



2022

**ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT**

HERE FOR GOOD

Casey's[®]

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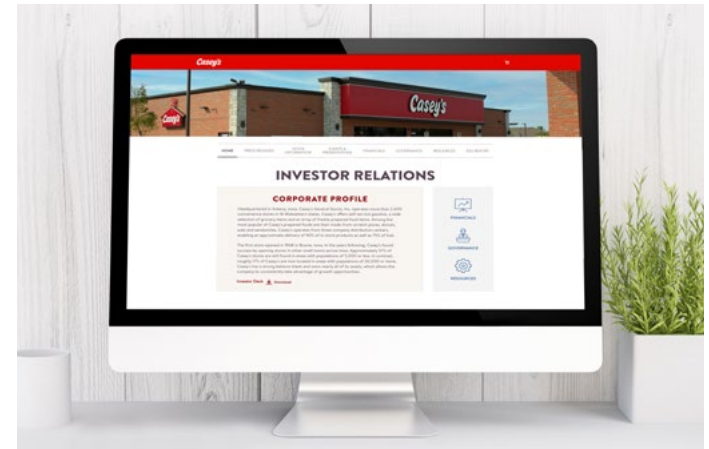
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FOR MORE INFORMATION

Please visit www.investor.caseys.com for investor relations information and company news.

Message from Our CEO

We are proud to share our 2022 ESG Report, which builds upon our inaugural report released last July, and are pleased to update you on the progress we have made in advancing our ESG-related governance framework, environmental initiatives and social responsibility commitments. Together, these efforts have strengthened the foundation of our sustainable business success and long-term value creation.

Our purpose remains making life better for our communities and guests every day. As we see it, our ESG commitment to responsible business practices, team and community support, and environmental stewardship has long been embedded in our daily operations. We put these initiatives into action through the positive impact we strive to achieve by staying focused on what we know to be critical to our continued success – delivering a great guest experience; prioritizing food and guest safety; providing for our team; and supporting nearby schools, food banks and other important causes.

The Casey's team has taken several steps forward along our ESG journey this past year, including:

- Beginning a comprehensive data collection of our energy usage and tracking the associated greenhouse gas (GHG) emissions;
- Completing our first materiality assessment to identify the ESG topics most relevant to our long-term financial success;
- Launching a Diversity, Equity and Inclusion (DEI) Committee and continuing to add diverse talent to our Board of Directors and leadership teams; and

- Supporting our communities by enabling \$4.7 million in charitable giving alongside our guests, supplier partners and team members to support hunger relief, educational needs and community servant initiatives.

While we have made progress in many areas, we realize there is more work to be done to create a stronger future for our team members, guests, communities and stakeholders. We are committed to applying the principles of our ESG strategy to do just that.

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



DARREN REBELEZ
President and CEO



About Casey's

Since our humble beginning more than 50 years ago as a general store in Boone, Iowa, Casey's has steadily grown from one hometown to the next.

Today, our 42,000+ team members proudly serve millions of guests across 16 Midwest states in 2,400+ convenience stores, and we have grown to become the third-largest convenience store retailer in the United States.

We are proud to be at the heart of every community we serve — from small farm towns to growing suburbs. Our focus will never waver from being the friendly face who rolls out the dough for the first slice of breakfast pizza to greeting our guests with a smile on that last stop after work. While we continuously aim to create innovative services and offerings, we will always **stay true to making life better for our communities and guests every day.** We are **Here for Good.**

WHAT MAKES CASEY'S UNIQUE

<p>Midwest rural footprint</p> <p>50%+</p> <p>Over half of our stores were opened in towns with fewer than 5,000 people</p>	<p>Freshly prepared food from in-store kitchens</p> <p>5th</p> <p>Fifth-largest pizza chain in the U.S.</p>	<p>Own and operate self-distribution network</p> <p>3</p> <p>Three distribution centers and 360 trucks</p>	<p>Scale to grow in fragmented convenience sector</p> <p>65%</p> <p>Close to 65% of other convenience stores in the U.S. are owned by operators with 10 stores or fewer</p>	<p>Technology-driven efficiency and guest loyalty</p> <p>5M</p> <p>Best-in-class digital loyalty program with 5M members</p>
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CASEY'S THROUGH THE YEARS



Casey's 2022 Snapshot¹

445

Fortune 500 Ranking (NASDAQ: CASY)

9.0B+

Enterprise Value

42,000+

Team Members

2,400+

Convenience Stores

650M+

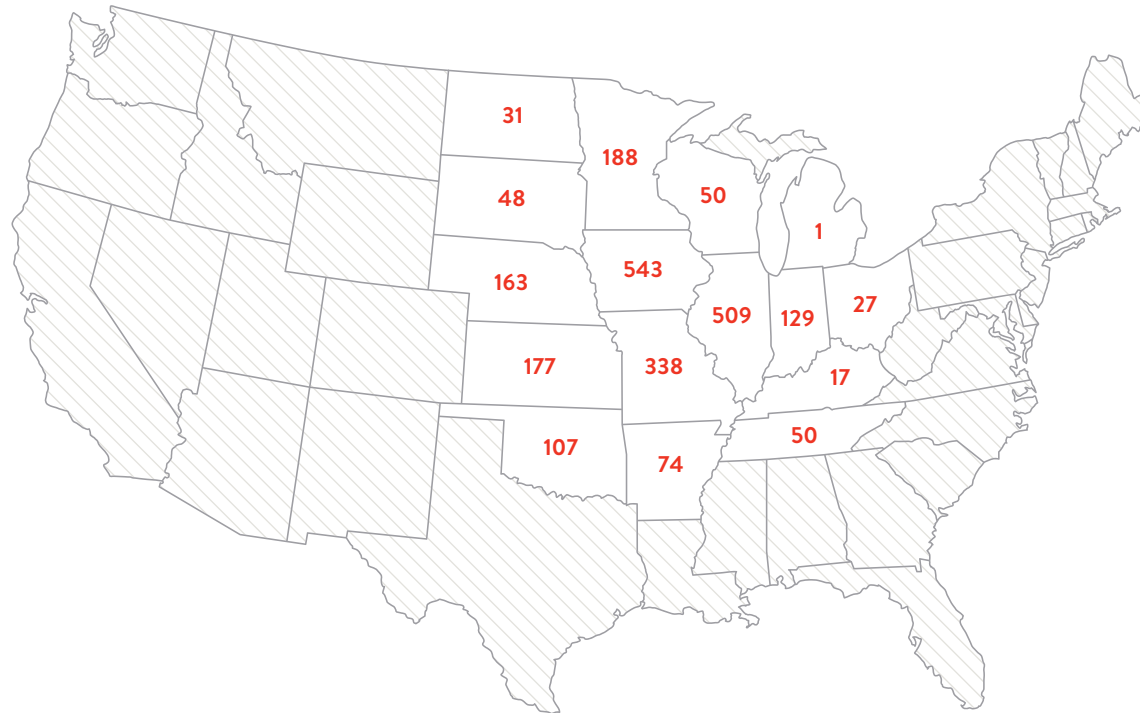
Annual Transactions

¹ As of April 30, 2022

Our Midwest Footprint

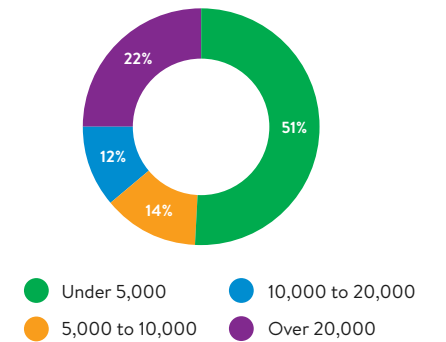
Casey's unique approach meets the needs of Midwest towns with our quality products, courteous service, convenient locations and community support.

STORE COUNT BY STATE



STORES OPENED BY COMMUNITY POPULATION

Over half of our stores were opened in towns with fewer than 5,000 people

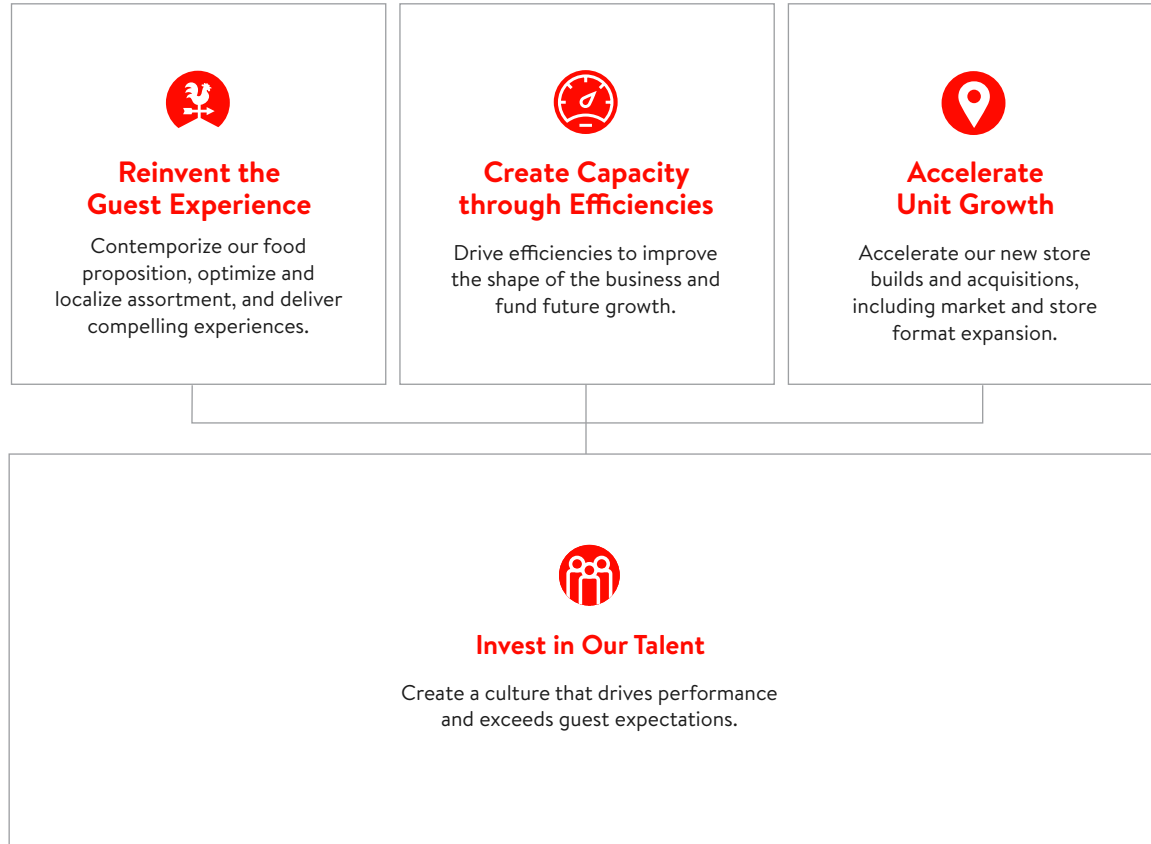


LEARN MORE

- Casey's Homepage
- Casey's Annual Report
- Casey's Proxy Statement
- Casey's Investor Relations
- Casey's Newsroom
- Casey's Careers
- Casey's Community

Our Business Strategy

For details on our strategic business plan, please see our [2022 Proxy Statement](#) and [2022 Annual Report](#) on the Investor Relations page of our website.








Our Purpose

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**.

Our Values

Our values are the foundation of our character and are at the core of what makes us great as a team. Casey's truly CARES, and our values unite all of us into a team dedicated to serving each other, our guests, our shareholders and our communities.

Casey's CARES

 <p>COMMITMENT</p> <p>We work hard to be the best and have a good time doing it.</p>	 <p>AUTHENTICITY</p> <p>We are true to our roots by being high integrity and low ego.</p>	 <p>RESPECT</p> <p>We treat people the way they want to be treated.</p>	 <p>EVOLVING</p> <p>We are driven to build a better future for ourselves and our business.</p>	 <p>SERVICE</p> <p>We put service first and take pride in caring for our guests, our communities and each other.</p>
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Here for Good: Our ESG Approach

We are proud to be here for the folks who live in our towns. We are **Here for Good**. At Casey’s, our purpose is to make life better for our communities and guests. Simply, our **why**. They are why we get up early, stay late, make our pizza dough fresh, glaze the donuts, stock the shelves and fill the coolers in every store.

What does Here for Good mean to our ESG approach?






It means everything. **Here for Good** is the touchstone for our corporate culture and business operations: how we serve our guests with high-quality and safe products, how we deliver on our commitments and responsibilities, and how we support our team members. It is a privilege we take to heart.

The principles of our environmental, social and governance (ESG) strategy are embedded in how we operate, one store at a time, one hometown to the next. Our vast experience has taught us what we know today to be true — that our long-term success as a business and our responsibility to make progress on our purpose-led ESG strategy are interdependent.

Core Pillars of Our ESG Strategy










Through our legacy of serving Midwest communities, we play a significant role in the towns where our operations are rooted. The successful execution of our purpose-driven business strategy is linked to the core pillars of our ESG strategy through our steadfast commitment to responsibly operate our business to make a positive impact on our team members, guests, communities and the environment.

We are pleased to share our 2022 ESG Report that outlines our current environmental, social and governance initiatives, practices and objectives, and highlights our progress along our sustainability journey in the areas fundamental to our business:

 <p>RESPONSIBLE BUSINESS PRACTICES</p> <hr style="border: 2px solid #0070C0;"/> <p>We are committed to sound corporate governance and ethical practices, building long-term value and trust with all stakeholders.</p>	 <p>OUR TEAM</p> <hr style="border: 2px solid #6A329F;"/> <p>We strive to provide an environment where our team members are treated with respect, dignity and integrity, supporting growth and development in their individual roles and as a team.</p>	 <p>OUR GUEST EXPERIENCE</p> <hr style="border: 2px solid #FFA500;"/> <p>We are passionate about providing an excellent guest experience.</p>	 <p>OUR COMMUNITIES</p> <hr style="border: 2px solid #FF8C00;"/> <p>Casey’s strives to make life better for communities and guests every day.</p>	 <p>OUR ENVIRONMENTAL COMMITMENT</p> <hr style="border: 2px solid #008000;"/> <p>We are committed to advance environmental practices that reduce the impact of our operations.</p>
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2022 ESG Highlights

Casey's purpose and values guide how we strengthen our communities, focus on our people, operate responsibly and execute sustainable business practices. These highlights reflect our progress during fiscal 2022.

 <p>RESPONSIBLE BUSINESS PRACTICES</p> <hr/> <p>45% Differentiated by our Board's diversity, 45% of directors are female and 27% are racially/ethnically diverse.¹</p> <p>55% Strengthened consumer credit card protection by ramping up security compliance standard to 55% of fuel pumps.</p>  <p>Improved supply chain efficiency and resilience with reduced fleet miles following addition of third distribution center.</p> <p>¹ As of June 2022</p>	 <p>OUR TEAM</p> <hr/> <p> Provided access to career opportunities and benefits as a primary employer in the Midwest.</p> <p>57% 57% of Senior Leadership Team, and 52% of Extended Leadership Team reflect diversity by race, ethnicity and/or gender.</p> <p> Built community for team members from underrepresented groups with new Casey's Resource Groups (CRGs).</p>	 <p>OUR GUEST EXPERIENCE</p> <hr/> <p>60% 60% of pizzas ordered through digital channels, improving ease of use and guest engagement.</p> <p>250+ Grew private-label portfolio to 250+ products, so guests can find greater value in the items they purchase.</p> <p> Provided food access and hunger relief to rural areas with freshly prepared menu, including salads and healthy snacks.</p>	 <p>OUR COMMUNITIES</p> <hr/> <p>\$1.3M+ Provided \$1.3+ million to schools in need.</p> <p>54 Supported 54 food banks and delivered 5 million meals to combat hunger across our Midwest footprint.</p> <p>\$1M+ Donated \$1+ million to help veterans and their families.</p>	 <p>OUR ENVIRONMENTAL COMMITMENT</p> <hr/> <p>1st Initiated first comprehensive energy and carbon assessment to establish our carbon emissions baseline and future planning.</p> <p>~87% ~87% of fuel we sell is blended with renewable fuel.</p> <p>114 Offered 114 electric vehicle (EV) charging stations across 26 locations at fiscal year-end, with plans to install more.</p>
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AWARDS SPOTLIGHT

Casey's was recognized in many ways this past year, and we're proud to share a few here.



TOP WOMEN IN CONVENIENCE (TWIC) AWARD FINALIST



RECOGNIZED BY THE WOMEN'S FORUM OF NEW YORK



SAVOY'S 2021 MOST INFLUENTIAL BLACK CORPORATE DIRECTORS



NTTC 2021 NORTH AMERICAN SAFETY AWARD

Private Fleet Grand Award Winner



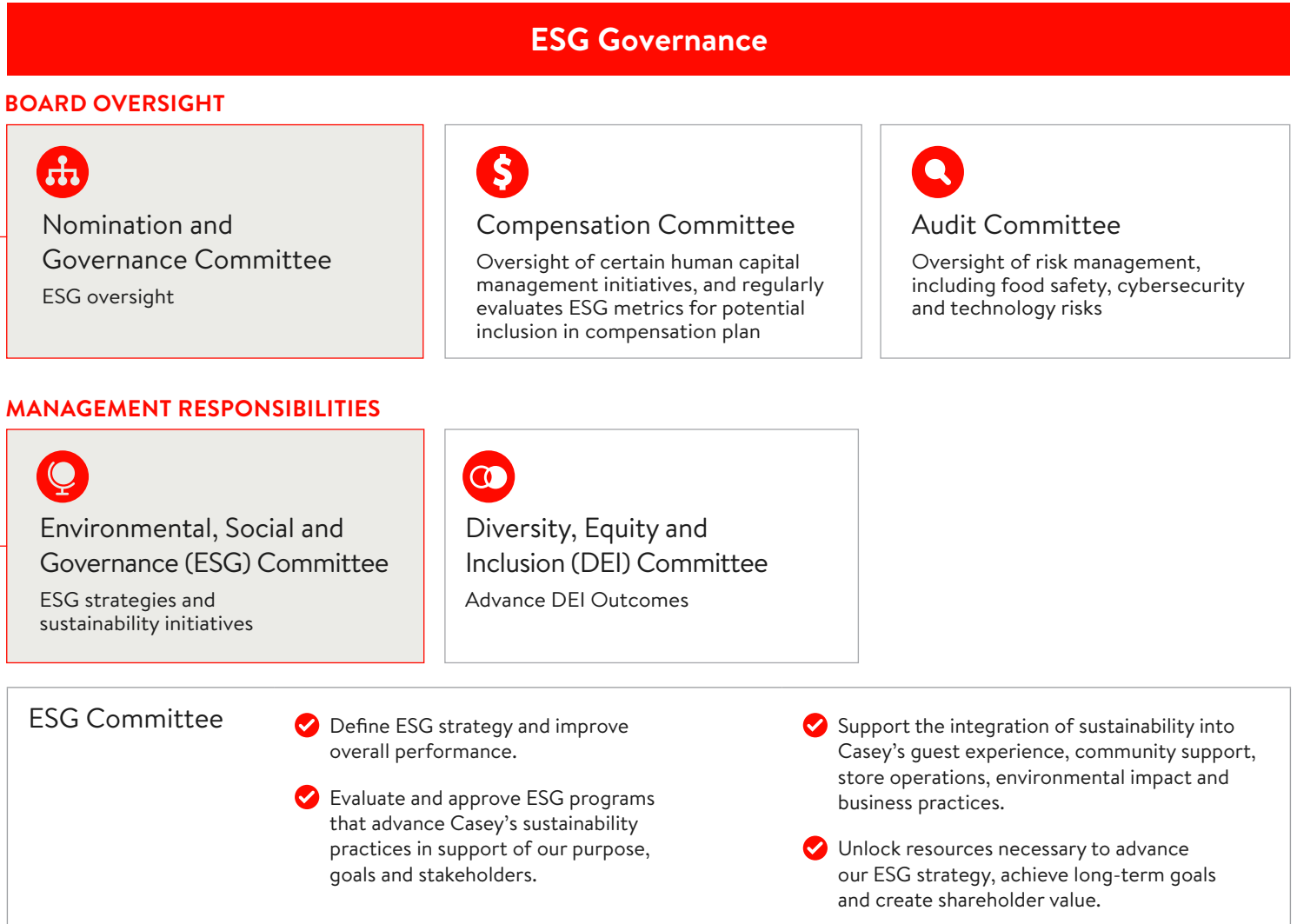
50 WOMEN ON 50 BOARDS

Long-Term Value Creation through Solid ESG Oversight

We make sure our governance structure supports coordination of environmental and social efforts across all areas of our business. Our Board of Directors (Board), as a whole and through its standing committees, works closely with our team to oversee our ESG initiatives, reporting and sustainable business practices. The Nominating and Corporate Governance (NCG) Committee has primary responsibility for overseeing Casey’s ESG strategy, initiatives and reporting in accordance with its charter. The NCG Committee maintains a focus on ESG issues as they relate to Casey’s business and industry and reviews our progress on strategic ESG initiatives on a quarterly basis.

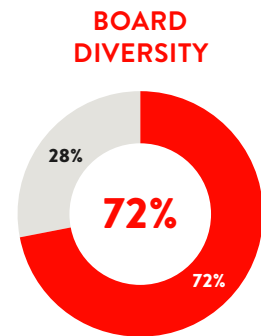
The Board also extends its oversight of certain material ESG topics to other board committees where aligned with their responsibilities. Our Audit Committee oversees our enterprise risk management, including cybersecurity and food safety risks, while our Compensation Committee oversees a range of human capital management activities.

The ESG Committee plays a key role in championing and governing our overall sustainability strategy and priorities. The ESG Committee is directed by legal and investor relations leaders and is comprised of cross-functional subject matter experts who meet quarterly to develop and drive the implementation of enterprise wide sustainability efforts. **Over the past year, solid strides have been made in advancing our ESG action plans, such as a materiality analysis, initial carbon assessment, and diversity and inclusion initiatives.**

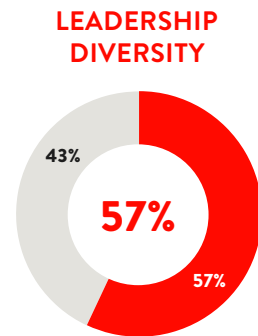


Prioritizing Diverse Leadership Composition

We believe that our ESG oversight begins with the tone at the top. Over the past three years, we have diligently built our leadership team with the right amount of legacy experience and fresh perspectives to drive our long-term strategy. In fact, 57% of our Senior Leadership Team (SLT) and 72% of our Board reflect diversity by race, ethnicity and/or gender. These diverse backgrounds have made a positive impact on how we think through critical issues, support and develop our people, and reflect Casey’s values. Our team’s diversity also ensures we take into consideration a wide range of perspectives and experiences when we build our strategic plan and set goals, lead our teams and navigate challenges.



72% of our Board of Directors reflect diversity by race, ethnicity and/or gender



57% of our Senior Leadership Team (SLT) reflect diversity by race, ethnicity and/or gender

Risk Management and Oversight

Risk management and assessment are primary responsibilities of Casey’s Chief Executive Officer (CEO) and management team, while the Board retains independent oversight for key enterprise risks. The Board meets regularly with our SLT to discuss strategy and risks facing the organization. For more information, please see the [Risk Management and Business Continuity](#) section of this report or our 2022 Proxy Statement on the [Investor Relations](#) page of our website.

Awards and Recognitions

- Top Women in Convenience (TWIC) Corporate Empowerment Award Finalist
- Recognized by the Women’s Forum of New York at “Breakfast of Corporate Champions” (BCC)
- Savoy’s 2021 Most Influential Black Corporate Directors
- National Tank Truck Carriers (NTTC) 2021 North American Safety Award
- 50/50 Women on Boards

AWARDS SPOTLIGHT



In November 2021, Casey’s was recognized by the Women’s Forum of New York at its “Breakfast of Corporate Champions” (BCC) event for achieving at least 35% female representation on its Board – currently at 45%. Casey’s is recognized as a corporate game changer in gender parity for promoting women’s leadership in the boardroom. For more information, please see the press release on the [Investor Relations](#) page of our website.



In October 2021, our director Donald Frieson was named to Savoy’s list of 2021 Most Influential Black Corporate Directors, a prestigious listing of executives, influencers and achievers active on the boards of the world’s leading corporations and organizations. For more information, please see the [announcement](#).

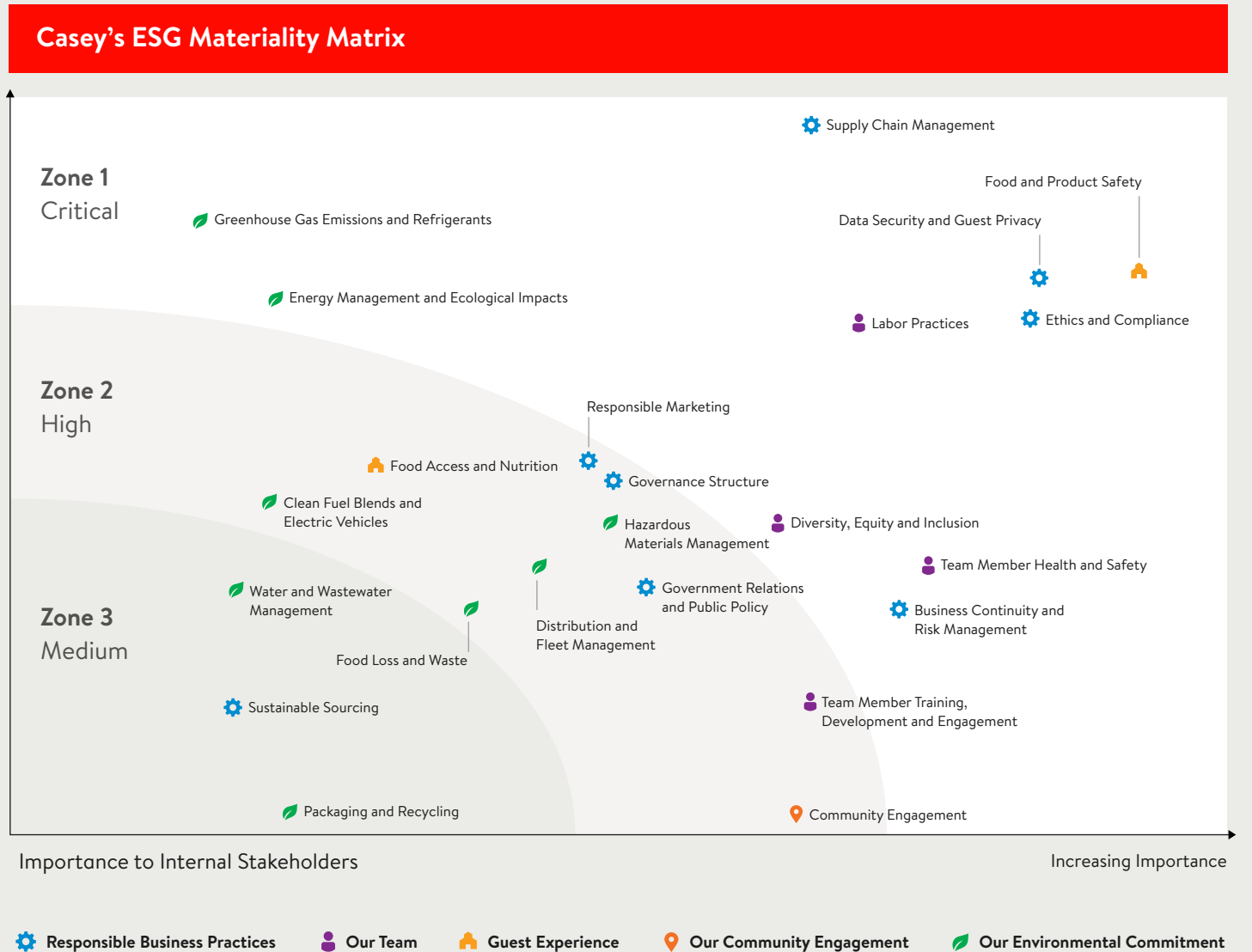
Donald Frieson
EVP Supply Chain, Lowe’s Companies
Corporate Director, Casey’s General Stores

Materiality Assessment of Key ESG Factors

During our 2022 fiscal year, Casey’s conducted an inaugural ESG Materiality Assessment, led by a third-party sustainability expert, to better understand the ESG topics most relevant to our long-term financial success. The ESG Materiality Matrix presented on this page provides an overview of the key ESG topics related to our company and industry.

The ESG Materiality Assessment began with a list of hundreds of ESG factors and ultimately narrowed down this list to the 23 factors most relevant to Casey’s across our five key ESG themes (Responsible Business Practices, Our Team, Our Guest Experience, Our Communities and Our Environmental Commitment). The importance of each ESG factor to both external and internal stakeholders is assessed to incorporate leading ESG frameworks and standards, ESG rating agencies, industry norms and peer best practices, and stakeholder surveys. Each factor is then plotted in a matrix showing its importance. Please see the [Appendix](#) of this report for the full definition of each of the 23 factors.

The results of this assessment will help guide our approach to ESG and ensure that we allocate resources to the areas that matter most to our stakeholders. Throughout this report, we provide information on relevant governance and strategic initiatives related to these factors as part of our continued commitment to ESG.



Engaging Our Stakeholders on ESG

Our guests, community partners, team members, shareholders and government agencies all contribute to the many opportunities we see for the future of Casey’s. We regularly engage with stakeholders to accelerate progress on our social and environmental initiatives. Our approach includes a mix of open dialogue, collaboration and transparent disclosure. We listen and learn from our stakeholders and use their input to shape, define and advance our ESG strategy. This approach strengthens our ability to improve our environmental impact, advance our social responsibilities and ultimately identify innovative solutions that create shared, sustainable value.

Our Stakeholders	Ways We Engage	Key ESG Topics Addressed
Guests	<ul style="list-style-type: none"> • Face-to-face interactions within stores • In-store marketing • Community engagement • Customer surveys • Casey’s Reward Program 	<ul style="list-style-type: none"> • Consumer service and feedback • Food and product safety • Sustainable packaging • Healthy and nutritious food options • Product needs and preferences
Community Partners	<ul style="list-style-type: none"> • Community partnerships and volunteerism • Philanthropic donations • Combating hunger and food waste 	<ul style="list-style-type: none"> • Charitable giving to support education, food and local community needs • Economic opportunity • Employment and labor practices • Safety and preparedness
Team Members	<ul style="list-style-type: none"> • Digital communications, all-company town halls, team meetings and team member surveys • Executive leadership emails and videos • Volunteerism during workday • Professional development and training • Academic and degree program support 	<ul style="list-style-type: none"> • Competitive wages and benefits • Workplace health and safety • Business continuity and disaster preparedness • Training and development • Diverse and inclusive workforce • Community impact and volunteering
Investors	<ul style="list-style-type: none"> • Quarterly earnings calls • Emails, calls and in-person meetings • Participation in conferences and forums • Annual shareholders’ meeting 	<ul style="list-style-type: none"> • Financial performance • Board composition and governance • Environmental strategy • Diversity, equity and inclusion approach
Government Agencies	<ul style="list-style-type: none"> • Direct engagement with government officials • Indirect advocacy through coalitions and trade groups • Written or verbal communication or in-person meetings 	<ul style="list-style-type: none"> • Environmental matters • Regulations and policy issues • Food security and community concerns • Taxes • Employment and labor

About This Report

This report covers the progress of our ESG strategy and initiatives during our 2022 fiscal year (FY 2022). We have aligned our report with the accounting standards published by the Sustainability Accounting Standards Board (SASB) related to the Food Retailers & Distributors and Oil & Gas – Refining & Marketing industries.

We also have identified several United Nations Sustainable Development Goals (SDGs) that we believe our business activities and key priority areas support. Both are included in the [Appendix](#) at the end of this report. Unless otherwise noted, all quantitative company data provided throughout this report covers our FY 2022, reflecting data for the period from May 1, 2021, through April 30, 2022. We have

also included certain subsequent initiatives that occurred after the end of FY 2022 and have endeavored to note as such. Throughout the report, we also guide readers to additional sources of information on our corporate website and other website references for convenience. Please see our Forward-Looking Statements at the end of this report for more information.



RESPONSIBLE BUSINESS PRACTICES

Casey's is committed to strong corporate governance, which we believe promotes the long-term interests of our shareholders; strengthens Board and management accountability; and fosters strong, sustainable business success.

2022 HIGHLIGHTS:

- Welcomed Greg Trojan and Sri Donthi as directors, broadening the Board's overall expertise in the restaurant, consumer products and technology sectors.¹
- Launched Data Governance Policy to establish protocols for data loss prevention, compliance standards and data retention practices throughout our operations.
- Delivered 90% of in-store products and 55% of fuel supplies leveraging the efficiency, cost-effectiveness and reliability of our self-distribution network.

¹As of June 2022

IN THIS SECTION

- ➔ Business Ethics and Compliance (15)
- ➔ Risk Management and Business Continuity (18)
- ➔ Data Security and Customer Privacy (19)
- ➔ Supply Chain Management (22)



Business Ethics and Compliance

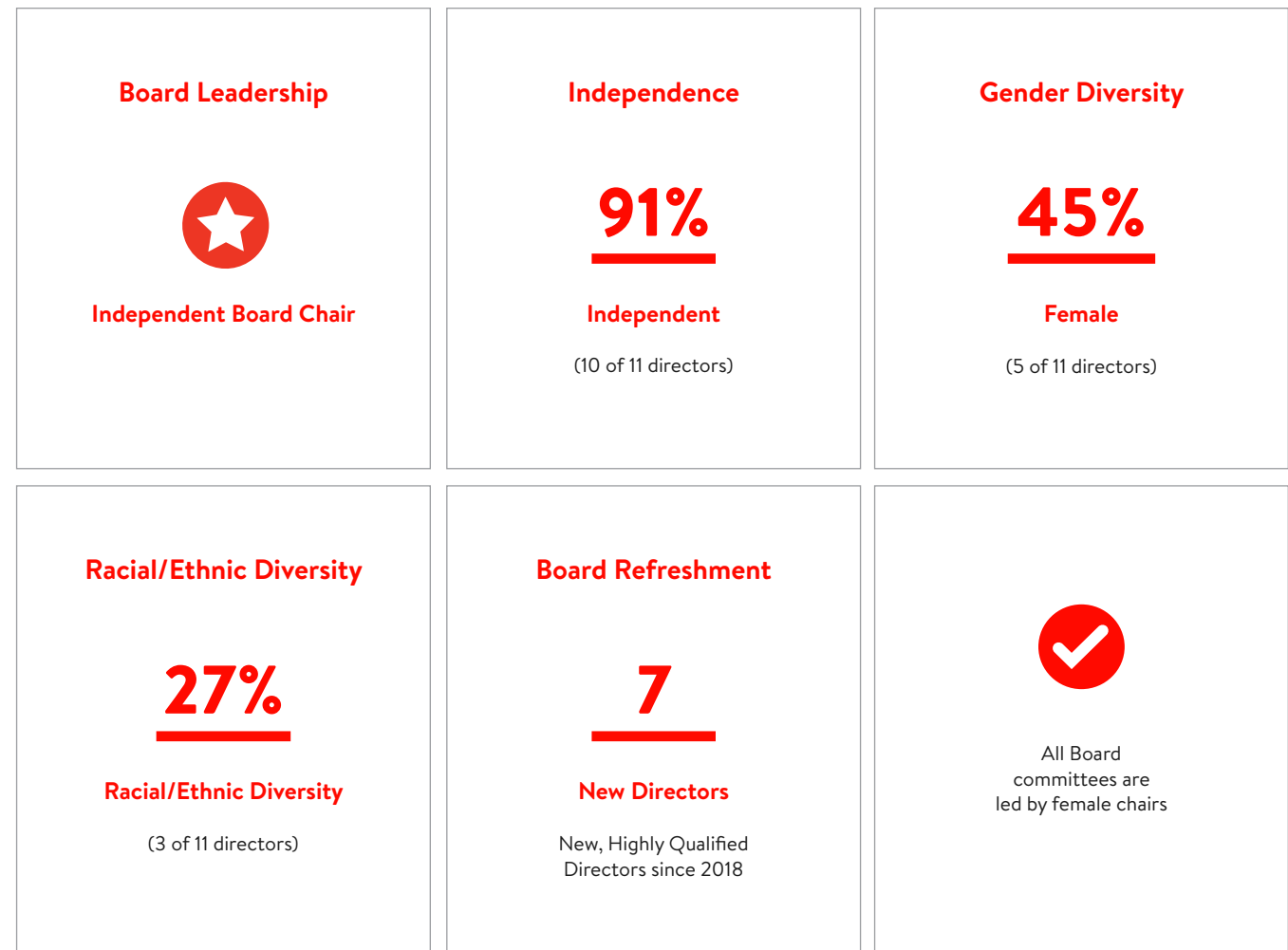
Our Corporate Governance and Board Composition

Our NCG Committee develops and recommends to the full Board appropriate policies and guidelines that address key governance practices and identify the framework for the operations of the Board and its committees, as well as monitor developments in law and governance practices. For more information, please see our [Corporate Governance Guidelines](#) on the Investor Relations page of our website.

We believe that the effectiveness of our governance framework is largely a function of the highly qualified, experienced and diverse Board and leadership team who are focused on driving Casey's long-term success. The Board is comprised of qualified individuals who provide the mix of director characteristics and diverse experiences, perspectives and skills appropriate for creating sustainable value for our shareholders and other stakeholders. In June 2022, we welcomed yet another highly skilled director to the Board, broadening its overall technology expertise. We are proud to have 11 highly qualified and experienced directors on our Board, collectively bringing a broad range of executive leadership, consumer retail, restaurant and food service, marketing, operations, supply chain, mergers and acquisitions (M&As), technology, finance and accounting expertise, as well as broad gender, race, ethnicity and geographic diversity.

LEARN MORE

- Casey's Code of Business Conduct and Ethics
- Casey's Financial Code of Ethics
- Casey's EthicsPoint Hotline
- Casey's Corporate Governance Guidelines



Our Code of Conduct

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, notably covering the following areas:

- Casey's Anti-Harassment and Anti-Discrimination Policy and the Equal Employment Opportunity (EEO) Act
- Conflicts of interest
- Related-party transactions
- Insider information and securities trading
- Corporate opportunities
- Confidential or proprietary information
- Proper use and protection of company assets
- Gifts and entertainment
- Internal accounting controls and business records
- Health and safety protocols
- Competition, fair dealing and antitrust issues

Education, Awareness and Acknowledgments

All full- and part-time team members are required to complete compliance training on our Code through our online learning platform upon joining Casey's and annually thereafter. Compliance training and reporting channels are routinely reviewed to reflect prescient risks and topical concerns. During FY 2022, approximately 88% of our team members completed this required compliance training covering the topics within our Code, with the remaining 12% incomplete largely due to turnover.

Our CEO and certain financial team members are also trained on and expected to adhere to our Code of Ethics for the CEO and Senior Financial Officers Financial Code of Ethics, which they acknowledge annually. For more information, please see our Financial Code of Ethics on the [Investor Relations](#) page of our website. As of FY 2022, 100% of applicable team members completed this required training.

We have a formal Security Awareness Training program for all team members that addresses employee data management and responsibilities. Training is provided at orientation for newly hired team members and annually thereafter. For more information, please see the [Data Security and Customer Privacy](#) section of this report.

Regulated Product Compliance

We require our store team members to meet certification requirements aligned with state regulations for regulated products like tobacco and alcohol, including responsible server training specifically for these age-restricted products. During FY 2022, nearly 100% of our store team members who were eligible to sell these products completed this required training. We also regularly engage independent third parties to test and assess our store compliance regarding age-restricted products.

100%

of applicable team members completed required Financial Code of Ethics training.

EthicsPoint Hotline

We take pride in caring for our guests, our communities and each other. To that end, Casey's maintains a confidential, third-party [EthicsPoint Hotline](#) for reporting any concerns that possibly violate law, regulations, policies or standards.

Whistleblower Protection

Casey's adheres to all applicable laws protecting our team members from retaliation. Retaliation in any form against anyone who reports, in good faith, a suspected or known violation of the Code or of law or who assists in the investigation of a reported violation is strictly prohibited. Any act of retaliation in this regard — such as termination, demotion, disciplinary action or reducing hours — is required to be reported immediately, and appropriate discipline, up to and including termination, will be provided.



Human Rights

Casey's is dedicated to 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. Since 2019, we have worked to combat this crime and embrace a responsibility to support our communities by coming together with other convenience stores and partnering with nonprofit organizations, such as Convenience Stores Against Trafficking (CSAT). With over 2,400 stores across the Midwest, we use our large footprint as a multistate "neighborhood watch" effort to protect victims.

Our field store team members participate in CSAT training and place stickers in bathroom stalls with numbers for victims to call or text to reach the National Human Trafficking hotline. Additionally, our truck drivers are required to complete the Truckers Against Trafficking curriculum, which trains them to recognize potential red flags and take appropriate next steps.



Political Activities and Advocacy Transparency

Casey's Director of Government Relations reports to the Chief Legal Officer (CLO) and is responsible for monitoring federal and state legislative issues pertinent to the company's operations and industry. The company engages in both direct lobbying efforts and also retains outside lobbyists to assist with certain state legislative efforts. We belong to a number of trade associations, participating in their government relations efforts at both federal and state levels, where applicable. Casey's has an Iowa Political Action Committee (PAC), funded by individual team member contributions, that it uses to contribute to Iowa causes. The company does not have a federal PAC.

Casey's also contributes a limited amount of corporate funds to causes in states that allow corporate contributions. Any lobbying efforts and contributions to political causes are approved by the SLT. During FY 2022, our total lobbying expenditures were \$213,000, and campaign and PAC contributions totaled \$35,875.

Risk Management and Business Continuity

At Casey's, we recognize that building a robust resiliency program into our core business operations plays an essential part in earning the trust of our guests and stakeholders each day. We aim to not only get through a crisis but to react to and ideally prevent potential risks, or at least reduce their impact, and cultivate a willingness to view problems as a strategic opportunity to grow.

Risk Oversight

Risk management and assessment are primary responsibilities of our CEO and management team, while the Board retains independent oversight responsibility for the company's key enterprise risks. The Board meets regularly with SLT to discuss strategy and risks facing the organization. The Board also regularly receives information from other key leaders on business operations, financial results and strategic issues, including the identification, assessment and management of critical enterprise risks. In addition, the SLT holds strategic planning sessions to discuss strategies, key challenges, and risks and opportunities. For more information, please see our 2022 Proxy Statement on the [Investor Relations](#) page of our website.

Business Continuity

Disaster recovery and business continuity plans are provided to the risk management team by the business units and updated as needed. Our teams frequently engage in the necessary tests, audits and updates to provide awareness and preparedness among our team members to address and quickly resolve business disruptions.



Data Security and Customer Privacy

Protecting Casey’s sensitive and private business information, as well as personal guest data, is a top priority. Our dedicated approach to protection of Casey’s information assets underscores sustainable business operations and lowered risk of data security incidents.

Information Security Management

Casey’s recognizes digital information as a valuable asset necessary to our operations. We view our responsibility and oversight of enterprise data security, guest privacy and business continuity practices as essential to ensuring our long-term operational sustainability and business success.

Data Governance Policy

During FY 2022, we established a Data Governance Policy (Data Policy) to formalize the processes and procedures for protecting our information assets, to include guest data. This

Data Policy also exists to educate applicable team members about the importance of protecting certain information and the processes and procedures to keep sensitive and personally identifiable information (PII) secure.

Certifications and Third-Party Assessments

Casey’s has been certified to comply with various international security certifications and standards and otherwise adopts appropriate best practices from industry-leading frameworks, such as the U.S. NIST Cybersecurity Framework (NIST CSF) and Payment Card Industry Data Security Standard (PCI DSS). Our IT department continually monitors and enhances protocols

for security governance through rigorous internal assessments and vulnerability management testing guided by our NIST CSF risk-assessment methodology.

We regularly maintain ongoing review and maintenance of our technology systems to ensure PCI compliance and safeguard our customer cardholder data. Our internal Sarbanes-Oxley (SOX) compliance audit team also audits our IT systems and business controls at least annually. During FY 2022, we received a Report on Compliance (RoC) from a qualified security assessor (QSA) to validate our adherence to the requirements of the PCI DSS.

Quality and objective assessments are critical to the continued effectiveness of our cybersecurity controls. We routinely engage independent, licensed third-party auditors to perform comprehensive evaluations of our SOX compliance, full cybersecurity program, penetration testing and ransomware risk against stringent standards.

Beyond our enterprise security programs, tools and firewall protocols, our technology infrastructure has been strengthened through

the use of third-party, cloud-based platforms to provide ease of access, while holistically ensuring data protection, resiliency and redundancy.

Security Awareness Training

We promote a strong culture of security awareness and readiness among our team through training and regular communication. Team members whose responsibilities require email and network access must comply with our privacy and information security programs. Within 30 days of hire and annually thereafter, all qualifying team members must complete mandatory information security and awareness training, including in-store social engineering training and ongoing anti-phishing exercises. Remedial measures are taken to address repeated failures of testing requirements. Training is delivered through an online portal that tracks participation and includes a testing component with each training session to measure competency. Training results are regularly reported internally to the SLT and to the Audit Committee. During FY 2022, approximately 93% of qualifying team members completed these information security requirements, with the remaining 7% incomplete largely due to turnover.

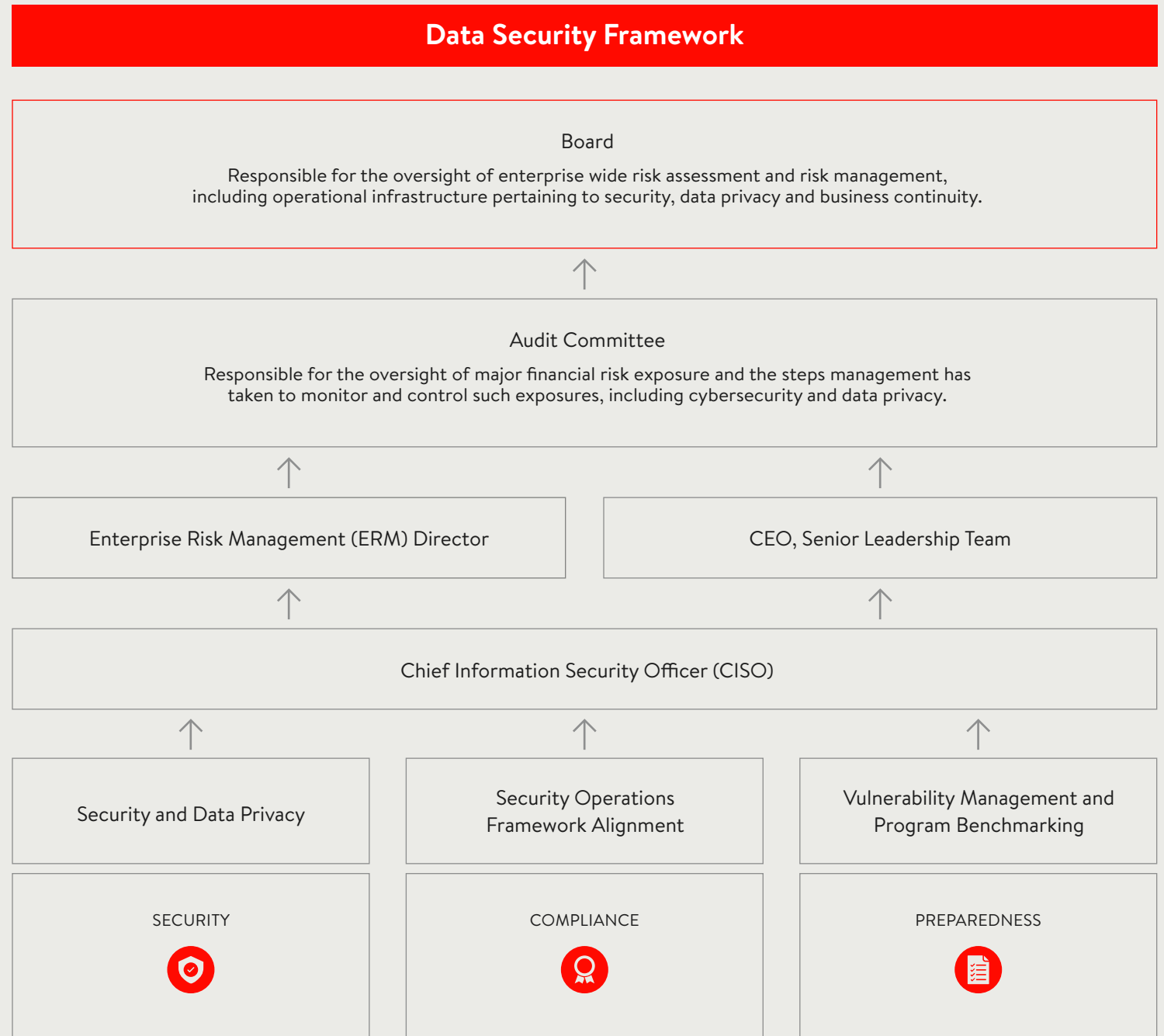
Our Security Management	✔ Data Governance Policy
	✔ Certifications and Third-Party Assessments
	✔ Security Awareness Training
	✔ Information Technology Oversight
	✔ Third-Party Vendor Data Governance

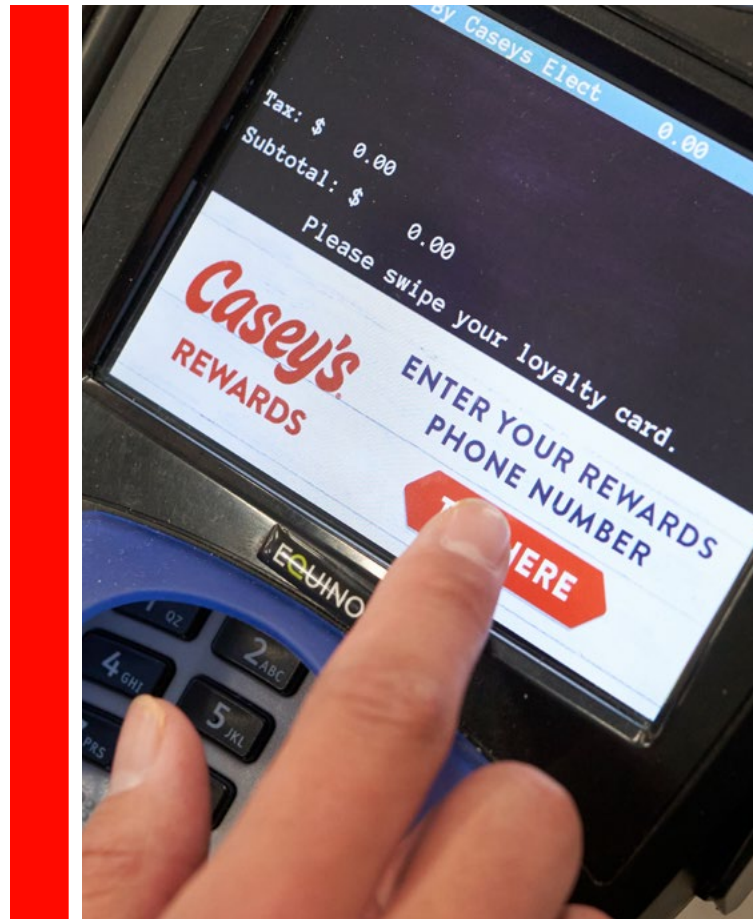
Information Technology Oversight

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. The Chief Information Security Officer (CISO), who reports to the Chief Information Officer, provides strategic leadership and direction for Casey’s information security function and leads a cybersecurity team dedicated to safeguard IT and related operations across the company’s operations. In addition to overseeing security operations, incident management and security engineering, the CISO and security team are also responsible for certain areas of SOX and Payment Card Industry (PCI) compliance, and the CISO leads the cyber incident response governance team, a cross-functional group dedicated to rapid and coordinated recovery and response in the event of a suspected cyber incident. As part of their risk oversight responsibilities, the CISO regularly presents updates to the ERM Director and the SLT monthly, the Audit Committee quarterly and full Board at least one time per year.

Third-Party Vendor Data Governance

The Information Governance Team has a formal risk assessment framework and evaluation for vendors and other third parties who may have access to Casey’s confidential information or its network. We endeavor that all third-party vendors who receive, manipulate, process, store, host, utilize or compile Casey’s sensitive or private business data execute a Nondisclosure Agreement (NDA). These NDAs, along with other contractual protections, are intended to protect from intentional and unintentional data losses or breaches of confidentiality during the entirety of the time frame of the vendor’s access to Casey’s business data or systems.





Customer Data Privacy and Protection

Casey's is committed to respecting the privacy of its guests. Everyone who works with PII on behalf of Casey's has a responsibility to understand and honor our privacy obligations.

We utilize industry-standard security measures to safeguard the information we collect, maintain and use. These measures include technical and procedural steps to protect data from misuse, unauthorized access, disclosure, loss, alteration or destruction. Highlights of our protocols on data privacy and protection include:

- ✓ **Use of customer data.** We collect, share and use information from and about the users and visitors to our website to manage relationships, to comply with legal obligations and/or because we have a legitimate business interest to do so.
- ✓ **Data minimization.** Access to any personal information we collect and store is generally restricted to those team members and/or contractors who require it to perform a job or other function. We require vendors and contractors we work with to use reasonable, industry-standard protocols to maintain the confidentiality, security and integrity of our information.
- ✓ **Data retention.** We take steps to ensure that the personal information we hold is retained only as long as necessary for the purpose for which it was collected. We apply criteria to determine the appropriate retention period for different categories of personal information. After this period, it is deleted to the extent reasonably possible and in compliance with our data retention policies.

Our Privacy Policy provides further detail on the types of customer information that is collected, and how that information is collected, used, transmitted, stored and shared. For more information, please see our [Privacy Policy](#) on our website.

Security Incident Response

We 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 is responsible for all processes and procedures for computer security incident prevention, detection and response. The Company's Incident Response Governance Team (IRGT) – a cross-functional internal team supported by leading outside technical, legal and other experts – is responsible for coordinating remediation and response efforts in the event of a significant data security event. Among other things, the IRGT holds regular tabletop exercises designed to refine the response and prepare all involved participants. During FY 2022, we had no material breaches involving PII.

LEARN MORE

- ➔ [Casey's Privacy Policy](#)

Supply Chain Management

Each Casey's store typically stocks over 3,000 food and nonfood items as well as a large assortment of prepared food offerings. The selection is a blend of differentiated Casey's private-label products along with favored national and regional brands, many of which can be found in larger format stores.

Casey's Supply Chain Program

Under its Food Safety Plan, Casey's has established and implemented a risk-based Supply Chain Program for those who supply consumables to be sold (excluding alcohol, tobacco and dietary supplements) and food packaging for prepared food items. Executive-level leaders are responsible for providing oversight relative to the Supply Chain Program and are accountable to our CEO and the Audit Committee for adopting risk mitigation and contingency-planning strategies. Our Food Safety Department reviews the Supply Chain Program at least every three years.

Supplier Approval Process

We require our vendors to comply with industry standards, including all applicable laws and regulations. Food and food packaging suppliers

must be approved through our supplier approval process, which takes into consideration third-party auditing certification, product and service reputation, product risk level, facility standards, evidence of established food safety practices, and regulatory compliance. As part of the supplier approval process, each potential supplier must complete the supplier approval questionnaire to detail such things as its regulatory compliance, food safety plan and business continuity. All applications are reviewed for approval by our Food Safety Department.

Where deemed necessary by the team members responsible for the supplier relationship and the Food Safety Department, supplier verification activities may be completed to audit current approved suppliers. If a supplier is subject to supplier verification activities, members of the

Food Safety Department will work with the team members responsible for supplier relations to determine the type and frequency of supplier verification activities for each approved supplier. The frequency of supplier verification activities will be assessed, as needed, and modified as appropriate. Examples of supplier verification activities include engaging a third party to conduct an audit of the supplier's facility, reviewing a supplier's certification(s) or reviewing a supplier's recent regulatory compliance records.

Please see [Third-Party Vendor Data Governance](#) in this report for details on IT governance protocols for our suppliers.





Expanding Reach of Self-Distribution Footprint

This past year, we opened the new Joplin distribution center, which allows us to accelerate growth in our southwestern footprint. Joplin improved the efficiency of our existing supply chain and eliminated 3.3 million annual miles traveled that were previously required to serve our current store base.

3.3M
annual traveled miles eliminated

Responsible Sourcing

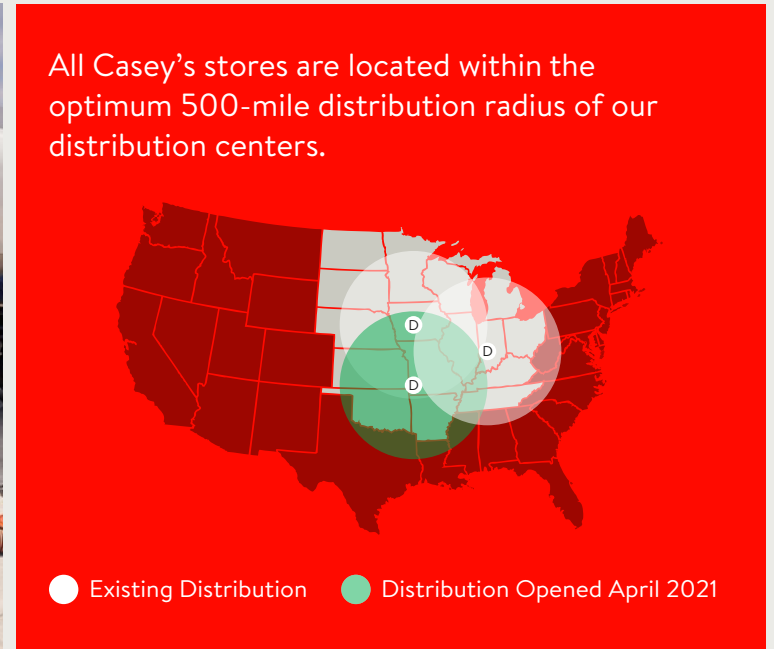
We recognize that responsible business practices are not only important for our operations but also those of the suppliers upon whom we rely for the food, products and operations critical to our guests, team members, stores and distribution centers. As of April 2022, 63% of our top suppliers by spend have publicly available sustainability reporting in place.

Order Fulfillment Resiliency through Our Self-Distribution Network

We supply all stores with groceries, food and general merchandise through our three distribution centers strategically located within our store footprint. All of our stores are within the three distribution centers' optimum efficiency range — a radius of approximately 500 miles around each distribution center. Shipments then reach individual stores with our company-owned trucks, thus enabling an approximate delivery of 90% of in-store products and 55% of our fuel supplies. Our newest distribution center in Joplin, Missouri, which became fully operational in FY 2022, allows us to support stores more efficiently in our existing network and to expand our reach into new markets within our geography.

Our efficient self-distribution system has been instrumental in helping us navigate through one of the most difficult supply chain environments the country has experienced. During this time, we were able to optimize our advanced supply chain management system to allow us to self-direct our order fulfillment and distribution logistics to achieve resiliency through our supply chain management processes where possible. For example, we reallocated inventory surpluses between stores to maintain a balanced approach to keeping our store shelves stocked.

We are also able to leverage our close proximity to local fuel suppliers to increase the load haul efficiency within our distribution network. These fuel providers are uniquely located in small towns across the Midwest, providing opportunities for Casey's trucks to capture incremental revenue by opportunistically incorporating backhauls into their delivery logistics. A backhaul is when a Casey's truck returns to a terminal loaded with ethanol or groceries either after or before delivering to a Casey's store.



Key Advantages of Casey's Self-Distribution Approach

- ✔ Direct dealings with vendors
- ✔ Decreased reliance on third parties
- ✔ Efficient, cost-effective distribution to rural markets
- ✔ Nimble business model during supply chain challenges
- ✔ Backhauling opportunities for fuel and groceries to increase efficiency of supply chain



Implementing Responsible Standards for Our Private Brands

During FY 2022, we continued to successfully expand our private-brand portfolio to over 250 Casey's brand snacks, sweet treats and more. Not only can we provide our guests greater value through these private-label products, but we also gain greater visibility and control of sustainable standards for this important line of business, such as:

- Label integrity
- Allergen information transparency
- Nutritional elements
- Recyclable packaging
- Delivery efficiency
- Consumer value
- Preservative-free ingredients
- Human rights compliance

Casey's Private Brands

✔ During FY 2022, we grew Casey's private-brand portfolio to over 250 products, bringing even more quality, value and selection to our guests.

250+
private-brand product portfolio

OUR TEAM

We have team members in more than 2,400 stores and counting! By providing inclusive, flexible and rewarding work environments, we not only make life better for our team but also for the communities we serve every day.

2022 HIGHLIGHTS:

- Created DEI Committee to encourage a culture that fosters belonging and empowerment for all team members through initiatives such as our newly launched DEI awareness training and Casey's Resource Groups.
- 60% of our workforce is female and 15% is racially/ethnically diverse, as of April 30, 2022.
- Expanded work-life balance support with enhanced benefits such as paid bonding leave, Team Member Assistance Program, Team Support Fund and new college tuition assistance.

IN THIS SECTION

- ➔ Investing in Our People and Culture (27)
- ➔ Diversity, Equity and Inclusion (32)

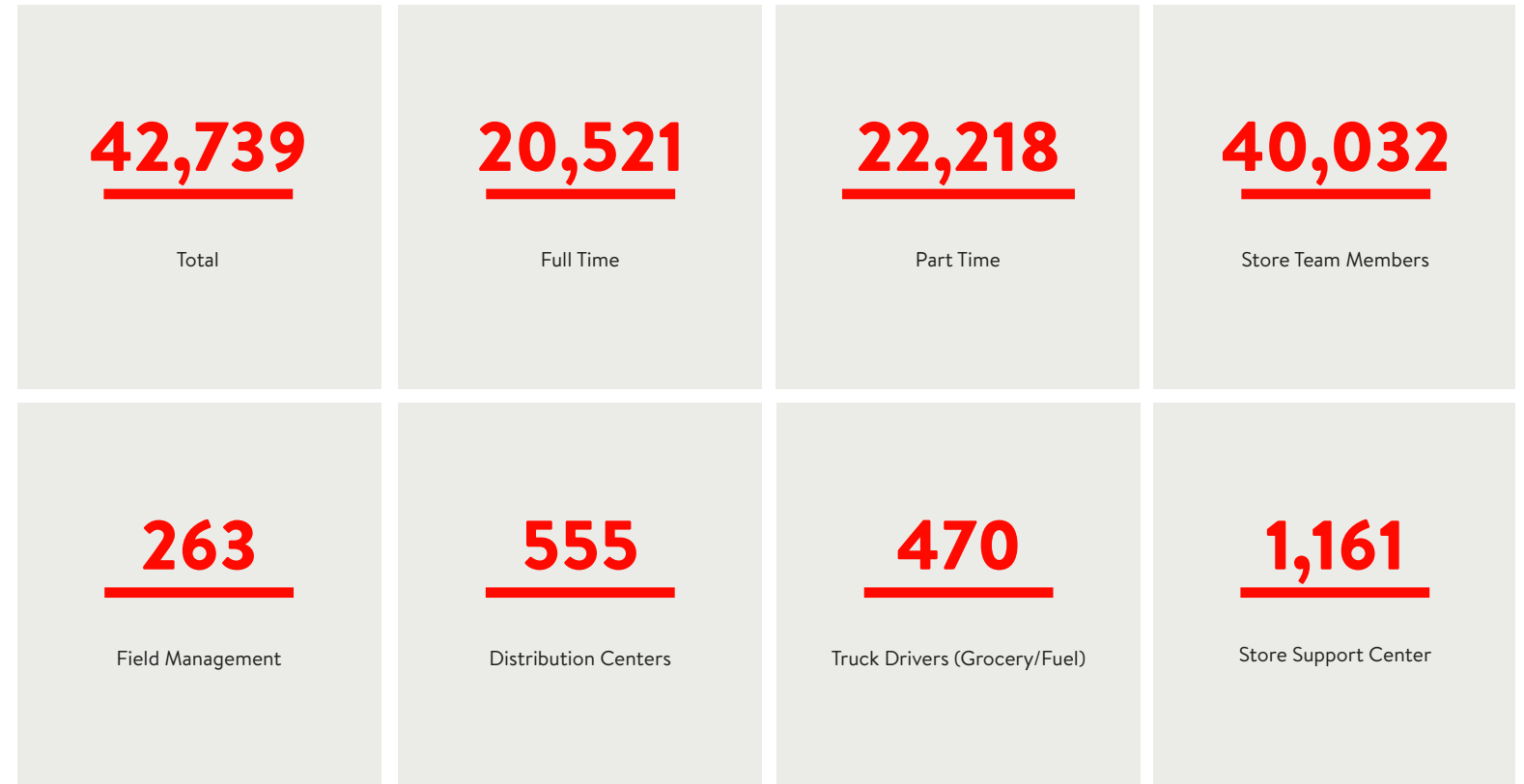


Investing in Our People and Culture

Casey's is more than just a place to work. It's a place for our team members to develop and build a career. Many of our team members are students, parents or grandparents. We do our best to provide the benefits, development opportunities and work-life balance that fits each team member's unique lifestyle.

We take great pride and stewardship in being **Here for Good** for our Casey's team. With over 50% of our stores opened in small towns with fewer than 5,000 people, we understand that by supporting the financial and personal well-being of our team members, we are also contributing to the strength and resiliency of our communities.

Our Team — By the Numbers¹






¹ As of April 2022

Here for Good, Here for Our Team

We understand that each member of the Casey’s team has unique needs. That’s why we offer benefits¹ to support **living** a physically and emotionally healthy life, to provide opportunities for team members to keep **growing**, both professionally and personally, and to enable **giving** back to the communities we love to serve.

¹ Eligibility for certain benefits varies based upon position and length of employment. For more information, please visit the Careers [section](#) of our website.

 <p>Meaningful Living</p>	 <p>Meaningful Growing</p>	 <p>Meaningful Giving</p>
<p>We believe in working hard and playing hard. Our team members should feel supported physically and emotionally at work and outside of work.</p>	<p>We are driven to support team members’ future prosperity through financial, career and personal growth.</p>	<p>We take pride in supporting each other and giving back to the communities we serve.</p>
<p>Living benefits</p> <p><i>Health and well-being</i></p> <ul style="list-style-type: none"> • Medical, dental and vision insurance • Life and disability insurance • Paid holiday, vacation, sick days • Team Member Assistance Program • \$50 vaccination bonus • Flexible schedules and part-time and remote work options • Healthy Directions wellness program <p><i>Family support and personal leave</i></p> <ul style="list-style-type: none"> • Paid bonding leave • Family and medical leave • Military service leave • Bereavement leave 	<p>Growing benefits</p> <p><i>Financial well-being</i></p> <ul style="list-style-type: none"> • 401(k) plan with corporate matching up to 6% • Stock purchase plan • Flexible spending account • Health savings account <p><i>Learning and development</i></p> <ul style="list-style-type: none"> • Scholarship program for team members and their families • Tuition discounts • Leadership Excellence Certification • Coaching and mentorship 	<p>Giving benefits</p> <p><i>Financial well-being</i></p> <ul style="list-style-type: none"> • Team Support Fund • Paid volunteer days • Company match during United Way annual campaign

We care about our Casey’s team and go all out to make their lives better – at work and at home. Full- and part-time work is available to fit almost any schedule. Our adaptable approach to benefits and well-being is designed to provide our team members and their families access to what they need in a way that works for them. Here are some key differentiators in our overall benefits program:

401(k) Corporate Match

To support financial well-being, all Casey’s team members are offered enrollment in our generous 401(k) retirement plan, with Casey’s matching 100% of the first 6% contributed to the plan. In addition, all company contributions are matched in Casey’s common stock (Nasdaq: CASY).

Paid Bonding Leave

During FY 2022, we launched paid bonding leave to allow our team members to take time to bond with their new child within 12 months of the child’s birth, adoption or foster placement.

Team Support Fund

Casey’s Team Support Fund was created during FY 2022 to help team members who are facing financial stress immediately after a natural disaster or an unforeseen personal hardship. The fund

relies primarily on individual donations from team members and assistance from Casey’s to fund a tax-free grant to support team members in need when facing the unexpected. During FY 2022, the Team Support Fund extended approximately \$65,000 in financial support to our team members.

Team Member Assistance Program

Over the past year, we launched a team member assistance program for all team members and their eligible dependents. Casey’s recognizes that drug and alcohol abuse can be successfully treated and is committed to helping team members who suffer from these problems, while holding them responsible for their own recovery. The assistance program is designed to help individuals manage personal problems, including substance abuse, that can impact their well-being and work performance.



On-site Child Development Center

We also offer parents of infants to school-age children near our Store Support Center (SSC) a high-quality on-site Child Development Center, which includes certified teachers and development programs.



Learning and Professional Development

Our store teams are provided with opportunities to learn multiple responsibilities through cross-training in all store functions. We have invested significant resources of time and money in our learning and development curriculum to train our team members with educational, development and leadership opportunities. These opportunities are provided through a mix of formal onboarding training, safety training, in-person classes, virtual modules and on-the-job learning. In addition, Casey's has a formal leadership development program that seeks to provide team members with the skills necessary for leading their teams and advancing in their careers.

Casey's Scholarship Program

We want our team members to learn and thrive in maximizing their career development to their full potential. To support this mission, Casey's annually selects team members and their families to be awarded scholarships based on a variety of factors, including their academic records, demonstrated leadership and participation

in school and community activities. For the upcoming 2022-2023 school year, Casey's awarded tuition scholarships totaling \$47,000 to 14 team members and 33 dependents to support their higher-education opportunities.

Partnerships with Local Universities

In order to further assist our team with higher-education expenses, Casey's created partnerships in May 2022 with two local schools, Bellevue University and Buena Vista University. Through our partnerships, these universities will provide team members and their families access to educational opportunities with annual tuition discounts of approximately 25%-50%.

Leadership Excellence Certification

We provide a Leadership Excellence Certification program to managers and above to help support the progression of rising stars along their career path. We had 57 leaders across our operations participate in this formative leadership program during FY 2022 to study content areas such as leadership communication, business acumen, change management and emotional intelligence.

Learning and Development Snapshot

400+

Online courses available

200+

Hours of coursework available

1.5M+

Individual enrollments

57

Leaders across our operations participated in our Leadership Excellence Certification during FY 2022

Store/Field Career Path



Team Member Engagement

At Casey’s, our people are our most valuable asset. We actively promote an environment that fosters honest, good-faith communication about matters related to our business activities. We also host a variety of team member forums to bring our team members together with senior leaders to learn the current status of our business operations, build our collective purpose-driven culture and discuss areas of team member concern. For example, our SLT hosts quarterly companywide town halls following earnings calls, and our newly launched affinity groups meet regularly for engagement activities.

We deliver an annual companywide engagement survey to assess our team members’ experience, ensure alignment with our mission and goals and gauge the current level of morale. Our 2022 engagement score was 76% across full- and part-time team members throughout the entire

company. The results reflected favorable team member feedback on empowerment, trust and mutual respect and opportunities to improve in areas of learning and development and overall well-being.

The human resources team reviews the survey results and uses them to design an action plan for each functional area. The survey feedback provides valuable information about our workplace environment, which may be used by our Extended Leadership Team (ELT) to develop or refine our culture and business objectives.

Team Member Health and Safety

Casey’s is committed to providing a safe and healthy working environment. Team members are required to abide by all safety procedures and to take the necessary precautions to protect themselves and their co-workers. This includes reporting to work free from the influence of

alcohol or any illegal or controlled substance that could prevent one from conducting work activities safely and effectively.

Robbery Prevention and Store Burglary Procedures

All Casey’s store team members are required to complete training on how to identify instances of crime at the stores, such as burglary or shoplifting, and what safety precautions to take to keep team members and guests safe. During FY 2022, 91% of required team members and 97% of required leadership members completed these safety courses, with incomplete results reflecting impacts of regular turnover.

Management Access Opportunities

The Frontline Advisory Board (FAB) is a grassroots team within Casey’s established to provide two-way communication between the field and our Extended Leadership Team. The FAB is relied on to provide direct feedback around improvement opportunities, and planned and current initiatives, as well as transparency from leadership at the SSC. Members are Store Managers who are nominated within their regions and exhibit the following characteristics:

- Role model of Casey’s culture and values
- Leader among peers, viewed as open and trustworthy
- Professional and respectful communicator
- Potential to grow into a District Manager

Supporting Transition Back to Work

- ✓ Casey’s is committed to supporting our team members through challenging times. We launched a partnership with ReEmployAbility’s Transition2Work program during FY 2022 to accommodate injured and sick team members in their transition back to work.



Diversity, Equity and Inclusion

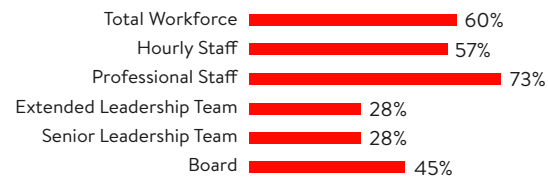
Our Board and SLT are committed to creating a culture that promotes DEI and incorporates strategic objectives to attract, develop and retain diverse talent. As we continue our journey, we will maintain our efforts to cultivate a culture and leadership team to reflect the diversity of the communities we serve.

Building Our DEI Strategy

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

Representation of Our Diversity

% Women



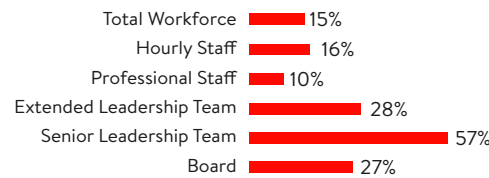
DEI Committee

Our SLT established a DEI Committee during FY 2022 to help the CEO further advance Casey's CARES values through strategic DEI initiatives designed to create a diverse and inclusive culture.

Oversight Framework

The Chief Human Resource Officer serves as the executive sponsor of the DEI Committee; collaborates with the CEO on the vision, intent and DEI outcomes regarding ESG interests; and appoints a chair to facilitate the activities of the committee. The currently appointed chair is the Director of Learning and Development.

% Racial/Ethnic Minority



Cultivating Diversity, Equity and Inclusion

Casey's DEI Framework

Vision Statement

To develop, recommend and take action on DEI outcome initiatives that support Casey's talent acquisition, talent development and retention, and culture and engagement, further creating a culture where team members are valued for their individualism and provided opportunities to have their voices heard and included, creating a culture that fosters belonging and empowerment for all.

Talent Acquisition	Talent Development and Retention	Culture and Engagement
Board Diversity Recognition	Crucial Conversations Training	Voice of Casey's DEI Program
Senior and Extended Leadership Teams' Diversity	Casey's Resource Groups (CRGs)	Pay Equity
Internship Program	Diversity Leadership Programs	DEI Committee

Fostering Diversity and Inclusion Awareness

Our team members are expected to hold themselves accountable to the highest professional standards, with mutual respect being the basis of all professional relationships. Casey's is firmly committed to providing equal opportunity in all aspects of employment and will not tolerate any illegal discrimination or harassment of any kind; quite simply, harassment and discrimination are unacceptable. Team members must also adhere to Casey's Anti-Harassment, Anti-Discrimination Policy and the EEO policies as set forth in the Team Member Guide, which requires them to immediately report concerns to any supervisor, the human resources department or through Casey's EthicsPoint Hotline.

DEI Training Topics

We believe that successfully executing our vision begins with creating DEI awareness across Casey's. We recently launched a training module called Crucial Conversations, where a safe space is created for team members to learn, share and discuss difficult and complex diversity and inclusion topics. We also plan to launch Unconscious-Bias training during FY 2023 with sessions that delve into how individuals may rely on stereotypes or assumptions that further oppress marginalized groups. Understanding these biases can help teams identify inequitable practices and start the journey toward change.

Casey's Resource Groups

Each DEI Committee member serves as the sponsor for a Casey's Resource Group (CRG), which is an affinity group that may offer team members from marginalized groups the opportunity to connect with others who share their lived experiences. The CRGs are encouraged to be intentionally diverse and inclusive to allow for Casey's DEI vision to be realized. So far, we have launched two CRGs, iWill and Emerging Professionals.

As a women in leadership group, iWill's mission is to educate, inspire and encourage women to set goals, strive to move higher in the organization, become more active in the community, and foster healthy work relationships. Since the May kickoff, iWill has hosted a variety of professional development events such as Women in the Workplace, leadership and coaching. The group also organized a Thanksgiving food drive last year, which led to the donation of approximately 350 pounds of food to the Food Bank of Iowa.

Emerging Professionals is a group for up-and-coming team members with a mission to energize and inspire employees to increase engagement and collaboration, promote professional growth and advance Casey's mission, values and goals. Emerging Professionals has monthly gatherings that are open to all employees.

AWARDS AND RECOGNITION



Casey's was selected by Convenience Store News as a finalist for its first-ever Top Women in Convenience (TWIC) Corporate Empowerment Award. This new award in the TWIC program honors a convenience retail company that commits to gender equality and promotes female leadership and advancement. Additionally, five of Casey's team members were named to the class of 2022 TWIC leaders and rising stars. For more information, please see the Convenience Store News award [announcements](#).



Our CEO, Darren Rebelez, was spotlighted by Latino Leaders magazine in September 2021 in recognition of putting his skills and leadership to the test to guide Casey's through the COVID-19 pandemic. Latino Leaders strives to advance the Latino community by promoting their stories of success and leadership, bringing leaders together and inspiring them to work together for a better future. For more information, please see the feature story within the Latino Leaders magazine, ["When Failure Is Not an Option."](#)

OUR GUEST EXPERIENCE

Our guests are the center of our corporate purpose and business model. Our teams are committed to ensuring safe food and products, delivering high-quality service, and creating a welcoming environment that builds long-term relationships with our guests and communities.

2022 HIGHLIGHTS:

- Executed regular third-party food safety assessments at our stores and monthly internal food safety assessments of our distribution centers' food-related procedures to assist in advancing our regulatory compliance
- Provided a broad product portfolio and an expanded private-label portfolio of over 250 Casey's brands so guests can find greater value in the products they purchase
- Welcomed 1.4 million additional Casey's Rewards members during the past year, thus enhancing safety, access and ease-of-use options for guests — with 60% of pizzas now ordered through mobile applications

IN THIS SECTION

- ➔ Guest Safety and Engagement (35)
- ➔ Food Quality and Safety (36)
- ➔ Food Security and Hunger Relief (38)



Guest Safety and Engagement

We aim to deliver a compelling experience during every guest's visit to a Casey's store. Our diverse and seasoned leadership team has sparked a creative mindset to reinvent the guest experience, while holding firm on maintaining a strong foundation of assurance of safe and high-quality services, food and products.

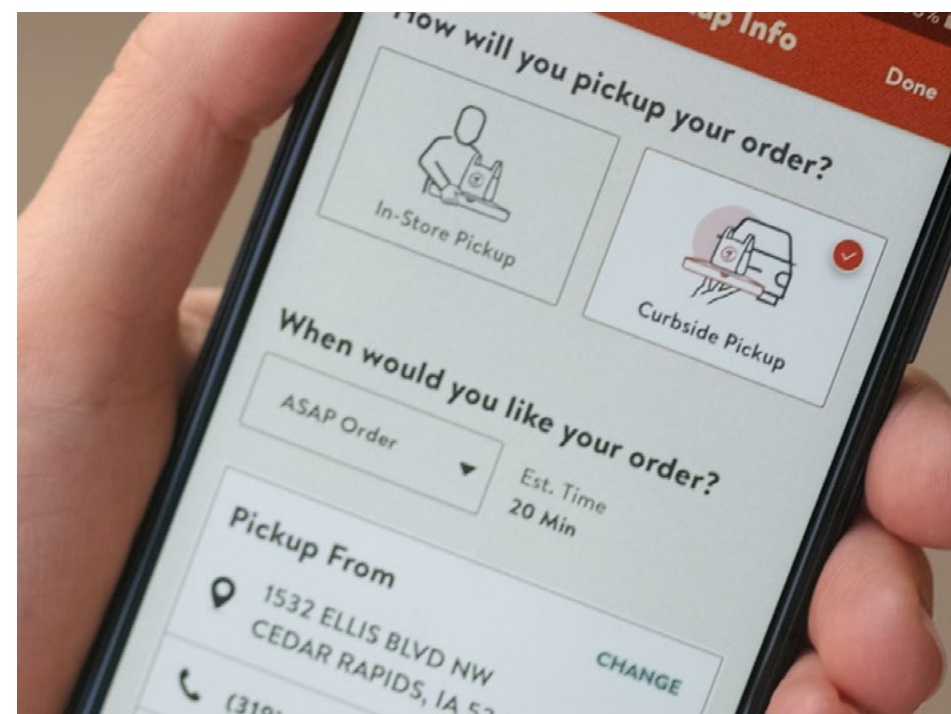
Ensuring Guest Safety

Robbery prevention training is required for all store team members to ensure awareness of safety and critical incident protocols. 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 operating-hour considerations. In addition, we consider safety in the planning process for new store locations to minimize the risk of crime.

During the COVID-19 pandemic, we successfully leveraged our mobile application, Casey's Rewards, to safely provide our food and products to guests with minimal contact through pickup and delivery options. Since that time, we have continued to grow our Casey's Rewards program and have added another 1.4 million members over the past year, bringing the total Rewards membership to 5 million guests as of April 30, 2022. Members can earn points for everyday purchases in stores, online, at the pump and even over the phone that can be used toward Casey's Cash, fuel discounts or a donation to a local school. At the end of FY 2022, 60% of all pizza sales were placed digitally through the web or a mobile device.

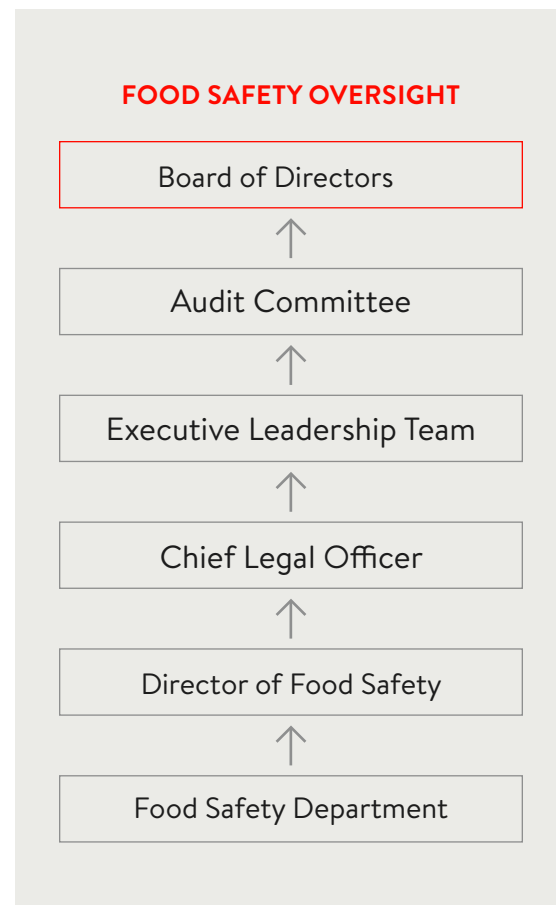
Digital Engagement Builds Customer Relationships while Providing Food Access, Guest Safety and Convenience

Digitally enabled sales were up 12% during FY 2022 on top of last year's rise of 94%, providing our guests expanded buying options that provide for increased ease through delivery or pickup, lowering in-person contact.



Food Quality and Safety

We take the safety of our food and products extremely seriously. Our processes are designed to adhere to safety and quality standards to prevent health risks that can arise from the preparation, holding and storage of food products.



Governance and Oversight

Food safety is a high priority across our business functions, from supplier selection to transportation to preparation and guest delivery. Casey's Director of Food Safety directly oversees the Food Safety Department and provides periodic updates to the CLO on food safety issues and metrics.

Food Safety Oversight

The Food Safety Department provides guidance, advice, expertise and support to the company's business units for the execution of corresponding food safety activities. Our food safety guidelines align specific safety policies and protocols with the unique business practices of each unit, as follows:

- **Food Safety Plan.** Each of Casey's distribution centers, as licensed Food and Drug Administration (FDA) food facilities, has a Food Safety Plan that contains an analysis of potential hazards associated with our distribution functions and outlines risk-based preventive controls to minimize or prevent the identified hazards, including but not limited to process controls, allergen controls and

sanitation controls. The Food Safety Plan also includes Casey's Supply Chain Program and Recall Plan. The Food Safety Plans are reviewed and revised as needed. The Food Safety Department reviewed and revised the Food Safety Plans for all three distribution centers in FY 2022.

- **Food Service Manual.** Casey's Food Service Manual addresses food safety within our convenience stores and provides procedures and guidance for store leaders and team members to safely prepare, cook, hold and store food products.
- **Grocery/Transportation SOPs.** Grocery and transportation team members are trained annually on Standard Operating Procedures (SOPs) that are designed to ensure the safe loading, transportation and delivery of food products.

The Food Safety Department's core responsibilities also include:

- Assisting business units and the Learning and Development Department to develop food-safety training

- Meeting periodically to review the adequacy of food safety guidelines and revise them as necessary
- Monitoring regulatory requirements to provide proper guidance to assist with Casey's compliance with applicable regulations
- Making food-safety recommendations to leadership for any improvement opportunities





Food Safety Training

Our store managers provide oversight of regulatory compliance, including adherence to food safety training and cleaning practices, and participate in the review and response to store audits. Food safety courses are required for onboarding and ongoing training of team members who are involved with food preparation. Our safety curriculum covers topics related to allergens, food preparation and certified food protection management, as well as role-specific training. We also have required food safety training for distribution centers and truck drivers on safety protocols for food storage and distribution. During FY 2022, 96% of qualifying team members completed the required food safety training programs, with the remaining 4% incomplete largely due to turnover.

Supplier Approval Process

Casey's works to verify the quality and safety standards of our suppliers. All new suppliers who will supply consumables to be sold and food packaging to hold food service products must be approved via Casey's supplier approval process. For more information, please see the [Supply Chain Management](#) section of this report.

Third-Party Audit and Improvement Process

We continually monitor and improve our internal processes and confirm their effectiveness with regular external third-party audits of our retail stores. These assessments are conducted once every four months and cover general food code compliance, including priority items such as temperature control, food preparation, personal hygiene, equipment usage, cleaning and sanitizing and facility controls.

Food Recall Response

We have engaged a third-party software company to facilitate the immediate communication, follow-up and documentation of recalls at our stores. This approach allows us to quickly contact our stores with real-time, transparent communication to help prevent recalled items from being made available for sale.

Responsible Marketing and Informative Labeling

All new Casey's prepared food labels must be reviewed and approved by the Food Safety Department for accuracy and completeness. We commit to providing information on any artificial ingredients, recycling options and standardized expiration-date labels to help guests reduce food waste in their homes.

Food Security and Hunger Relief

Food Access

The majority of Casey's stores are located in smaller towns, often with populations of fewer than 5,000 people. Within this rural footprint, there are times when Casey's is the only business in town with food and household items in close proximity to our guests. The ease of access to our breadth of food and household items makes Casey's a reliable resource for our communities, especially during challenging times.

Feeding America

Hunger continues to be a real issue in our communities. In February 2022, we once again activated our hunger campaign in partnership with Feeding America. This partnership raises funds that support 54 local food banks in the communities where we operate. The campaign raised over \$500,000 and will fund 5 million meals. Please see the [Our Communities](#) section of this report for more information on our efforts to combat hunger in our communities.

5M

The Feeding America campaign partnership will fund 5 million meals.

Health and Nutrition

Through our broad product portfolio, we aim to provide healthy food options for our guests' consideration. We pride ourselves on developing tasty menus with fresh ingredients and made-to-order options. Our prepackaged and prepared food menu has been expanded to include healthy, nutritious and quick-and-easy items across various food categories, such as:

- **Fresh fruit**, including bananas, oranges and apples
- **Dairy products** such as yogurt, eggs, milk and cheese
- **Custom-made salads** with turkey, chicken and assorted vegetables
- **Specialty pizza** selections, including made-from-scratch pizza dough, fresh veggie toppings, gluten-free crust options, whole-milk cheese and grilled chicken
- **Healthy snack alternatives** such as nuts, seeds, trail mix, and protein and granola bars
- **Sub sandwiches and wraps** offering grilled chicken, turkey and veggie options
- **Low-calorie beverages**, including bottled water, zero-calorie sports drinks, plain and flavored waters and protein drinks



OUR COMMUNITIES

We build stronger communities through our giving that makes an impact on the fundamental needs of our neighbors and towns that Casey's serves.

2022 HIGHLIGHTS:

- Facilitated the donation of \$4.7 million through our guests, partners, team members and Casey's funds to our local communities to support education, provide hunger relief and assist community servants
- Distributed over \$1.3 million to schools in need over the past year to support physical improvements and resource requests
- Made positive impact on combating food insecurity and hunger through our Feeding America partnership, supporting 54 food banks within the communities we serve

IN THIS SECTION

- ➔ Building Stronger Communities (40)
- ➔ Giving Back through Volunteering (45)

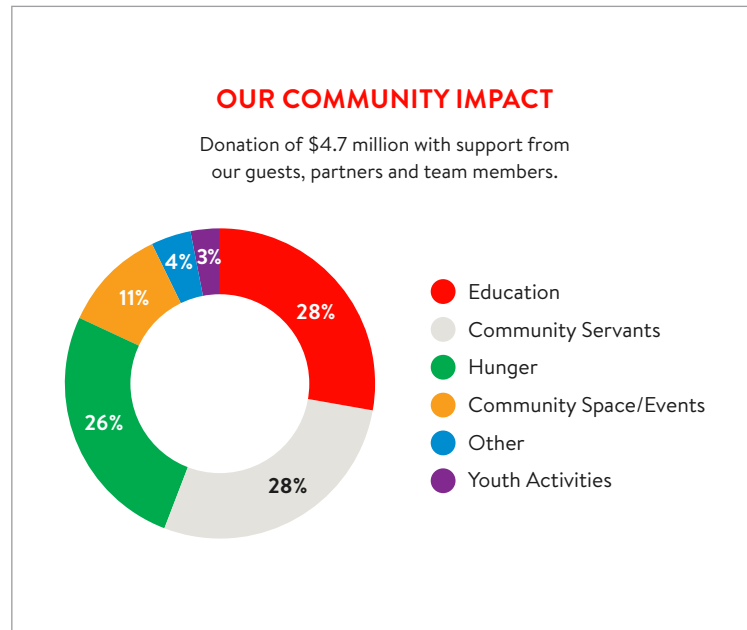


Building Stronger Communities

We are part of the fabric of communities that know each other by name and show up for each other when in need. Our giving aims to create **stronger communities** by supporting fundamental needs related to **education, hunger and community servants.**

Our Community Impact

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



[LEARN MORE](#)

[➔ Ways We Give and Support Communities](#)





Education

Education provides the foundation for strong, sustaining communities by preparing children for a bright future, creating a skilled workforce, and connecting families and children. Our support of education includes an emphasis on K-12 schools, students, teachers and youth extracurriculars.

\$1 million awarded through Cash for Classrooms

Together, Casey's and its dedicated team members and generous guests donated \$1 million to fund 89 grants to schools in FY 2022. The grants helped provide new technology, build playgrounds, and purchase books and other materials.

Casey's
CASH for CLASSROOMS

 <h3>Physical Improvements</h3>	 <h3>Material Needs</h3>
<p>Projects that help update and improve the school through repairs, enhancements or new additions. This can include internal (buildings, classrooms) or external (playgrounds, fields)</p>	<p>Needs for supplies, technology, materials or other items that would enrich the learning environment</p>
 <h3>Teacher Support</h3>	 <h3>Community Engagement</h3>
<p>Programs that seek to expand the skills of teachers, offer professional development or address training resources</p>	<p>Efforts to engage students with the community. Examples include external experiences like volunteer programs, camping or field trips</p>

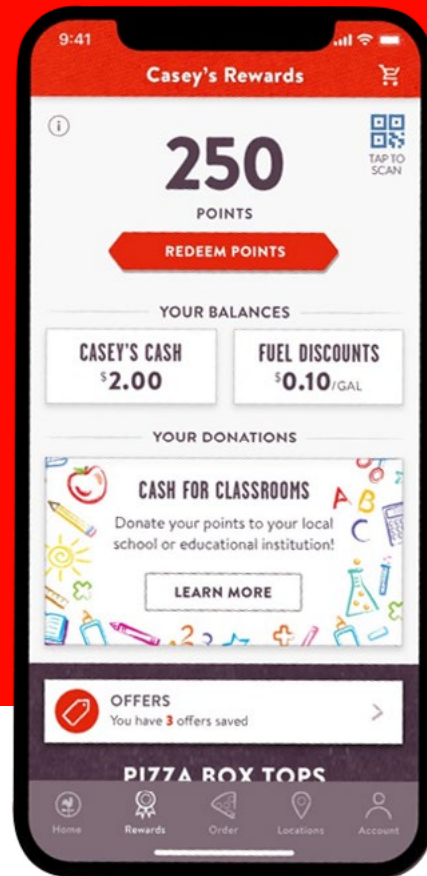
LEARN MORE
[→ Casey's Cash for Classrooms Grant Program](#)



Casey's Rewards

Being Here for Good is in our DNA. That's why our Casey's Rewards loyalty program includes an easy, ongoing option to earn points from everyday purchases in our stores that can be directed toward a local school donation of the member's choice.

With over 36,000 schools across all our communities, our guests can turn their points into funds to help the schools of their choice to purchase supplies, buy new books for the library or assist with other needs. Rewards members donated approximately \$140,000 to K-12 schools through their Rewards points during FY 2022.



Partnership with United Way

- ✓ We partnered with United Way to bring health and developmental screenings to schools for **nearly 1,000** children to ensure that they are ready to learn and grow.

\$10,000

to Junior Achievement of Central Iowa to fund a learning center for seventh- through 12th-grade students in Central Iowa to promote opportunities to gain financial literacy and career skills

\$4,000

to provide basketball equipment to Shawnee High School in Lima, Ohio

\$2,000

to help fund classroom materials in Sioux Falls, South Dakota

Hunger

Hunger and food availability are a challenge for many of Casey’s hometowns. According to Feeding America, approximately 2.1 million households in rural communities face hunger, and 86% of counties with the highest percentage

of children at risk for food insecurity are rural. The pandemic made the need greater than ever as 40% of Americans who are receiving food support today have never needed Feeding America’s help before.

“

We are grateful for the team at Casey’s for their generous support in addressing food insecurity as part of their **Here for Good** mission. Thousands of Heartland children, families, seniors and veterans are facing hunger – and the lingering effects of the pandemic are making it even harder for them to access the food they need. This critical support from community partners like Casey’s and their customers helps us fill empty plates with food and hearts with hope.”

– **Brian Barks**, President and CEO of Food Bank for the Heartland, Omaha, Nebraska



We want to help bring certainty to our neighbors who are unsure where their next meal will come from. As a supporting partner, Casey’s makes an impact on food insecurity and hunger through a partnership with Feeding America that supports our neighbors.

Through the generosity of our guests, commitment from our team members and a partnership with Coca-Cola, Casey’s was able to help fight the growing food insecurities in our local communities during FY 2022. By joining forces with Feeding America, 5 million meals were dispersed to 54 local food banks operating in Casey’s 16-state footprint, making a significant impact in our communities and for those in need.

5M

Provided 5 million meals

54

Served 54 food banks



Community Servants

We believe we have the unique ability to support community servants and local needs. These efforts center on support for veterans and first responders and also disaster and emergency response needs. We support a variety of

organizations and efforts that support veterans, families and caregivers. First responders and essential workers like firefighters are supporting and strengthening our communities every day, around the clock.



Each November, we hold a giving campaign benefiting veterans' organizations, and each year we are humbled by the overwhelming gratitude and response from our team members and guests. Casey's, with the help of its generous guests, donated over \$1 million to help veterans and their families during FY 2022.



"Children of Fallen Patriots is honored to be a beneficiary of Casey's Here for Veterans campaign. In 2021, Casey's and its guests raised a total of \$500,000 for Children of Fallen Patriots, which provided over 20 scholarships to the children of our country's fallen heroes. We are so grateful for our partnership with Casey's and are looking forward to being **Here for Good** by providing these deserving students scholarships in 2023."

— **David Kim**, CEO and Founder of Children of Fallen Patriots Foundation



2022 Spotlights: How We Made a Positive Impact

20

Student scholarships provided to military children who have lost a parent in the line of duty

250

Military service members and their families provided resources and personalized support for critical needs such as housing, food and utilities

8,000+

Casey's hosted PepsiCo's Rolling Remembrance in Kansas City, Missouri, an 8,000+ mile-long relay from Seattle to New York raising awareness and funds for the Children of Fallen Patriots

\$2,500

to replace a 30-year-old fire pumper for the White Bluff-Rye Hill Volunteer Fire Department in Fort Smith, Arkansas

\$5,000

to fund a Dream Makers donation to a veteran's family in need that allowed them to get their first home in Iowa

\$155,386

through American Red Cross to provide disaster relief after tornadoes devastated Arkansas, Illinois, Indiana, Kentucky, Missouri and Tennessee

Giving Back through Volunteering

At Casey's, our purpose is to make life better for communities and guests every day. In other words, we're **Here for Good**. It is part of our culture to provide opportunities for our team to carry out and showcase our purpose every day.

We believe Casey's is at the heart of every community we serve. We encourage our team members — whether they are working at our stores, SSC or distribution centers or driving our fuel trucks on

the road — to help our communities by providing a wide range of volunteer and philanthropic opportunities.

In addition, full-time team members at the SSC are offered two paid days per year to volunteer at a charity or nonprofit organization of their choice. Because the guests we serve every day are our friends, neighbors and family, we have a vested interest in keeping our communities strong.



OUR ENVIRONMENTAL COMMITMENT

We strive to build a sustainable future for our team members, guests and communities through our environmental stewardship. We work to minimize the environmental impact of our operations and improve our sustainability practices across our business.

2022 HIGHLIGHTS:

- Launched inaugural energy and carbon assessment by collecting data on our energy use and associated greenhouse gas (GHG) emissions
- Operationalized our solar array to help power our newest distribution center in Joplin, Missouri
- Increased renewable blended fuel sales to 87% of all fuel sales and established a total of 114 electric vehicle charging stations across 26 locations within the communities we serve

IN THIS SECTION

- ➔ Strengthening Our Environmental Stewardship (47)
- ➔ Managing Our Environmental Footprint (48)
- ➔ Waste and Water (52)



Strengthening Our Environmental Stewardship

While we continually look for improvement opportunities, over the last year we prioritized an assessment to understand our energy and carbon footprint. Below, we share more about this initiative as well as other key environmental actions related to our facilities, distribution and fleet management, fuel operations, and water and waste management.

Launching Our Energy and Carbon Assessment

We take our responsibility for environmental stewardship seriously and recognize that we have a role to play in addressing the challenge of global climate change. To inform our energy and climate strategy moving forward and set a baseline against which to measure our progress, we began collecting data on our energy use and associated greenhouse gas (GHG) emissions, starting with data for calendar year 2021. Data in this assessment includes electricity, gas, stationary fuel use and refrigerant use at our convenience stores, as well as available fuel usage from our vehicle fleet.

Using this data, we have started to calculate our Scope 1, Scope 2 and select Scope 3 GHG emissions. Scope 1 emissions, considered direct, include fuel consumed by our fleet, fuels burned at our facilities and fugitive refrigerant emissions. Scope 2 emissions, considered indirect, include purchased electricity for our stores, offices and

distribution centers (DCs). For Scope 3 emissions, also considered indirect, we focused on category 11 of the GHG Protocol — use of sold products — which captures GHG emissions related to our fuel sales. While we recognize that this does not capture the entirety of our Scope 3 emissions, we believe category 11 is one of the most significant sources of our Scope 3 impact.

Casey's GHG emissions from locations and vehicles will be calculated using the U.S. EPA's GHG Emission Factors Hub and the GHG Protocol's Corporate Accounting and Reporting Standard calculation methodology, as well as the GHG Protocol Scope 2 guidance and the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. **We will disclose our Scope 1 and 2 emissions data beginning in 2023 and our material Scope 3 emissions data in 2024.**

Investing in Renewable Energy

While we improve our data regarding energy and carbon footprint, we continue to evaluate renewable energy options as part of our energy management strategy.

Solar Power Installation

As we began FY 2022, our third DC was newly operational in Joplin, Missouri, and built to utilize solar-generated energy to fulfill the orders of 400-600 nearby Casey's stores. The 250,000-square-foot facility has 1,408 solar panels installed, which generate, on average, 2,000 kilowatt hours (kWh) of electricity per day¹ since coming online in July 2021. This energy output supports the refrigeration needs of the facility, which account for the majority of its electrical load, reducing the amount of purchased electricity needed from the grid and ultimately our Scope 2 GHG emissions.

¹ Due to an issue with one of the system's inverters, it has run at 75% capability since coming online.

Renewable Energy Purchasing

While our stores do not currently have solar panels installed, at 45 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.

45

We participate in community solar gardens at 45 stores.

Managing Our Environmental Footprint

We are committed to reducing our environmental footprint by striving to incorporate improvements to our design specifications to improve energy efficiency where possible. Although this is just the beginning of our sustainability journey, we already have made several notable achievements.

We are proud to source all our fuel domestically from major petroleum suppliers and integrated advanced biofuel providers. Approximately 87% of the fuel we sell is blended with renewable fuel, either ethanol or biodiesel, at varying proportions across all our stores.

Renewable Fuel Operations at Our Stores

Fuel Type	87E		E-15		E-85		Biodiesel	
	FY 2022	FY 2021	FY 2022	FY 2021	FY 2022	FY 2021	FY 2022	FY 2021
Description	Blend 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	2,428	2,237	403	370	400	342	1,047	966
% of Total Stores	100%	100%	17%	17%	16%	15%	43%	43%



Renewable Fuel Blends

We offer a variety of renewable fuels across our stores, including biodiesel (sold at 44% of our stores) and high-ethanol blends. Every new store is capable of selling higher-blended ethanol, and we aim to continue growing sales of renewable fuels throughout our footprint. These ethanol blends are more sustainable because they are made from renewable resources and produce less greenhouse gas and pollutant emissions compared to traditional fossil fuels. 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 electric vehicles (EVs), we began installing EV charging stations at some of our stores in 2018. Since then, we have installed 114 chargers at 26 locations across the Midwest. All these locations have at least one DC fast charger, and some offer up to three different plugs to fit the needs of our guests.

Our installation strategy is designed to selectively increase our charging stations at locations within our region where we see higher levels of consumer EV buying trends and demand for EV charging.

To date, the consumer EV demand within our Midwest footprint has been comparatively lower than other areas throughout the country, particularly along the coasts. As EV demand from our guests increases, we are prepared to selectively integrate charging-station options at our nearby stores.

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 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.



LEARN MORE

[→ Casey's Electric Vehicle Charging Stations](#)

Charging Stations	EV Charging Stations	
	FY 2022	FY 2021
EV Charging Stations	114 chargers	50 chargers
Stores with EV Charging Stations	26 locations	15 locations

Our Facilities

As we continue to strengthen our Midwest footprint, we strive to incorporate improvements to our design specifications to increase energy efficiency where possible. All new Casey's stores are built to meet or exceed applicable model energy codes through the use of, but not limited to, energy-efficient HVAC, light-emitting diode (LED) bulbs, refrigeration system upgrades, exhaust and water-heating equipment, low-flow aerators, rooftop units, irrigation systems, and energy-efficient windows and doors.

In both our new and renovated stores, we focus on a variety of environmentally friendly design considerations, including LED lighting and refrigerant optimization below.

LED Lighting

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. As a result, we have materially reduced our lighting energy consumption.

Refrigerant Optimization

We continue to improve our refrigeration and HVAC systems by 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 air conditioning and refrigeration units. We maintain refrigeration upgrades in line with manufacturer guidelines. Over the last year, we worked with a third party to assess and baseline our refrigeration energy consumption. Through this partnership, we have improved our processes for tracking refrigeration equipment inventory, purchases and recharges to help identify areas for optimization moving forward, including replacement cycles.

90%

delivery rate with our company-owned grocery truck fleet

3.3M

saved 3.3 million miles driven that would have otherwise been required

Our Distribution and Fleet Management

Our stores and supplier manufacturing facilities are within our DCs' optimum efficiency range, positioning us to better reduce our transportation needs, increase delivery reliability and lower the environmental impact of our operations.

Energy-Efficient Order Fulfillment

We route our grocery and merchandise items through our DCs 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 rate of 90% of in-store products and 55% of our fuel supply with our company-owned truck fleet. By utilizing our fleet operations to deliver the majority of in-store merchandise and fuel to our stores, we can also better ensure the safety and quality of our food and products throughout the distribution chain.

The introduction of our new DC in Missouri allowed us to optimize our self-directed transportation logistics due to the proximity to 400-600 stores within its delivery area. In FY 2022, this DC saved 3.3 million miles driven that would have otherwise been required prior to the facility coming online.

Fleet Management

With over 300 trucks in our grocery and fuel fleet, we recognize that optimizing our fleet operations plays an important part in managing our overall environmental footprint. We manage the environmental impact of our transportation fleet through a variety of initiatives, including:

- Improving route efficiencies, delivery schedules and vehicle idling
- Systematically replacing old vehicles with newer, more efficient vehicles
- Implemented enhanced tire program, resulting in the use of only SmartWay tires and, when including retreads, reduced our purchases of new tires by 54% compared to the prior year
- 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
- Modernizing our engine-switch rollout program with smaller, lighter-weight and EPA-compliant engines, thus achieving 5%-25% better fuel economy
- Preparing to install solar panels on our refrigerated trailers to provide an alternative source of energy. We started this initiative in 2021, but the launch was unfortunately postponed due to shipment delays. We hope to begin installations when supply conditions improve and will continue to report progress on this initiative moving forward

Fleet Metrics	FY 2022	FY 2021
Grocery Fleet Trucks	200	172
Grocery Fleet Drivers	220	201
Fuel Fleet Trucks	160	128
Fuel Fleet Drivers	250	240



Waste and Water

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

Sustainable Packaging and Waste Reduction

We have various recycling efforts in place at our DCs, including cardboard/packaging, pallets, metal, appliances and light bulbs. In calendar year 2021, over 3.5 million pounds of cardboard generated from our DCs were recycled, keeping it out of landfills.

3.5M+
pounds of recycled cardboard

Packaging

We believe that transitioning to sustainable packaging is an important step toward minimizing our 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 end-of-life disposal.

For the front end, we have eliminated all harmful chemicals, such as 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. For example, all our Casey's pizza boxes are recyclable and/or compostable and made from material that is nearly 50% recycled or renewable content.

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 multiple-use drink mugs, and plan to increase the communication of current recyclable packaging, including our very own pizza boxes.

We have partnered with Waste Harmonics in New York to improve waste streams on-site. We are working to get a better understanding of the categories of waste we produce and rightsizing the process. In addition, our partnership is helping us better understand the ultimate destination of our waste and recyclables and analyze diversion from landfills.

Fuel Operations and Hazardous Waste Safety Practices

We had 7,348 underground storage tanks (USTs) as of April 30, 2022. 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 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 follow regulatory requirements. Additionally, we adhere to a rigorous internal training and audit framework designed to meet state regulations.

Food Waste

We strive to reduce food waste and increase food recovery to improve operational efficiencies, reduce our environmental impact and address hunger in our communities. We have protocols in our DCs to donate unused, safe food inventory to local food banks before expiration.

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 and installing 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 on-site quarterly, and all car wash bays are pressure washed at least twice per quarter to eliminate chemical residue.

APPENDIX

IN THIS SECTION

- Sustainability Accounting Standards Board (SASB) (54)
- United Nations Sustainable Development Goals (SDGs) (57)
- ESG Metrics Table (58)
- ESG Materiality Assessment Definitions (61)
- 2021 EEO-1 Report Data (63)
- Forward-Looking Statements (64)



Sustainability Accounting Standards Board (SASB)

The following tables incorporate the accounting standards from the Sustainability Accounting Standards Board (SASB) related to Food Retailers & Distributors and Oil & Gas – Refining & Marketing. They include the relevant topic metric(s) where available and/or references to sections within this report where specific topics are discussed.

Sustainability Disclosure Topics and Accounting Metrics: Food Retailers & Distributors and Oil & Gas – Refining & Marketing

Topic	Accounting Metric	SASB Code	FY 2022	FY 2021
Fleet Fuel Management	Fleet fuel consumed, percentage renewable	FB-FR-110a.1	5,460,626 gallons, 1.1% (biodiesel only)	5,460,254 gallons, 1.2% (biodiesel only)
Air Emissions from Refrigeration	Gross global Scope 1 emissions from refrigerants	FB-FR-110b.1	See Our Environmental Commitment	
	Percentage of refrigerants consumed with zero ozone-depleting potential	FB-FR-110b.2		
	Average refrigerant emissions rate	FB-FR-110b.3		
Energy Management	(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	FB-FR-130a.1	See Our Environmental Commitment	
Food Waste Management	Amount of food waste generated; percentage diverted from the waste stream	FB-FR-150a.1	See Waste and Water	
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	FB-FR-230a.1	1) 0 2) 0 3) 0	1) 0 2) 0 3) 0
	Description of approach to identifying and addressing data security risks	FB-FR-230a.2	See Data Security and Customer Privacy	
Food Safety	High-risk food safety violation rate	FB-FR-250a.1	Average critical safety violations per store audit: 0.99 (Based on aggregated third-party data)	Average critical safety violations per store audit: 0.85 (Based on aggregated third-party data)
	(1) Number of recalls, (2) number of units recalled, (3) percentage of units recalled that are private-label products	FB-FR-250a.2	1) 7 2) 23,272 3) One of the seven recall events impacted an ingredient in both a Casey's prepared food item and a non-Casey's-branded item.	1) 4 2) 26,541 3) 0
Product Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes	FB-FR-260a.1	See Food Security and Hunger Relief	
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	FB-FR-260a.2		



Sustainability Disclosure Topics and Accounting Metrics: Food Retailers & Distributors and Oil & Gas – Refining & Marketing

Topic	Accounting Metric	SASB Code	FY 2022	FY 2021
Product Labeling & Marketing	Number of incidents of noncompliance with industry or regulatory labeling and/or marketing codes	FB-FR-270a.1	See Food Security and Hunger Relief and Food Quality and Safety	
	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		
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	1) \$13.58 2) 92% earned greater than minimum wage	1) \$12.77 2) 94% earned greater than minimum wage
	Percentage of active workforce covered under collective bargaining agreements	FB-FR-310a.2	0	0
	(1) Number of work stoppages and (2) total days idle	FB-FR-310a.3	1) 0 2) 0	1) 0 2) 0
	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	1) 0 2) \$488,605	1) 4 2) \$825,000
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	See 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		
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-RM-110a.1	See Strengthening Our Environmental Stewardship	
	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	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	See Strengthening Our Environmental Stewardship	
	Number of refineries in or near areas of dense population	EM-RM-120a.2	Not applicable: Casey's does not operate any oil refineries.	



Sustainability Disclosure Topics and Accounting Metrics: Food Retailers & Distributors and Oil & Gas – Refining & Marketing

Topic	Accounting Metric	SASB Code	FY 2022	FY 2021
Water Management	(1) Total fresh water withdrawn, (2) percentage recycled and (3) percentage in regions with high or extremely high baseline water stress	EM-RM-140a.1	See Waste and Water	
	Number of incidents of noncompliance associated with water quality permits, standards and regulations	EM-RM-140a.2		
Hazardous Materials Management	Amount of hazardous waste generated; percentage recycled	EM-RM-150a.1	See Waste and Water	
	(1) Number of underground storage tanks (USTs), (2) number of UST releases requiring cleanup, and (3) percentage in states with U.S. financial assurance funds	EM-RM-150a.2	1) 7,348 2) 1 3) 100%	1) 6,642 2) 0 3) 100%
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	1) 0.75 2) 0 3) We do not track NMFR at this time	1) 2.81 2) 1 3) We do not track NMFR at this time
	Discussion of management systems used to integrate a culture of safety	EM-RM-320a.2	See Team Member Health and Safety	
Product Specifications & Clean Fuel Blends	Percentage of renewable volume obligation (RVO) met through (1) production of renewable fuels and (2) purchase of “separated” renewable identification numbers (RINs)	EM-RM-410a.1	See Managing Our Environmental Footprint	
	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	0	0
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	See Business Ethics and Compliance	
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	Not applicable: Casey’s does not operate any oil and gas production facilities.	
	Challenges to safety systems indicator rate (Tier 3)	EM-RM-540a.2	Not applicable: Casey’s does not operate any oil and gas production facilities.	
	Discussion of measurement of operating discipline and management system performance through Tier 4 indicators	EM-RM-540a.3	Not applicable: Casey’s does not operate any oil and gas production facilities.	

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, and peace and justice. To the right, we have identified the SDGs we believe have the greatest influence and impact through our business strategy, products and services.

	 <p>2 ZERO HUNGER</p>	 <p>4 QUALITY EDUCATION</p>	 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>
Description	End hunger, achieve food security and improved nutrition and promote sustainable agriculture.	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	Ensure access to affordable, reliable, sustainable and modern energy for all.	Promote sustained, inclusive and sustainable economic growth; full and productive employment; and decent work for all.	Make cities and human settlements inclusive, safe, resilient and sustainable.
Casey's Contribution	Our stores provide a variety of food and beverages for our customers to choose from, often in midsize or rural communities with limited access to larger food retailers. We also provide charitable giving to address hunger relief.	Support of education is one of the primary pillars of our charitable giving, with an emphasis on K-12 schools, students, teachers and youth extracurriculars.	We offer a variety of renewable fuels, including biodiesel and high-ethanol blends at our stores, as well as an increasing number of EV charging stations.	Our team members are one of our most valuable assets. We offer competitive wages, flexible work schedules and a strong benefits package designed to provide all team members the opportunity to pursue financial health and wellness.	We are here to make life better for our communities and guests every day and are committed to building stronger communities through our business operations and charitable giving.
Report Section	See: Food Security and Hunger Relief and Our Communities	See: Our Communities	See: Fuel Operations	See: Our Team	See: Our Communities

ESG Metrics Table

For easy reference, the following table highlights key ESG metrics related to our operations.

	FY 2022	FY 2021
About Us		
Retail stores	2,452	2,243
Distribution centers	3	3
Guest transactions	≈674,000,000	≈610,000,000
Our Responsible Business Practices		
Board charters	Casey's Governance Overview	
Board ESG oversight	Casey's Nominating Committee Charter	
Board of directors		
Total directors	11	10
Average age	61	61
Average tenure	5.5 years	5.4 years
Independent directors	10	9
Independent directors (%)	91%	90%
Women	5	5
Women (%)	45%	50%
Underrepresented minorities	3	2
Underrepresented minorities (%)	27%	20%
Business Ethics and Compliance		
Code of Business Conduct and Ethics	Casey's Code of Business Conduct and Ethics	
Full- and part-time employees who signed Code of Business Conduct and Ethics (onboarded/ongoing)	88%	87%

	FY 2022	FY 2021
Our Responsible Business Practices (continued)		
Business Ethics and Compliance (continued)		
Number of internal audits or review of compliance policies and programs	1	1
Number of external audits or review of compliance policies and programs	0	0
Casey's EthicsPoint Hotline	Casey's EthicsPoint Hotline	
Reports to whistleblower hotline	72	49
Types of whistleblower reports	Risk or Food Safety: 33 Ethics and Compliance: 43	Risk or Food Safety: 25 Ethics and Compliance: 24
Government Affairs		
Total Political Contributions (campaign and PAC)	\$35,875	\$45,000
Total lobbying expenditures	\$213,000	\$208,000
Data Privacy and Cybersecurity		
Casey's Privacy Policy	Casey's Privacy Policy	
Certification of data security policy to external standard	Payment Card Industry Data Security Standard (PCI DSS) compliant	
Data security courses per employee	One course and data security policy acknowledgment required upon hire. One course and policy acknowledgment required annually thereafter. We also have ongoing anti-phishing campaigns.	
Employees who completed data security/privacy training (%)	93%	98%
Pumps with Europay, Mastercard and Visa (EMV) compliance	5,947	920
Pumps with EMV compliance (%)	55%	8%

	FY 2022	FY 2021
Our Team		
Head Count		
Total employees	42,739	37,653
Full-time employees	20,521	18,085
Part-time employees	22,218	19,568
Hourly employees	39,319	34,610
Compensation		
401(k) matching contribution	6%	6%
Level of eligible employee participation in 401(k) (%)	15%	15%
Diversity		
Total employee diversity (%)		
Women	60%	63%
Racial/ethnic minorities	15%	12%
Veterans	1%	1%
Ages 29 or younger	44%	44%
Ages 30-50	36%	35%
Ages 51 or older	20%	21%
Average tenure (years)	2.2	2.6
Gender diversity by employment hierarchy (% Women)		
Senior leadership team (Executive Officers)	28%	25%
Extended leadership team (Senior Vice Presidents & Vice Presidents)	28%	31%
Professional staff (all team members with direct reports; supervisors through our CEO)	73%	76%
Hourly	57%	61%

	FY 2022	FY 2021
Our Team (continued)		
Diversity (continued)		
Racial/ethnic diversity by employment hierarchy (% diverse)		
Senior leadership team (Executive Officers)	57%	37%
Extended leadership team (Senior Vice Presidents & Vice Presidents)	28%	21%
Professional staff (all team members with direct reports; supervisors through our CEO)	10%	9%
Hourly	16%	13%
Talent Development		
Average training hours per employee	4	not available
Employee Development Programs		
Courses available	412	not available
Course hours available	200+	not available
Individual enrollments completed	1.5 million +	not available
Employee Resource Groups	2	not available
Employee Safety		
General employee health and safety (EH&S) manager courses	21	not available
General EH&S employee courses	20	not available
Our Communities		
Total philanthropic giving (including funds enabled from our guests, partners and team members)	\$4.7 million	\$5 million+
Total cash donations	\$1.7 million	\$1.2 million

	FY 2022	FY 2021
Our Communities (continued)		
In-kind donations	\$835,000	\$831,000
Cash for Classrooms grant program	\$1 million (included in the \$4.7 million above)	\$1 million+
Cash for Classrooms grants	89	99
Total volunteer paid days granted	2	2
Total employee volunteer hours	349	178
Our Environmental Commitment		
Fleet Metrics		
Grocery fleet trucks	200	172
Grocery fleet drivers	220	201
Fuel fleet trucks	160	128
Fuel fleet drivers	250	240
Fuel Operations		
Stores selling renewable fuel products and % of total stores:		
87E	87E: 2,428 (100%)	87E: 2,237 (100%)
E-15	E-15: 403 (17%)	E-15: 370 (17%)
E-85	E-85: 400 (16%)	E-85: 342 (15%)
Biodiesel	Biodiesel: 1,047 (43%)	Biodiesel: 966 (43%)
Percentage of fuel stations offering liquid gas (LPG/CNG)	0	0
Charging Stations		
Casey's electric vehicle (EV) charging locations	EV charging stations	
Total electric vehicle (EV) charging stations	114 chargers	50 chargers
Stores with EV charging stations	26 locations	15 locations

ESG Materiality Assessment Definitions

The following table lists the definitions of each of the 23 key ESG factors that surfaced through our ESG Materiality Assessment completed during FY 2022. Please see page 11 for more information regarding this assessment and how Casey’s is incorporating it into its approach to ESG.

Our Responsible Business Practices	Governance Structure	Promoting and accurately sharing the structure of the company’s Board to ensure effectiveness and representation of shareholder values. Further considerations in this area are ensuring oversight and management of environment, social and governance topics throughout the company’s operations.
	Ethics and Compliance	Ensuring the company’s values, standards and norms are ethical and managed throughout business operations.
	Business Continuity and Risk Management	Preparing for and managing potential crises and risks that may impact the business.
	Government Relations and Public Policy	Ensuring compliance with applicable laws and regulations and upholding ethics and values when engaging in activities that may influence public policy.
	Supply Chain Management	Confirming supplier alignment with the company’s business ethics, including social and environmental performance. This may include agreements to a Supplier Code of Conduct; green procurement policies; efforts that detail considerations and expectations for suppliers to comply with human rights standards, provide reporting and transparency and undergo audits; and more.
	Data Security and Guest Privacy	Establishing systems that ensure privacy is protected, including the secure use of confidential information from team members and guests.
	Responsible Marketing	Ensuring the fair and honest depiction of the company’s products and services.
	Sustainable Sourcing	Establishing policies, practices and oversight to reflect key issues and emerging topics in the connected agricultural and consumer goods ecosystems, supplier diversity, eco-friendly ingredients, certifications of sustainably sourced ingredients, human rights and more.
Our Team	Labor Practices	Upholding fair labor practices for all team members.
	Team Member Health and Safety	Implementing and upholding safety practices across the company’s operational footprint.

ESG Materiality Assessment Definitions continued

Our Team	Team Member Training, Development and Engagement	Implementing programs and policies that attract and retain talent and building a strong and inclusive company culture.
	Diversity, Equity and Inclusion	Providing a work environment that promotes diversity of gender, ethnicity, sexual orientation, physical ability, age, religious or personal beliefs and socioeconomic background.
Our Environmental Commitment	Clean Fuel Blends and Electric Vehicles	Promoting renewables and emerging technologies to reduce the environmental impact of fuel operations by providing consumers with options such as biodiesel, ethanol blends and EV charging stations.
	Distribution and Fleet Management	Making efforts to optimize operational efficiency and reduce emissions throughout the distribution network with examples such as electrification, alternative fuels and transportation logistics technologies.
	Energy Management and Ecological Impacts	Measuring and minimizing the usage and impacts from energy consumption wherever feasible throughout the life cycle of the company's products and services, including efforts to prevent pollution and land degradation, ensure biological diversity and related regulatory compliance and more.
	Greenhouse Gas Emissions and Refrigerants	Measuring and minimizing greenhouse gas emissions and emissions from refrigerants wherever feasible throughout the life cycle of the company's products and services.
	Water and Wastewater Management	Measuring and minimizing the usage and impacts from water consumption wherever feasible throughout the life cycle of the company's products and services.
	Packaging and Recycling	Reducing material inputs used by implementing circular economy principles and recycling programs, decreasing single-use plastics by elimination or utilizing renewable inputs and more.
	Food Loss and Waste	Eliminating contributing aspects of food loss and waste in stores, manufacturing facilities and distribution centers across packaged, perishable and fresh ingredients.
	Hazardous Materials Management	Measuring and minimizing the production of hazardous waste wherever feasible throughout the life cycle of the company's products and services.
Our Communities	Community Engagement	Supporting and establishing positive relations with our communities.
Our Guest Experience	Food and Product Safety	Providing safe and high-quality food products for guests, including quality assurance, regulatory compliance, food-handling training, audits and recall remediation.
	Food Access and Nutrition	Providing access to nutritious and affordable food options to promote healthy ingredients and choices.

2021 EEO-1 Report Data

The table below reflects information contained in Section D of our 2021 EEO-1 report, which used a payroll period of December 19, 2021, through December 25, 2021. The data in this report uses federally mandated job categories that differ from our internal organizational structure and how we think about the job categories in our workforce. For more information on our approach to diversity, equity and inclusion, please see the [Our Team](#) section of this report.

Job Categories	Not-Hispanic or Latino														
	Hispanic or Latino		Male						Female						Overall Totals
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	
Executive/Sr Officials & Mgrs	3	0	15	3	0	2	0	0	6	1	0	1	0	0	31
First/Mid Officials & Mgrs	9	3	238	3	1	7	3	6	180	0	0	3	1	0	454
Professionals	6	2	205	6	1	8	0	3	149	1	0	4	0	0	385
Technicians	0	0	7	0	0	0	1	0	1	0	0	0	1	0	10
Sales Workers	772	889	11,386	860	23	102	222	491	21,045	941	44	108	365	600	37,848
Administrative Support	1	5	109	0	0	1	2	4	154	1	0	4	0	4	285
Craft Workers	2	0	178	1	0	1	0	1	1	0	0	0	0	0	184
Operatives	13	0	583	24	3	7	3	11	8	0	1	0	0	0	653
Laborers & Helpers	3	9	32	5	0	2	1	1	74	1	1	0	1	1	131
Service Workers	2	3	35	2	0	0	0	1	52	0	0	1	0	0	96
Total	811	911	12,788	904	28	130	232	518	21,670	945	46	121	368	605	40,077
Previous Report Total	720	908	12,253	807	20	89	179	438	23,185	837	51	116	363	638	40,604

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 a result of new information, future events or otherwise.



