strategies for talent management and team member engagement to the Board at least annually and to the Compensation Committee of the Board quarterly.

PROFESSIONAL DEVELOPMENT

We offer our team members an assortment of positions and work schedules, from part time to full time and hourly to salary, in order to better meet their various needs as students, parents, retirees or veterans. Whatever the level, we aim to provide the training and professional development options that our team members require to contribute to Casey's business success and advance along their career paths.

We offer skills and leadership training for all team members through our eLearning platform, which has approximately 200 hours of mandatory and optional coursework available. Across all course offerings, over 1.5 million individual enrollments were completed last year. Additionally, tuition scholarships totaling \$60,000 were provided to 18 qualifying team members and 42 dependents to aid in advancing their education.

We provide a Leadership Excellence Certification program to managers and above through a development program that launched in June 2020. Over 40 leaders divided between four cohorts have participated over the past year to study content areas such as leadership communication, business acumen, change management and emotional intelligence. Several leaders also participate in career development events with the National Association of Convenience Stores (NACS). In addition, each quarter our store leaders attend a two-day

Divisional or Regional Leadership Summit with a portion focused on their professional development.

We strongly encourage our teams to look for ways to develop through on-the-job experiences, coaching and mentoring relationships, as well as online and classroom opportunities leveraging the strength of our learning management system. We promoted 7,010 team members over the past year, up from the prior year level of 4,466 internal promotions. Overall, we believe that our internal development initiatives are integral in bolstering these career path advancements.

TEAM MEMBER ENGAGEMENT

We conduct an annual confidential company-wide team member engagement survey. After the results are finalized and areas of opportunity are determined, our human resources business partners then work with specific areas of the organization to address action items from this survey. Our 2021 engagement score was 74% across full- and part-time team members. The survey feedback provides our Extended Leadership Team with valuable information about our workplace culture and team member morale, which may be used to develop and refine aspects of our overall team and culture strategies.

BENEFITS, HEALTH AND WELLNESS



Our team members are one of our most valuable assets, and their engagement is critical to our ongoing success. With this in mind, we strive to provide benefits that will provide our team members and their families access to quality health care and to programs that support their overall health and well-being. We believe that leading a healthy lifestyle is important to living a satisfying personal life, as well as sustaining effectiveness on the job.

In addition to competitive wages, flexible work schedules and advancement opportunities, our total compensation package includes a broad range of affordable benefits to our full- and part-time team members, based upon position and length of employment. Our benefits are designed to provide our team members the opportunity to pursue health and financial wellness, including paid bonding leave. We also recently launched a Team Members Support Fund, backed by Casey's corporate and store team member donations, to assist team

members in need, contingent upon meeting specific need criteria and being selected by an independent third party. We also offer our Store Support Center parents of infants to school-age children with a high-quality on-site Child Development Center, which includes certified teachers and development programs.

Our benefits are designed to provide our team members the opportunity to pursue health and financial wellness.

Additionally, we offer Casey's Holistic Habits Program to support team members' journeys to improve health. The program focuses on providing Casey's workforce with tools and resources to help team members find balance in all dimensions of well-being. Typically, each quarter includes educational information and a wellness challenge. Courses that are offered include the following:

Focus	Content Examples
Physical Well-Being	Superfoods; tobacco cessation program; men's and women's health
Financial Well-Being	Retirement planning
Socially Connected	Meaningful family connections
Emotionally Balanced	Weight, stress and financial balance for the holidays

None of our team members are covered by any collective bargaining agreements. Ninety-four percent of our team members make above minimum wage, and the average hourly rate for all hourly team members in 2021 was \$12.77 per hour. All hourly distribution center team members are paid more than minimum wage. Last year, the Company paid approximately \$825,000 as a result of legal proceedings related to employment law matters and had no losses associated with labor law violations.

For more information, please see the [Careers](#) section of our website.

Our Team

DIVERSITY, EQUITY AND INCLUSION



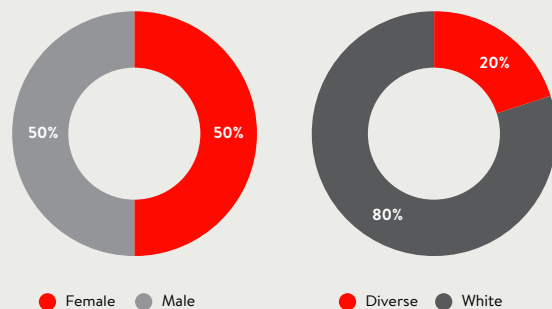
Our Board and Senior Leadership Team are committed to creating a culture that promotes Diversity, Equity and Inclusion (DEI) and incorporates strategic objectives to attract, develop and retain diverse talent.

We aim for an inclusive DEI environment that fully embraces the diversity of our team members, regardless of ethnicity, gender, age, disability, cultural background, sexual orientation or religious beliefs.

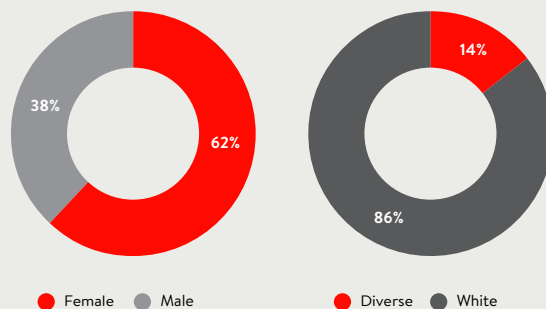
Our Board and CEO have been instrumental in initiating transformative changes within our top leadership, across all business units and functions. Over the past two years, we have invested in our leadership talent to build a strong, diverse team with capabilities to drive business performance. As a result, our Extended Leadership Team represents varied backgrounds, skills, viewpoints and experiences, as well as diversity by gender, sexual orientation, race and ethnicity. For more information on our Board and leadership, please see the [Governance](#) section of our website.

Our Board views our DEI strategic initiatives as material to our corporate objective of long-term value creation. We believe that Casey's mission is best achieved by attracting and retaining a diverse mix of team members to be part of our vibrant, motivated working environment and develop valuable leadership skills.

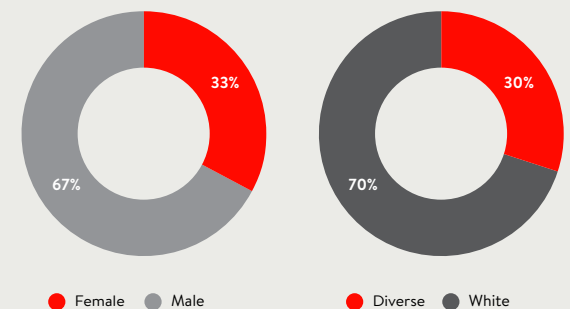
BOARD DIVERSITY



COMPANY DIVERSITY



EXTENDED LEADERSHIP TEAM DIVERSITY



NOTE: Board diversity data reflects addition of new Board member on July 6, 2021.

TEAM MEMBER HEALTH AND SAFETY



The safety of our team members is a top priority for our Senior Leadership Team. We deliver upon this commitment through robust safety policies, comprehensive team member education and training, and ongoing investments in industry-leading technology designed to promote a safe and positive environment.

We maintain a comprehensive safety program that complies with local and national guidelines and protects our team members. We have protocols in place to ensure that the necessary safety training and practices are integrated throughout our operations. Over the past year, we increased our investment in our safety e-learning management system to make our training program more accessible and flexible.

Since we operate a complex business composed of various sub-businesses, safety measures are reviewed, trained and mitigated directly within each business unit. Our Risk Management and Asset Protection teams provide general oversight of the overall safety programs. At least on a semi-

annual basis, safety risks are reviewed and improved by the various ERM Units. Last year, our total recordable incident rate (TRIR) was 2.81, and we had one fatality.

STORE SAFETY PRACTICES

Our objective is to maintain a safe environment for our team members serving within our 2,200+ stores. Every team member receives health and safety training during onboarding and on an ongoing basis. In addition to the food safety training outlined within the “Food Safety” section, store training modules also include:

- Cooler/Freezer Safety
- Cut Prevention
- Material Handling/Safe Lifting
- Slip/Trip/Fall Prevention
- Machine Safety
- Food Preparation/Deep Fryer

Robbery prevention training is required for all store team members to ensure awareness of safety and critical incident protocols in the event of a robbery. We have also

incorporated and expanded additional safety features at our store locations, such as enhanced lighting, multiple team member staffing, closed-circuit security cameras, and store operating-hour considerations. In addition, we consider safety in the planning process for new store locations to minimize the risk of store crime and robberies.

FUEL OPERATIONS SAFETY PRACTICES

The Environmental Protection Agency (EPA) and Occupational Safety and Health Administration (OSHA) require compliance with specific regulations and targeted training for convenience stores that operate fuel facilities. Our Underground Storage Tanks (UST) construction meets or exceeds all compliance requirements with our double-walled, sensor-activated systems in place. EPA-mandated training focuses on UST procedures that protect the environment by ensuring operators know how to prevent or reduce the effect of spills. We have an internal EPA department that works to ensure that we adhere to regulatory requirements. Additionally, we adhere to a rigorous internal training and audit framework designed to meet state regulations. We had 6,642 operational USTs as of fiscal year-end 2021.

TEAM MEMBER HEALTH AND SAFETY



Our Fuel Transportation Department is fully committed to safety and compliance while providing dependable quality fuel transportation to our stores. We have policies and procedures in place that promote safe practices in all phases of our fuel operations with stringent standards to prevent accidents and adhere to applicable safety regulations on local, state and federal levels.

DISTRIBUTION CENTER AND TRANSPORTATION SAFETY PRACTICES

Distribution center team members are trained on the safe use of operations equipment, as well as specialized training to safely receive, move and transport items. We have also made investments to improve overall logistics safety with state-of-the-art technology and ergonomic mechanisms to

reduce operational loads, such as robotic palletizers, pick-to-light systems and sortation lanes. We hired a Corporate Occupational Safety and Health Specialist to analyze and test the physical requirements of our processes.

Our transportation drivers must meet all Department of Transportation requirements and training to safely transport our products. Our fleet management drivers are required to complete a comprehensive series of driving courses that cover accident-prevention topics such as equipment operations, defensive driving, speed management, winter driving and more. We also require that the Truckers Against Trafficking curriculum be completed by our drivers as part of our efforts to keep drivers informed about the realities of domestic human trafficking and advance how the trucking industry can combat it.



We maintain a comprehensive safety program that complies with local and national guidelines and protects our team members across all business units.

A full-page photograph of two women in a Casey's store. The woman on the left has long brown hair, is wearing a light blue denim jacket over a black t-shirt with a red rooster logo and the word 'Casey's' in red, and is holding a red Casey's cup. The woman on the right has short curly brown hair, is wearing a grey cardigan over a patterned top, and is holding a white napkin. They are both smiling and looking at each other. In the background, there are shelves with Casey's products, including bags of popcorn.

SECTION THREE

OUR GUEST EXPERIENCE



For Casey's, our commitment to our guest experience is not only conveniently providing the products and services that our guests want but also to do so in a safe manner. Our teams are dedicated to ensuring health and safety in all that we do. Because the guests we serve every day are our friends, neighbors and family, we have a vested interest in keeping our communities strong.

Our Guest Experience

COVID-19



From the outset of the COVID-19 crisis, Casey's focus was on the safety of our team members, guests and communities. Convenience stores were declared an "essential business" by the government due to the fact that we sell fuel and groceries. As an essential business, we made a commitment to stay open to safely serve our guests and communities.

We assembled a cross-functional task force to continuously monitor and manage the impact of COVID-19 on our business operations. Our full Board remained actively engaged in overseeing our COVID-19 risk management strategies and has continued to work closely with our leadership during this unprecedented pandemic.

Casey's has spent over \$50 million on COVID-19-related safety measures, benefits and other protections.

The measures we took to protect our guests and team members made our stores safe places for our communities to obtain essential needs like fuel, groceries and fresh food. To increase the safety of our team members and guests, we installed plexiglass shields at all cash registers; provided personal protective equipment; enhanced cleaning procedures inside our stores and at the pumps; implemented health and temperature checks at our stores, our distribution centers and our Store Support Center; established social distancing at our stores; and implemented contactless delivery options. Additionally, we provided expanded leave benefits and supplemental pay and bonuses to front-line and other team members. In total, since the outset of the pandemic, Casey's has spent over \$50 million on COVID-19-related safety measures, benefits and other protections.



We took fast action to keep our customers and team members safe during COVID-19, including the introduction of contactless delivery, pay ahead for carryout and low-contact checkout.

FOOD ACCESS, FOOD SERVICE AND NUTRITION



One important key differentiator within stores is our broad selection of food items, particularly our private brands and prepared foods. We provide an assortment of Casey's proprietary-branded products and regional brands of dairy and bakery products. We also offer a variety of prepared food items straight from our in-store kitchens, including freshly prepared pizza, baked goods and sandwiches.

We strive to provide an assortment of better-for-you options for our guests. Our grocery selection includes nutritious food selections of milk, cheese, fruits, protein bars and waters. Over the past year, we expanded some of our better-for-you packaged snack alternatives, including increasing the number of products in the packaged nuts/seeds category by over 25% and in the meat snacks category by over 80%.

.....

Casey's is often a one-stop destination for many of our guests, serving as a grocery store, convenience store and quick-service restaurant all-in-one.

.....

FOOD ACCESS

Casey's is often a one-stop destination for many of our guests, serving as a grocery store, convenience store and quick-service restaurant all-in-one. Many of our smaller communities have limited access to grocery and restaurant options, which was especially true during the challenges of COVID-19. In some of these rural parts of our footprint, Casey's was one of the few businesses, and at times the only business, open to meet the needs of the community. Casey's new digital platform allowed guests to choose prepared food and grocery products online, then safely receive their purchases through contactless delivery or curbside pickup.

Some of our guests are also reliant on government-aid programs to supplement their food budgets, and we accept benefits from the Supplemental Nutrition Assistance Program (SNAP). We also provide food donations to those in need by partnering with Feeding America®. Through the generosity of our guests, commitment from our team members, and partnership with Coca-Cola, Casey's was able to provide over 15 million meals to help fight growing food insecurity in our local communities.

FOOD SERVICE AND NUTRITION

Under the leadership of our new Vice President of Food Service and an expanded team, we are introducing a new strategic framework for our prepared food menu development. It incorporates a comprehensive stage-gate process and a restaurant mindset of innovation, quality and consistency. Our approach encompasses analyzing data to

develop Casey's menu, keeping our guest preferences at the center of our category management and innovation strategies.

As we expand and adjust our prepared food menu selection, we consider how to include a wider variety of food options such as salads, deli sandwiches and sandwich wraps, as well as allergen-friendly options for our guests, such as our gluten-free pizza crust. We are also working to change our menu guidelines toward reducing and/or eliminating artificial colors and flavors, flavor enhancers, preservatives, trans fats, monosodium glutamate (MSG), partially hydrogenated oils and high-fructose corn syrup (HFCS). In addition, we plan to reduce the sugar content in all hot dispensed beverages by 10%.

.....

We have changed some of our food preparation protocols to be more eco-friendly and health-conscious.

.....

We have changed some of our food preparation protocols to be more eco-friendly and health-conscious. For example, our food service team launched an innovative initiative to eliminate over 2,000 donut fryers through September 2021 and convert to bakeable products instead. Not only does this new approach provide our guests with a lower-calorie donut with equally great taste, but it also reduces our annual oil usage by 2.25 million pounds, which ultimately contributes to our reducing landfill and food waste.

Our Guest Experience

FOOD SAFETY



Food safety is a top priority across all aspects of our business functions, from vendor selection to transportation to preparation and guest delivery. We maintain rigorous food preparation and handling practices to ensure our stores meet or exceed local, state and federal food safety laws and standards, and stay up to date with changing regulations.

By managing our own fleet operations, we can better ensure the safety and quality of our food and products throughout the distribution chain, including refrigeration controls for the food we receive, store and transport.

Our store managers provide oversight to ensure compliance, including adherence to food safety training, cleaning practices and store audits. Food safety courses are required for onboarding and ongoing training of team members who are involved with food purchasing, handling and preparation. These sessions cover topics related to allergens, food handling and certified food protection management, as well as role-specific trainings.

We continually monitor and improve our internal processes and confirm their effectiveness with regular external third-party audits. All health department inspection reports and public records for our stores and distribution centers are carefully reviewed by Casey's Food Safety Department to identify improvement opportunities and ensure swift remediation of any violations.

Our store managers provide oversight to ensure compliance, including adherence to food safety training, cleaning practices and store audits.

We have also implemented regular third-party audits of our food-related procedures to assist in advancing our regulatory compliance. Based on the audit results, we take corrective action to continuously improve our operations and enhance our training curriculum.

We have engaged a third-party software company to facilitate the immediate communication, follow-up and documentation of recalls. This approach allows us to quickly contact our stores with real-time, transparent communication to ensure recalled items are not made available for sale.



We are committed to ensuring food safety throughout our business operations with our regulatory compliance protocols, ongoing training and third-party store audits.

A photograph of a man in a blue zip-up sweater holding a young girl with blonde pigtails. The girl is pointing at a colorful paper craft the man is holding. In the background, a woman is looking down at something, and two other children are visible. The setting appears to be a community center or a play area with colorful walls.

SECTION FOUR

OUR COMMUNITY ENGAGEMENT



With a significant presence in mid-size and rural communities across middle America, we are part of the fabric of communities that know each other by name and show up for each other when in need. We are passionate about giving back to our communities because they are the communities we live in and share with our neighbors, family and friends. We are, indeed, Here For Good.

COMMUNITY GIVING STRATEGY



To evolve our corporate philanthropy, we engaged our guests for input on where we can best contribute to their communities. Based upon their feedback, we designed three strategic pillars for our Community Giving Strategy that reflect the areas of greatest need: Education, Hunger and Community Servants.



Being part of the heart of the communities we serve means Casey's can make a positive, local impact and strengthen our communities. We're proud to be Here For Good!

CORPORATE GIVING STRATEGY

Build Stronger Communities through giving that makes an impact on the fundamental needs of guests and towns Casey's serves

Education	Hunger	Community Servants
Education is fundamental to strong, sustaining communities by preparing children for a bright future, creating a skilled workforce and connecting families and children. Each of our communities has a connection to a school and school systems. We focus on initiatives that give back to K-12 schools, students, teachers and youth extracurriculars.	Hunger and food availability are a challenge in Casey's hometowns. We want to bring certainty to our neighbors who are uncertain where their next meal may come from. We focus on food banks in our footprint.	Casey's is rooted in the heart of its communities. We believe we have the unique ability to support local people and needs in our community. We support community servants. When needed, we will respond to crises and disasters.

FINANCIAL CONTRIBUTIONS



Over the past year, our efforts focused on building stronger communities across our Midwest footprint by extending financial support for needs in education, hunger and community servants. Our financial contributions totaled over \$5 million.

EDUCATION

Casey's Cash for Classrooms Grant Program awarded \$1 million last year to benefit K-12 public and nonprofit, private schools through 99 different grants. These funds helped to support schools with playground, classroom and building improvements, as well as school supplies and technology. Our guests can also contribute to their local schools by directing their Casey's Rewards points toward a donation to their school of choice.

HUNGER

We partner with Feeding America® to provide funds and in-kind food donations that will reach school-aged children and their families within Casey's Midwest footprint. Our overall food programs included cash donations to the 48 food banks that reach Casey's communities, in addition to donations of nearly 40,000 pounds of in-kind food and other supplies to local food banks and other nonprofits.

COMMUNITY SERVANTS

Each November, we hold a giving campaign to collect corporate, team member and guest donations to benefit U.S. veteran organizations such as "Hope for the Warriors" and "Children of Fallen Patriots." We are always humbled by the overwhelming gratitude and response from our team members and guests.



We are grateful to be able to distribute funds to local schools within our footprint through our Cash for Classrooms grant program and make a big impact on educational initiatives for teachers and students within our communities.

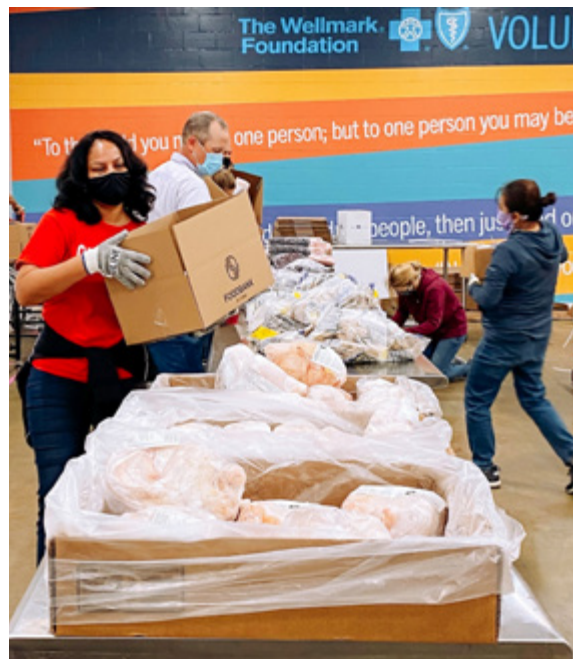
Our Community Engagement

TEAM MEMBER VOLUNTEERING



Casey's purpose is to make life better for our communities and guests every day. It is part of our culture to provide opportunities for our team to carry out and showcase that purpose. We encourage all team members to rise up and help our communities through volunteering.

Our team members do various charitable volunteer work within our communities such as Habitat for Humanity builds, meals to feed homeless, United Way volunteer days, Dress for Success, Little Hands on the Farm at the Iowa State Fair, and a multitude of local community events. Many team members also drive positive impacts as leaders on charitable boards such as United Way, Junior Achievement, Wildwood Hills Ranch, and Courage League Sports. To further encourage community involvement, qualifying full-time team members are eligible to receive two days per year to volunteer at a charity or nonprofit organization of their choice.



Casey's partners with Feeding America to help provide meals to school-aged children and their families at risk by assisting local food banks with financial donations, in-kind food products and volunteer support.

CASEY'S CHARITABLE BOARDS INVOLVEMENT





SECTION FIVE

OUR COMMITMENT TO THE ENVIRONMENT



As part of being responsible community members, we strive to build a sustainable future for our team members, guests and communities through our environmental stewardship. We work to minimize the negative environmental impact of our operations and improve our sustainability practices across our business. Below we share some of our current initiatives specifically as they relate to the areas of energy management, fuel operations, distribution and fleet management, and water and waste management.

Our Commitment to the Environment

ENERGY MANAGEMENT



As we continue to strategically expand and strengthen our Midwest footprint, we have incorporated a range of energy-efficient features for our new build and renovation designs for our stores, distribution centers and Store Support Center buildings.

We strive to incorporate improvements to our design specifications to improve our energy efficiency where possible. For example, in 2014, we made LED lighting technology a standard specification for all new and existing stores. With our phased approach through 2020, we converted over 1,000 existing stores to LED lighting, reducing our carbon footprint for interior lights, parking lot lights, exterior canopies, cooler/freezer lights and facade sign lighting. As a result, we anticipate reducing our lighting energy consumption by over 50% for these converted stores for a total reduction of over 36 million kilowatt-hours (kWh) per year. Substantially all of Casey's stores now use LED lighting, and, as we continue to expand our store footprint, we continue to incorporate LED into our new build and renovation construction.

In addition to LED lighting, we continually evaluate our new store designs to incorporate other eco-friendly features. Overall, new stores are built to meet or exceed applicable Model Energy Codes, including but not limited to energy-efficient HVAC, LED lighting, refrigeration system upgrades, exhaust and water-heating equipment, low-flow aerators, rooftop units, irrigation systems, and energy-efficient windows and doors. These new building practices are projected to reduce energy consumption annually by 20% per building.

RENEWABLE ENERGY

We also evaluate renewable energy options as part of our energy management. We recently installed solar panels at our new distribution center in Joplin, Missouri, that opened in April 2021. The array includes 1,408 solar panels and has a total system rating of 499.84 kilowatts (kW). The system supports the refrigeration needs, which account for the majority of the distribution center's electrical load.

While our stores do not currently utilize solar energy directly, at 34 stores we participate in "community solar gardens," where we commit to purchasing an amount of solar- and wind-generated energy from the garden, resulting in an environmental offset of 25-100% of the energy usage for participating stores.

REFRIGERANT MANAGEMENT

We continue to improve our refrigeration and HVAC systems through exploring and implementing new designs to maximize energy efficiency and minimize water consumption. We are diligent in maintaining our refrigeration equipment to optimize energy-efficient systems and minimize leakage from our air conditioning and refrigeration units. We maintain refrigeration upgrades in line with manufacturer guidelines. We are currently working with a third party to assess and baseline our refrigeration energy consumption to guide decision-making for continual upgrade enhancements and replacement cycles.

Our new stores are built to meet or exceed applicable Model Energy Codes. These building practices are projected to reduce energy consumption annually by 20% per building.

Our Commitment to the Environment

FUEL OPERATIONS



Casey's is proud to source all our fuel domestically from major petroleum suppliers and integrated advanced biofuel providers. Approximately 94% of the fuel we sell is blended with renewable fuel, either ethanol or biodiesel, at varying proportions across all of our stores.

Biodiesel is sold at 966 stores or 43% of our locations. Every new store build has capability to sell higher blended ethanol, and we aim to continue growing sales of renewable fuels throughout our footprint. We do not have a Renewable

Volume Obligation (RVO); instead, we generate and sell Renewable Identification Numbers (RINs).

ELECTRIC VEHICLE CHARGING STATIONS

As part of our efforts to support the transition to a lower-carbon economy through electrical vehicles (EV), we have started to install EV charging stations at some of our stores. Since the fall of 2018, we have installed 50 chargers at 15 locations. All of these locations have at least one Direct Current Fast Charger.

Our implementation strategy is designed to selectively ramp our charging station installations in locations within our region where we see higher levels of consumer EV buying trends. To date, the consumer EV demand within our Midwest

footprint has been comparatively lower than the levels along the East and West coasts. As the EV demand from our guests increases, we are prepared to integrate charging station options at our nearby stores. We currently have additional sites under construction with plans to continue to install more during our 2022 fiscal year.

To support these efforts, we are building partnerships with local and national organizations, including Electrify America and EV manufacturers. We have also participated in grant opportunities and with local utilities such as MidAmerican Energy in Iowa and Omaha Public Power District in Nebraska. These partnerships allow us to guide our long-term strategic planning to closely align with evolving trends in EV technologies as consumer demand increases over time.

RENEWABLE FUEL OPTIONS AT OUR STORES

Focus	87E	E-15	E-85	Biodiesel
Description	Blended of 10% ethanol and 90% gasoline	Blend of 15% ethanol and 85% gasoline	Blend of 85% ethanol and 15% gasoline	Renewable, clean-burning alternative for regular diesel
Number of Stores	2,237	370	342	966
% of Total Stores	100%	17%	15%	43%

Our Commitment to the Environment

DISTRIBUTION AND FLEET MANAGEMENT



As a retailer and distributor with a large geographic footprint across the Midwest, we recognize that one of the largest impacts of our operations on the environment comes in the form of greenhouse gas (GHG) emissions from our fleet of vehicles and their associated maintenance.

We carefully manage and optimize our store order fulfillment to reduce miles driven, improve load utilization and increase fuel efficiency. Our transportation and distribution teams have also advanced other various initiatives aimed at collectively reducing our GHG emissions.



By utilizing our company fleet operations to deliver the majority of in-store merchandise and fuel to our stores, we can better ensure the safety and quality of our food and products throughout the distribution chain.

GROCERY FLEET

172

Grocery Trucks

201

Grocery Drivers

11,223

Grocery Routes

10,429,725

Grocery Miles
(Driven in FY21)

368,623,174

Grocery Pounds
(Delivered in FY21)

FUEL FLEET

128

Fuel Trucks

240

Fuel Drivers

Our Commitment to the Environment

DISTRIBUTION AND FLEET MANAGEMENT



ENERGY-EFFICIENT DISTRIBUTION NETWORK

Our stores and supplier manufacturing facilities are within our distribution centers' optimum efficiency range, positioning us to better reduce our transportation needs, increase delivery reliability and lower the environmental impact of our operations. We route our grocery and merchandise items through our three distribution centers in Ankeny, Iowa; Terre Haute, Indiana; and Joplin, Missouri, as hubs within our network of suppliers and stores. Shipments then reach individual stores throughout our distribution network utilizing route optimization software and techniques, thus enabling an approximate delivery of 90% of in-store products and 75% of our fuel supplies with our company-owned truck fleet.

FLEET STRATEGY AND FUEL EFFICIENCY IMPROVEMENTS

We manage the emissions impact of our transportation fleet through a focus on improving route efficiencies, delivery schedules and vehicle idling. We optimize our fleet by proactively decreasing the average age of our vehicles through systematic replacement of old vehicles with newer, more efficient vehicles.

We have also incorporated other fleet efficiency improvements, such as:

- Installing solar panels for our refrigerated trailers, improving our fuel savings by up to 20%;
- Using only SmartWay tires (either new or retread) to limit our waste and overall costs by retreading our tire casings as part of the EPA's voluntary program to reduce environmental impacts;
- Integrating fleet management software with real-time visibility allowing for adaptive rerouting, real-time engine problem notifications, and streamlining order fulfillment logistics that improved fleet productivity and reduced carbon emissions by lowering our idle times by over 8%;
- Modernizing engine-switch rollout program with smaller, lighter-weight and EPA-compliant engines, thus achieving up to 5-25% better fuel economy;
- Improving driving habits with real-time driver tracking solutions and tutorial coaching techniques, contributing to lowering our accident incidents by 27% as compared to prior year; and
- Reducing fleet miles driven by an estimated 1.8 million miles per year due to our newly opened distribution center in Joplin, Missouri.

We are pleased with the positive impact of these various initiatives to lower our overall GHG emissions and continually analyze other initiatives as part of our fleet management.



Our transportation fleet management team has focused on advancing eco-friendly initiatives to optimize order fulfillment, delivery schedules and fuel-efficient vehicles.

WATER AND WASTE MANAGEMENT



We work to reduce waste in all areas throughout our business by focusing on recycling, sustainable packaging and reducing food waste through donations. Where possible, we also integrate various water conservation measures with water-efficiency features throughout our operations.

WATER

We have installed low-flow, touchless faucets, hands-free flushing sensors and other water-reducing hardware. We are also managing the quality of our stormwater discharge to minimize any groundwater impact at selected locations, as well as rain-sensing irrigation systems.

We maintain our car washes to minimize both water and chemical use. We replace high-pressure nozzles at our high-volume locations yearly and aim to have machine speeds set at efficient levels to reduce water waste. Chemical usage is measured onsite quarterly, and all car wash bays are pressure washed at least twice per quarter to eliminate chemical residue.

WASTE

We have various recycling efforts in place at our distribution centers, including cardboard/packaging, pallets, metal, appliances, and light bulbs. Nearly 2.7 million lbs. of cardboard generated from our operations last year were recycled, keeping it out of landfills. We also provide grease recycling at over 400 of our stores.

SUSTAINABLE PACKAGING

We believe that transitioning to sustainable packaging is an important step toward minimizing our negative environmental impact, as well as ensuring the safety and welfare of our guests and communities. For food items produced and packaged in-house, we take a holistic approach by looking at both the front-end raw material composition and the end-of-life disposal.

For food items produced and packaged in-house, we take a holistic approach by looking at both the front-end raw material composition and the end-of-life disposal.

For the front end, we have eliminated all harmful chemicals (BPA and Phthalates) as raw materials in our packaging. We are also aligning with industry-standard initiatives to increase the share of renewable sources and recycled materials from certified sources. We are on a path to have paper for

our in-house food packaging sourced to be either Forest Stewardship Council (FSC)- or Sustainable Forestry Initiative (SFI)-certified by 2023 to ensure our alignment with ethical forestry practices. In addition, we are considering ways to improve the sustainability of our coffee business, such as including greener cups and lids.

For product end-of-life, our target is to recycle or compost wherever possible in our own operations and by our guests. We have also introduced reusability options, such as drink mugs for multiple use, and plan to increase the communication of current recyclable packaging, including our very own pizza boxes.

We are currently working with a third-party sustainable packaging expert to increase the share of recyclable materials, incorporate life-cycle analysis, and establish objectives for our entire packaging portfolio.

FOOD WASTE

We strive to reduce food waste and increase food recovery to improve operational efficiencies, reduce our environmental impact and reduce hunger in our communities. We have protocols in our distribution centers to donate unused, safe food inventory to local food banks before expiration. Since May 2020, we donated nearly 40,000 pounds of in-kind food and other supplies to local food banks and other nonprofits.

SECTION SIX

FRAMEWORKS AND STANDARDS



Our ESG Report has been prepared in accordance with the accounting standards published by the Sustainability Accounting Standards Board (SASB), and we have also identified the United Nations Sustainable Development Goals (SDGs) that we believe best align with our business activities and key priority areas.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)



The United Nations Sustainable Development Goals (SDGs) are a collaborative, global effort to achieve a better and more sustainable future for all. Represented by 17 Global Goals and 169 targets, the SDGs address challenges of poverty, inequality, climate change, environmental degradation, peace and justice. We identified the key areas where we have the greatest influence and impact through our business strategy, products and services.

SDG	Name	Description	Section
	Zero Hunger	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	Food Access, Food Service and Nutrition
	Quality Education	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Our Community Engagement
	Affordable and Clean Energy	Ensure access to affordable, reliable, sustainable and modern energy for all	Fuel Operations
	Decent Work and Economic Growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Our Team
	Sustainable Cities and Communities	Make cities and human settlements inclusive, safe, resilient and sustainable	Our Community Engagement

SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB)



This table incorporates accounting standards from the Sustainability Accounting Standards Board (SASB) related to Food Retailers & Distributors and to Oil & Gas Refining & Marketing. It includes references to sections within this report where specific topics are discussed.

Topic	Accounting Metric	Code	Section
Fleet Fuel Management	Fleet fuel consumed, percentage renewable	FB-FR-110a.1	Distribution and Fleet Management
Greenhouse Gas (Carbon) Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-RM-110a.1	Our Commitment to the Environment
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-RM-110a.2	
Air Quality & Emissions from Refrigeration	Gross global Scope 1 emissions from refrigerants	FB-FR-110b.1	Energy Management
	Percentage of refrigerants consumed with zero ozone-depleting potential	FB-FR-110b.2	
	Average refrigerant emissions rate	FB-FR-110b.3	
	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) particulate matter (PM ₁₀), (4) H ₂ S, and (5) volatile organic compounds (VOCs)	EM-RM-120a.1	
	Number of refineries in or near areas of dense population	EM-RM-120a.2	
Energy Management	(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	FB-FR-130a.1	Energy Management
Food Waste Management	Amount of food waste generated; percentage diverted from the waste stream	FB-FR-150a.1	Water and Waste Management
Water Management	(1) Total fresh water withdrawn, (2) percentage recycled, (3) percentage in regions with High or Extremely High Baseline Water Stress	EM-RM-140a.1	Water and Waste Management
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-RM-140a.2	

SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB)



This table incorporates accounting standards from the Sustainability Accounting Standards Board (SASB) related to Food Retailers & Distributors and to Oil & Gas Refining & Marketing. It includes references to sections within this report where specific topics are discussed.

Topic	Accounting Metric	Code	Section
Hazardous Materials Management	Amount of hazardous waste generated; percentage recycled	EM-RM-150a.1	Team Member Health and Safety
	(1) Number of underground storage tanks (USTs), (2) number of UST releases requiring cleanup, and (3) percentage in states with US financial assurance funds	EM-RM-150a.2	
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	FB-FR-230a.1	Data Privacy and Cybersecurity
	Description of approach to identifying and addressing data security risks	FB-FR-230a.2	
Food Safety	High-risk food safety violation rate	FB-FR-250a.1	Food Safety
	(1) Number of recalls, (2) number of units recalled, (3) percentage of units recalled that are private-label products	FB-FR-250a.2	
Product Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes	FB-FR-260a.1	Food Access, Food Service and Nutrition
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	FB-FR-260a.2	
Product Labeling & Marketing	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	FB-FR-270a.1	Food Access, Food Service and Nutrition
	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	FB-FR-270a.2	
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	FB-FR-270a.3	

SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB)



This table incorporates accounting standards from the Sustainability Accounting Standards Board (SASB) related to Food Retailers & Distributors and to Oil & Gas Refining & Marketing. It includes references to sections within this report where specific topics are discussed.

Topic	Accounting Metric	Code	Section
Labor Practices	(1) Average hourly wage and (2) percentage of in-store and distribution center employees earning minimum wage, by region	FB-FR-310a.1	Talent Management and Team Member Engagement
	Percentage of active workforce covered under collective bargaining agreements	FB-FR-310a.2	
	(1) Number of work stoppages and (2) total days idle	FB-FR-310a.3	
	Total amount of monetary losses as a result of legal proceedings associated with: (1) labor law violations and (2) employment discrimination	FB-FR-310a.4	
Management of Environmental & Social Impacts in the Supply Chain	Revenue from products third-party certified to environmental or social sustainability sourcing standard	FB-FR-430a.1	Supply Chain Management
	Percentage of revenue from (1) eggs that originated from a cage-free environment and (2) pork produced without the use of gestation crates	FB-FR-430a.2	
	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	FB-FR-430a.3	
	Discussion of strategies to reduce the environmental impact of packaging	FB-FR-430a.4	Water and Waste Management
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees	EM-RM-320a.1	Team Member Health and Safety
	Discussion of management systems used to integrate a culture of safety	EM-RM-320a.2	

SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB)



This table incorporates accounting standards from the Sustainability Accounting Standards Board (SASB) related to Food Retailers & Distributors and to Oil & Gas Refining & Marketing. It includes references to sections within this report where specific topics are discussed.

Topic	Accounting Metric	Code	Section
Product Specifications & Clean Fuel Blends	Percentage of Renewable Volume Obligation (RVO) met through: (1) production of renewable fuels, (2) purchase of “separated” renewable identification numbers (RIN)	EM-RM-410a.1	Fuel Operations
	Total addressable market and share of market for advanced biofuels and associated infrastructure	EM-RM-410a.2	
Pricing Integrity & Transparency	Total amount of monetary losses as a result of legal proceedings associated with price fixing or price manipulation	EM-RM-520a.1	Business Ethics and Human Rights
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	EM-RM-530a.1	Government Relations and Partnerships
Critical Incident Risk Management	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1) and lesser consequence (Tier 2)	EM-RM-540a.1	Business Continuity and Risk Management
	Challenges to Safety Systems indicator rate (Tier 3)	EM-RM-540a.2	
	Discussion of measurement of Operating Discipline and Management System Performance through Tier 4 Indicators	EM-RM-540a.3	

FORWARD-LOOKING STATEMENTS

This report contains statements that constitute forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Such forward-looking statements involve known and unknown risks, uncertainties and other factors that may cause actual results

to differ materially from future results expressed or implied by those statements. Casey’s disclaims any intention or obligation to update or revise forward-looking statements, whether as result of new information, future events or otherwise.



Here For Good.