

2024 SUSTAINABILITY REPORT

Casey's



IN THIS REPORT

Introduction

Message from Our Board Chair, President and CEO	4
About Casey's	5
About This Report	7
Our Sustainability Approach	8
2024 Highlights	11

Our Team

Casey's Team Member Value Proposition	14
Supporting Total Well-being	15
Growing Team Member Engagement	17
Providing Career Growth	18
Living Casey's CARES	20

Our Communities

Building Stronger Communities	23
Giving Back through Volunteering	26

Our Guest Experience

Guest Retention and Safety	28
Food Safety and Quality Assurance	29
Nutrition and Labeling	33

Our Environmental Commitment

Our Energy and Greenhouse Gas Assessment	35
Renewable Fuels and Electric Vehicles Support	36
Facilities Management	37
Fleet and Distribution Management	38
Waste and Water	39

Our Responsible Business Practices

Corporate Governance and Ethics	42
Risk Management	44
Data Security and Customer Privacy	45
Supply Chain Management	47

Appendix

ESG Metrics Table	50
SASB Index	55
TCFD Index	59
SDG Index	62
Materiality Assessment Definitions	63
Forward-Looking Statements	65

How to Navigate This Report

Look for these symbols throughout the report:

- 

A LINK THAT DIRECTS YOU TO A WEBSITE
- 

A LINK WITHIN THE REPORT
- 

A LINK TO A FILE DOWNLOAD

INTRODUCTION

IN THIS SECTION:

- Message from Our Board Chair, President and CEO
- About Casey's
- About This Report
- Our Sustainability Approach
- 2024 Highlights



MESSAGE FROM OUR BOARD CHAIR, PRESIDENT AND CEO




Casey's is here to make life better for our communities and guests every day. With our purpose at the forefront of all we do, our company's sustainability approach is embedded in our business strategy and commitment to delivering long-term shareholder value. We believe that making consistent progress on our commitment to responsibly operate our business and make a positive impact for our team members, guests and communities is essential to building a sustainable competitive advantage.

We understand that to deliver upon our financial commitment, we must be diligent in our efforts to provide a safe and quality experience to our loyal guests, manage the impact of our operations on the environment, and live out our CARES values through investing in our team and supporting our communities.

In this 2024 Sustainability Report, you will find updates on actions we've taken and the impact our efforts are having to date. We know it's a continuous journey, and we take a long-term view. Thank you for being interested in learning more about our progress.

Darren Rebelez
Board Chair, President and CEO

OUR CASEY'S TEAM CONTINUED TO MAKE PROGRESS THIS YEAR, INCLUDING:






-  Launching our Team Member Value Proposition framework as part of our three-year strategic plan
-  Reporting Scope 1 and 2 greenhouse gas emissions for the second year and expanding our assessment to report certain Scope 3 categories relevant to our operations
-  Donating over \$5.7 million, with support from our guests, partners and team members, to make positive impacts in areas of need throughout our local communities

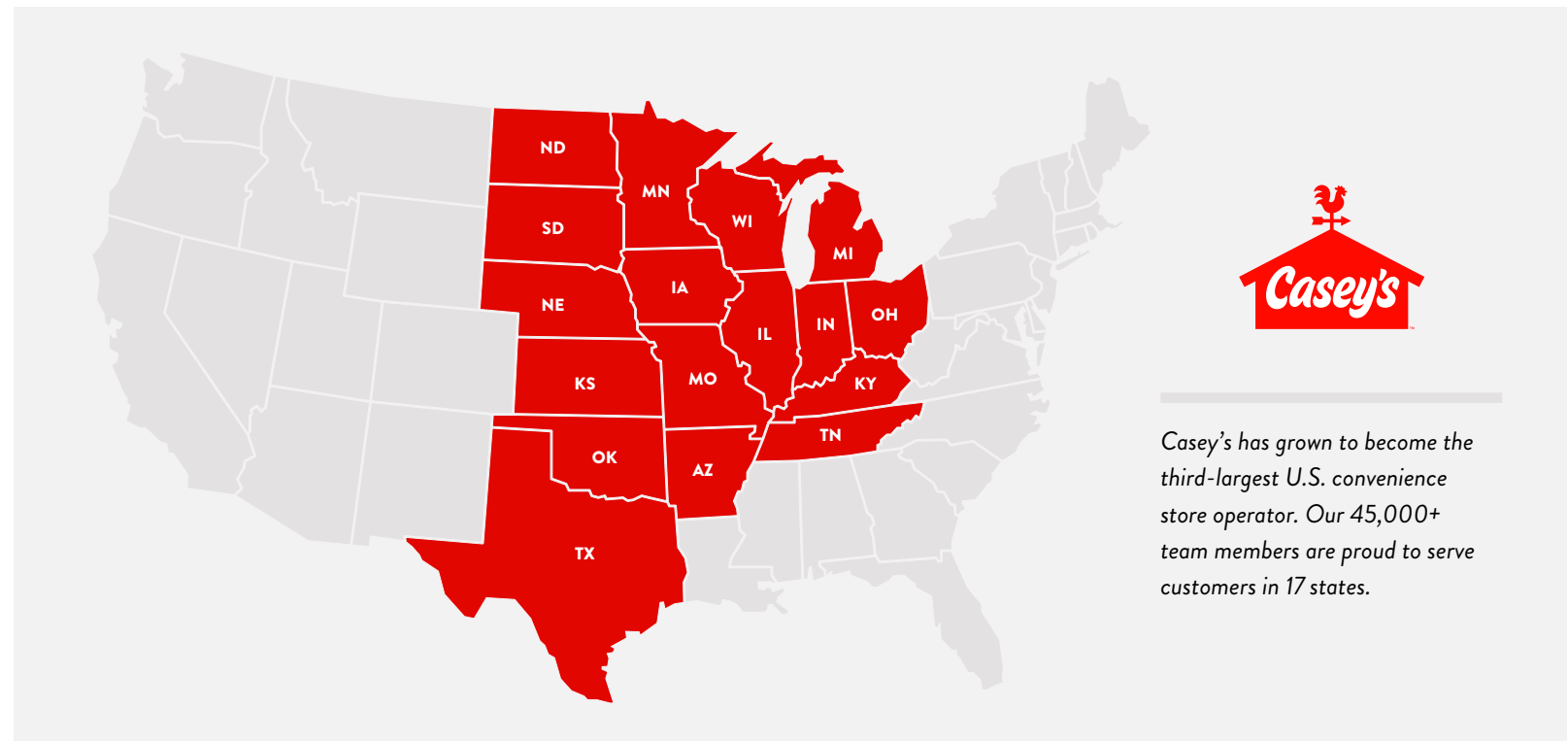
ABOUT CASEY'S

From our humble beginnings in 1968 in Boone, Iowa, to today's 2,600+ stores across 17 Midwest states, Casey's has been — and remains — a trusted friend and neighbor. This kind of trust sets Casey's apart and is something that, together, we have worked hard to earn — one day, one slice and one fill-up at a time. We view each visit with our guests as an opportunity to build upon that trust and to grow our business and the communities we call home.

Over the years, Casey's has grown to become the third-largest U.S. convenience store operator, with 45,000+ team members serving millions of guests each year. We are proud to be at the heart of every community we serve — from small rural towns to growing suburbs. Our focus will never waver, whether that's being the friendly face rolling out our handmade pizza or greeting guests with a smile on that last stop after work. While we continuously aim to create innovative services and offerings, we will always stay grounded in our purpose to make life better for our communities and guests every day.

CASEY'S UNIQUE COMPETITIVE ADVANTAGES¹ WITHIN THE CONVENIENCE STORE LANDSCAPE

UNIQUE FOOTPRINT 	PREPARED FOOD 	ADVANCED TECHNOLOGY 	VERTICAL INTEGRATION 	CONSOLIDATED SCALE 
Rural footprint with approximately two-thirds of stores opened in towns with fewer than 20,000 people	5th largest pizza chain in the U.S., ² which, among other things, serves our famous breakfast pizza	Best-in-class digital rewards platform — Casey's Rewards — with nearly 8 million members	Self-distribution model that facilitates direct delivery of approximately 70% of in-store products and 60% of fuel by our company-owned fleet	3rd largest convenience store chain in the U.S., with 2,600+ stores ³ and approximately 748 million guest transactions per year



¹ Company statistics data as of April 30, 2024.

² Fifth-largest pizza chain business by number of kitchens in the U.S.

³ Benchmarked data as of January 1, 2022, based on count of 2,422 Casey's stores in the U.S., [Convenience Store News & Petroleum Top 202 Convenience Stores 2022](#).

Our Purpose and Values

Casey's *purpose* is to make life better for communities and guests every day. They are the heart of everything we do. Our *values* are the foundation of our character and the core of what makes us great as a team. Casey's truly CARES, and our values unite us as a team dedicated to serving each other, our guests, our shareholders and our communities.

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

Our Business Strategy

Our three-year strategic plan for fiscal years (FYs) 2024–2026 is rooted in our objective to be a bigger, more contemporary and scalable version of ourselves. Our growth strategy aims to deliver on our financial commitment by driving store growth, accelerating our signature Casey's food business and operating more efficiently — all while living out our core CARES values through investing in our team and supporting our communities.



LEARN MORE

Casey's Investor Relations →

OUR STRATEGY

Casey's FY 2024–2026 strategic plan is rooted in our enterprise objectives, enabled by a strong foundation and team member experience:

FY 2024–2026 STRATEGIC PLAN		
Deliver Top Quintile ⁴ EBITDA ⁵ Growth CAGR ⁶ of 8–10%		
Guest Insights		
Accelerate the Food Business	Grow the Number of Units	Enhance Operational Efficiency
Enabling Foundation		
Team Member Value Proposition		

⁴ FactSet as of May 15, 2023, S&P 500 | S&P 400 composite retail peers with market cap greater than \$5 billion plus public convenience store peers. Excludes Amazon.com, Inc.; Etsy, Inc.; eBay Inc.; and Walgreens Boots Alliances, Inc. Note: Growth rates represent forward-looking next three years of growth calendarized to the end of Casey's FY of April 30.

⁵ Casey's defines EBITDA as net income before net interest expense, income taxes, depreciation and amortization.

⁶ CAGR means compound annual growth rate.

ABOUT THIS REPORT

This report covers our progress in the management of our key environmental, social and governance (ESG) risks and opportunities during fiscal year (FY) 2024, reflecting data for the period from May 1, 2023, through April 30, 2024, or, when noted, during calendar year (CY) 2023, reflecting data for the period from January 1, 2023, through December 31, 2023. In some instances, content and associated metrics may also cover updates and activities that occurred outside these periods, which we have noted as such. References to future FYs and CYs reflect data for the 12-month periods ending on April 30 and December 31, respectively, of the corresponding years.

To inform our disclosure and maximize value to our stakeholders, we aligned this report with the relevant Sustainability Accounting Standards Board (SASB) Standards — now part of the International Financial Reporting Standards Foundation — related to the Food Retailers & Distributors industry, along with relevant topics from the Oil & Gas–Refining & Marketing industry. To provide additional insight into our approach to managing climate-related risks and opportunities, in this year’s report, we also added our alignment with the recommended disclosures of the Task Force on Climate-Related Financial Disclosures (TCFD) framework. Finally, we also identified United Nations Sustainable Development Goals (SDGs) that most relate to our business and that reflect the key priority areas in which we feel we can have the greatest impact.

Priority SDGs



Our SASB, TCFD and SDG disclosures are included in the [Appendix](#) of this report. Throughout the report, we also guide readers to additional sources of information on our website and to other website references for convenience.

2024 MARKS THE FOURTH CONSECUTIVE YEAR OF SUSTAINABILITY REPORTING.

2024



2023



2022








OUR SUSTAINABILITY APPROACH

At Casey's, we are Here for Good. We are committed to our purpose and strive to make life better for our communities and guests in all that we do.

We view *Here for Good* as 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. Through our legacy of serving Midwest communities for over 50 years, we play a significant role in the towns where our operations are rooted. It is a role of responsibility and privilege that we take to heart.

Experience has taught us that our long-term success as a business and making meaningful progress on our sustainability strategy are interdependent; hence, we have embedded these sustainability principles in how we operate, one store at a time, one hometown to the next. We are steadfast in our commitment to responsibly operating our business and making a positive impact on our team members, guests, communities and the environment. We do so through successful execution of our purpose-driven business strategy, which is linked to the five core pillars of our sustainability strategy.

CORE PILLARS OF OUR SUSTAINABILITY STRATEGY

OUR TEAM	OUR COMMUNITIES	OUR GUEST EXPERIENCE	OUR ENVIRONMENTAL COMMITMENT	OUR RESPONSIBLE BUSINESS PRACTICES
				
We strive to provide an environment in which our team members are treated with respect, dignity and integrity, supporting growth and development in their individual roles and as a team.	Casey's strives to make life better for communities and guests every day.	We are passionate about providing an excellent guest experience.	We are committed to advancing environmental practices that reduce the impact of our operations.	We are committed to sound corporate governance and ethical practices, building long-term value and trust with all stakeholders.

Materiality Assessment

During FY 2022, Casey's conducted an inaugural Materiality Assessment, led by a third-party sustainability expert, to better understand the ESG topics most relevant to our long-term financial success. The Materiality Assessment narrowed down the 23 non-financial factors most relevant across our five key sustainability pillars as discussed within this report. The results of this assessment help to further guide our approach to sustainability and inform our resource allocation so that we focus on the areas that matter most to our stakeholders. Please see the [Appendix](#) for the definition of each of the 23 most relevant ESG factors identified in the 2022 Materiality Assessment.

Sustainability Oversight

Our Board of Directors (Board), as a whole and through its standing committees, works closely with our management team to oversee our sustainability initiatives, reporting and responsible business practices. The Nominating and Corporate Governance (NCG) Committee has primary responsibility for overseeing Casey's sustainability strategy, initiatives and reporting in accordance with its charter. The NCG Committee maintains a focus on ESG issues as they relate to our 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 when aligned with their responsibilities. Our Audit Committee oversees our enterprise risk management function, including cybersecurity and food safety risks. The Compensation and Human Capital Committee has oversight of diversity, equity and inclusion (DEI) matters as they relate to human capital management, talent development and the retention of key team members.

At a management level, our ESG Committee plays a key role in championing and governing our overall sustainability strategy, efforts and disclosures. The ESG Committee is composed of cross-functional subject-matter experts who develop and drive our enterprise-wide sustainability initiatives. The ESG Committee is directed by legal and investor relations leaders and updates the CEO and other senior executives quarterly.

SUSTAINABILITY GOVERNANCE

BOARD OVERSIGHT		
BOARD OF DIRECTORS		
BOARD COMMITTEES		
<p>Nominating and Corporate Governance Committee Corporate ESG strategy, initiatives and reporting</p>	<p>Compensation and Human Capital Committee DEI matters as they relate to human capital management, talent development and the retention of key team members</p>	<p>Audit Committee Risk management, including food safety, cybersecurity and technology risks</p>
MANAGEMENT RESPONSIBILITIES		
<p>ESG Committee Overall sustainability strategy and priorities</p>	<p>DEI Committee Strategic initiatives designed to support a diverse and inclusive culture</p>	<p>Incident Response Governance Team Assessment, investigation and response to any material cybersecurity event</p>

Stakeholder Engagement

Our guests, community partners, team members and shareholders, along with 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 sustainability 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 SUSTAINABILITY TOPICS ADDRESSED	ACTIONS TAKEN
Guests	<ul style="list-style-type: none"> • Face-to-face interactions within stores • In-store marketing • Community engagement • Guest surveys • Casey's Rewards 	<ul style="list-style-type: none"> • Guest service and feedback • Food and product safety • Sustainable packaging • Healthy and nutritious food options • Product needs and preferences 	<ul style="list-style-type: none"> • Monthly satisfaction scores to gain insights into guest retention and improvement opportunities • Food safety and quality assurance standards, training and processes
Community Partners	<ul style="list-style-type: none"> • Community partnerships and volunteerism • Philanthropic donations • Initiatives to combat hunger and minimize 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 	<ul style="list-style-type: none"> • Local community support for education, community servants, hunger relief and other areas of need
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 workdays • 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 	<ul style="list-style-type: none"> • Benefits supporting work-life balance, family needs, mental health, tuition reimbursement and financial well-being • Enterprise learning platform aligning career growth and professional development with business strategy • Ongoing team member engagement surveys to assess team morale and feedback
Investors	<ul style="list-style-type: none"> • Quarterly earnings calls • Emails, calls and in-person meetings • Participation in conferences and non-deal road shows • Annual shareholders' meeting 	<ul style="list-style-type: none"> • Financial performance • Board composition and governance • Environmental strategy • Sustainability strategy • Three-year strategic plan 	<ul style="list-style-type: none"> • Consistent progress on sustainability strategy to deliver upon three-year strategic growth plan • GHG emissions calculations, including initial assessment of Scope 3 categories most relevant to our operations
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 	<ul style="list-style-type: none"> • Ongoing engagement with government agencies to stay informed on laws and regulations relevant to our business

Awards and Recognition

Casey's purpose and values guide how we strengthen our communities, focus on our people and operate responsibly using sustainable business practices. These highlights reflect our progress during FY 2024.

Additionally, Casey's and our leaders were recognized in many ways this past year, and we are proud to share a few honors here.

Casey's CEO Named 2024 Retail Leader of the Year

CSP named Casey's CEO Darren Rebelez as its 2024 Retail Leader of the Year in recognition of his transformative leadership in successfully reinventing Casey's business since assuming the role in 2019. Rebelez was particularly lauded for refreshing the guest experience; launching the most impressive omnichannel platform; and creating an inclusive workplace based on diversity of experience, geographic background, race, gender and perspective.

2024 HIGHLIGHTS

OUR TEAM	OUR COMMUNITIES	OUR GUEST EXPERIENCE	OUR ENVIRONMENTAL COMMITMENT	OUR RESPONSIBLE BUSINESS PRACTICES
Launched our Team Member Value Proposition framework as part of our three-year strategic plan	Donated over \$1 million to provide 60 grants to schools, with support from our guests, partners and team members	Enhanced the Food Safety and Quality Assurance Program by strengthening oversight, certifications, audits and training standards	Reported Scope 1 and 2 greenhouse gas emissions for the second year and expanded our assessment to report certain Scope 3 categories relevant to our operations	Strong Board diversity: 45% of our directors are women, and 36% are racially/ethnically diverse
Applied new human resources standard, ISO/TS 30437, to guide our learning and development framework	Gave over \$1.2 million in total to organizations that help military veterans and active service members	Confirmed that 98.9% of suppliers for Casey's private brands, prepared food and dispensed beverage products are certified to Global Food Safety Initiative standards	Grew our electric vehicle infrastructure to 170 charging stations at 37 locations across the Midwest	Developed and implemented a Supplier Code of Conduct and Supplier Handbook
Contributed over \$1.2 million in financial support to the Team Member Support Fund	Donated 7 million meals to 56 food banks to fight food insecurity across the Midwest and South through our partnership with Feeding America	Demonstrated continued positive momentum in guest satisfaction scores	Installed solar panels on 82 of our refrigerated trailers to provide an alternative source of energy with an additional 133 slated for installation once the project is complete	Refreshed the Casey's Code of Conduct and Speak-Up instructions for reporting concerns

AWARDS AND RECOGNITION



50/50 Women on Boards (2023)



Convenience Store News Gold medal winner for Best Use of Technology in Foodservice Operations (2024)



Newsweek: America's Best Loyalty Programs (2024)



Fortune: America's Most Innovative Companies (2023)



IFP2023 PINNACLE AWARDS

Pinnacle Awards Grand Prize, Association for Financial Professionals (2023)

OUR TEAM

We have team members in more than 2,600 stores and counting. By providing respectful, flexible and rewarding work environments, we make life better not only for our team but also for the communities we serve every day.

IN THIS SECTION:

- Casey's Team Member Value Proposition
- Supporting Total Well-being
- Growing Team Member Engagement
- Providing Career Growth
- Living Casey's CARES

2024 HIGHLIGHTS:

Launched our Team Member Value Proposition framework as part of our three-year strategic plan

Improved the accessibility of mental health support and financial well-being education

Contributed over \$1.2 million in financial support to the Team Member Support Fund

8 DECENT WORK AND ECONOMIC GROWTH



OUR TEAM: BY THE NUMBERS⁷

<p>45,359</p> <p>Total</p>	<p>446</p> <p>at Distribution Centers</p>	<p>42,693</p> <p>Store Team Members</p>
<p>20,935 ↑</p> <p>Full Time</p>	<p>594</p> <p>Truck Drivers (Grocery/Fuel)</p>	<p>256</p> <p>Field Management</p>
<p>24,424 ↑</p> <p>Part Time</p>	<p>1,075</p> <p>at the Store Support Center</p>	<p>295</p> <p>Service Support</p>

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

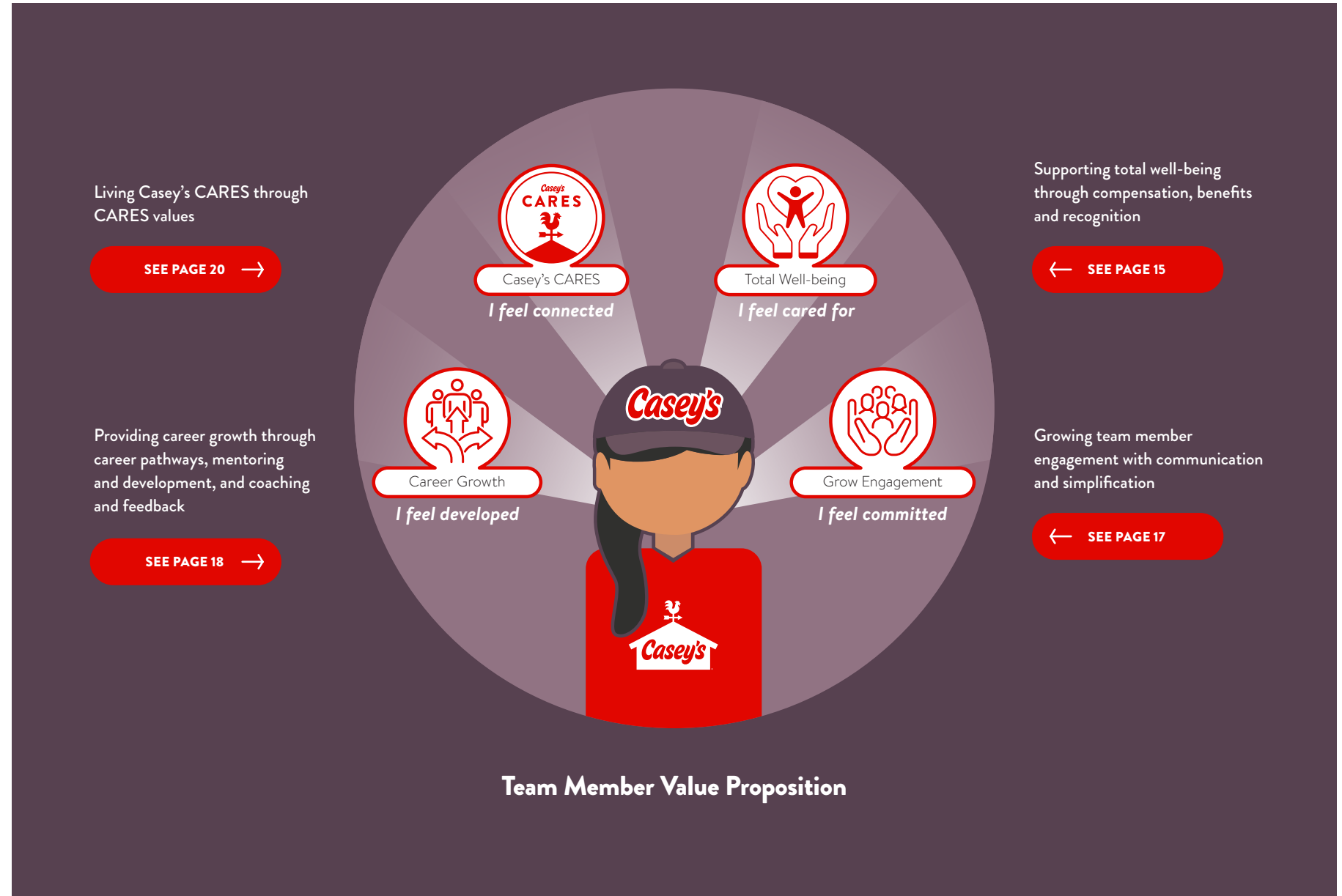


⁷ As of April 30, 2024.

CASEY'S TEAM MEMBER VALUE PROPOSITION

In FY 2024, Casey's unveiled our Team Member Value Proposition (TMVP) as part of our three-year strategic plan for FYs 2024–2026. Our TMVP represents everything of value that we offer to our team members in exchange for them choosing to give their time, talents and experience to Casey's. Future initiatives and investments will align with our TMVP to ensure we improve on what is most important to our team members.

We determined the framework of the TMVP based on feedback from team members received through engagement and benefits surveys, exit interviews, and focus groups used to create our CARES values. From our analysis, we created four key components of the Casey's TMVP, as shown to the right.





SUPPORTING TOTAL WELL-BEING

We understand that each member of the Casey's team has unique needs. That's why we offer benefits⁸ 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.

In FY 2024, we introduced the MyCasey's app to give our team members timely access to benefits information, including virtual office visits and ways to save costs on healthcare-related spending, and better support and education on how to use benefits. We also expanded or enhanced our benefits program during FY 2024, including those *highlighted in red* at right.

MEANINGFUL LIVING	MEANINGFUL GROWING	MEANINGFUL GIVING
<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>Health and well-being</p> <ul style="list-style-type: none"> Flexible work arrangements Medical, dental and vision insurance Life insurance <i>Employer-paid short- and long-term disability</i> Paid holidays, vacation days and sick days Team Member Assistance Program Well-being Insights Program <i>Mental health support</i> Musculoskeletal care management <p>Family support and personal leave</p> <ul style="list-style-type: none"> Paid bonding leave Family and medical leave Military service leave Bereavement leave Infertility benefits 	<p>GROWING BENEFITS</p> <p>Financial well-being</p> <ul style="list-style-type: none"> Team member discounted "perks" program <i>401(k) plan with 6% company match</i> Stock purchase plan Flexible spending account Health savings account Early-access option to earned pay Military pay differential <i>Financial well-being education</i> <i>Discounted meals during shift for field positions</i> <i>Free products in team member Rewards app</i> <p>Learning and development</p> <ul style="list-style-type: none"> Scholarships for team members and their families Tuition assistance programs Leader Excellence Certification Coaching and mentorship 	<p>GIVING BENEFITS</p> <ul style="list-style-type: none"> Team Member Support Fund Paid volunteer days Company match for nonprofit donations

⁸ Eligibility for certain benefits varies based upon position and length of employment. For more information, please visit the [Careers section](#) of our website.

We care about our team members and go all out to make their lives better — at work and at home. 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, we outline some key differentiators in the Casey's overall benefits program.

Flexible Work Arrangements

We offer many career options at Casey's, including store, distribution center, delivery and Store Support Center jobs. Full- and part-time work is available to fit almost any schedule, including benefits for qualifying part-time team members. Depending on the role, we also offer remote working options.

Financial Well-being

401(k) Company 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% up to 6% of salary. Company contributions are matched in Casey's common stock. Beginning in FY 2024, the company match started after 90 days of employment rather than one year and is immediately 100% vested.

Team Member Support Fund — The Casey's Team Member Support Fund (TMSF) helps 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 they are facing the unexpected. During FY 2024, Casey's made a \$1 million company donation to the TMSF and matched individual donations from our team members. Together, Casey's and our team members contributed over \$1.2 million in financial support to the TMSF during FY 2024.

Financial Education — In FY 2024, we launched virtual financial educational opportunities for all team members and their families. This program includes education materials, webinars and access to one-on-one virtual financial education with a financial advisor.

Family Support and Personal Leave

Paid Bonding Leave — We offer six weeks of paid bonding leave to allow our team members to take time to bond with their new child within six months of the child's birth, adoption or foster placement.

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


Mental Well-being

Team Member Assistance Program — Casey's provides team members access to support, guidance and resources on all aspects of their emotional and mental well-being. Team members have six sessions with a counselor available each year at no charge. Counselors provide support on topics ranging from addiction and relationship issues, to stress and anxiety, to financial and legal concerns.

Mental Health Support — During FY 2024, we improved the accessibility of our mental health support for our team members by eliminating the copay for mental health visits with preferred providers and adding online programs for virtual mental health support.

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 colleagues.

Required health and safety training varies by role. All Casey's store team members are required to complete robbery prevention training on how to keep team members and guests safe during a robbery. During FY 2024, 72% of required team members and 84% of required leadership members completed these safety courses, with incomplete results reflecting impacts of regular turnover. Store team members also take courses on hazard communication, severe weather preparation and food safety, among others. Please see the [Guest Safety](#)  section of this report for more information.



GROWING TEAM MEMBER ENGAGEMENT

At Casey's, we actively promote an environment that fosters honest, good-faith communication across our company about matters related to our business activities. We are intentional about maintaining a positive workplace, and we do so by proactively engaging with our team members while also listening and responding to their feedback.

Human Resources and other leadership teams review the survey results and use 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. With insights gleaned

from our FY 2024 survey, our continued focus will be on finding ways to reward and recognize team members for their contributions, providing more flexibility and empowerment around scheduling, and offering ongoing learning and development opportunities.

Executive Communication and Transparency

We host a variety of forums to bring team members together with senior leaders to learn the status of our business operations, promote a collective purpose-driven culture and discuss areas of opportunity. For example, our Senior Leadership Team (SLT) hosts quarterly companywide town halls following earnings calls.

Additionally, we maintain a framework that promotes two-way, transparent communication between our corporate leadership and a Frontline Advisory Board (FAB) composed of 12 team member-nominated store managers. This intentional, ongoing leadership engagement has been instrumental in driving effective in-store execution of our three-year strategic growth plan. The FAB meets biweekly to discuss store-level operations and initiatives, then quarterly for in-person discussions at the Store Support Center with various SLT and ELT members.

Engagement Surveys

We conduct an annual companywide engagement survey to measure our team members' attitudes, loyalty and behaviors at work — assessed by satisfaction, organizational commitment and vigor — to gauge overall morale and ensure alignment with our mission and goals. In FY 2024, our engagement survey had a participation rate of 83% across full- and part-time team members. Our engagement score increased by 1 percentage point to 80% favorable, aligned with the industry benchmark.

FY 2024 ENGAGEMENT SURVEY HIGHLIGHTS

- The overall engagement score of 80% favorable improved from the prior year.
- Casey's scored 84% for the category "Intent to Remain Employed," which is above the industry average of 81%.
- We aligned with the industry average for the category "Job Satisfaction and Personally Committed."
- Sentiment included an appreciation for fellow team members and Casey's teamwork culture.





PROVIDING CAREER GROWTH

Talent Development Approach

Our talent management strategy is designed to align with the Casey's business vision and brand by connecting our engagement strategy with organizational learning. Through ongoing targeted efforts in the areas of performance management, succession planning, career pathing and coaching, team members are given the opportunity to develop their careers alongside Casey's.

We strategically developed talent management initiatives throughout FY 2024, allowing us to design the curriculum to specifically address Casey's strategic business needs and team member feedback. Our educational plan incorporates a deep-dive analysis of the key performance indicators of the business, engagement surveys and executive leader guidance, resulting in an annual curriculum output that aligns with our business needs. The curriculum includes educational, developmental and leadership opportunities through a mix of formal onboarding training, compliance training, safety training, in-person classes, virtual modules and on-the-job learning.

Enterprise Learning Effectiveness

In FY 2024, we adjusted the enterprise learning at Casey's to align with the International Organization for Standardization (ISO) 2023-06 standard for learning and development (L&D), specifically ISO/TS 30437, as a guide for our L&D programs. By applying the framework within this standard, Casey's consistently aligns strategic learning objectives with business objectives. The result is more reliable data to inform decision-making, measure the impact of learning on our business strategy, and improve the overall effectiveness and return of our L&D investments.

FY 2024 LEARNING AND DEVELOPMENT PARTICIPATION

- 321 online courses available
- 5 full curricula
- 2,786 job aids for easy, quick reference
- 732,157 individual enrollments

As part of the alignment with ISO/TS 30437, our learning business partners collaborate with individual business unit leaders to complete a needs assessment that critically evaluates the learning requirements, gaps and opportunities of each team. A customized program is then developed and implemented that incorporates the various facets of learning related to job-specific skill, regulatory compliance, the Casey's CARES values, professional education and career development. The status of all mandatory learning objective categories is assessed monthly through a detailed measure of performance data against company training targets and identification of necessary modifications.

Investing in Career Growth

We utilize surveys within each business unit to determine the annual learning plans of the team. Monthly recommendations are then created as new courses are added to our online learning platform, Casey's Academy. Team leaders review these recommendations and incorporate relevant training programs into team and individual performance objectives within the Annual Learning Plans module to continue to advance our team's knowledge and execution.

Casey's Career Path Opportunities

We aim to foster an environment that encourages professional growth and development along a personalized career path — whether through promotions to roles with increasing management responsibilities or through a lateral career growth path by broadening skill sets in different areas and taking on new challenges. Whatever the choice, whatever the path, we look to support our team members' career development opportunities and choices by having our management team, performance program and learning resources in place along these various career journeys.

Our Investment in Learning and Development	
Position	FY 2024 Average Cost of Training
Store Team Member	\$582
Field Leader	\$328
Store Support Center Leader	\$698

Leadership Development

Casey's has formal leadership development programs that seek to provide leaders with the skills necessary for leading their teams and advancing in their careers. The core curriculum includes managerial development programs by function, Leader Excellence Certification and an Individualized Development Program. The design of these programs is based on engagement survey feedback, executive leader guidance and strategic business goals, including the development opportunities highlighted at right.

Casey's Leadership Career Paths

Leadership Position	FY 2024 Open Positions Filled by Internal Promotions (%)
Store Manager	51%
District Manager	40%
Region Director	33%

CASEY'S SCHOLARSHIP PROGRAM

Casey's annually selects team members and their families to be awarded educational scholarships based on a variety of factors, including their academic records, demonstrated leadership, and participation in school and community activities. For the upcoming 2024-2025 school year, Casey's awarded tuition scholarships totaling \$60,000 to 15 team members and 45 dependents to support their higher education opportunities.

CASEY'S LEADERSHIP DEVELOPMENT PROGRAMS



DISTRICT MANAGER DEVELOPMENT PROGRAM

This four-day, in-person development program is for district managers (DMs) to learn from multiple business unit leaders and discuss current and upcoming initiatives. DMs have opportunities to engage with cross-functional teams and the ELT at ongoing networking sessions. Through FY 2024, 94% of our DMs have completed this program.



LEADER EXCELLENCE CERTIFICATION

This certification program helps leaders at the manager level and above in supporting the progression of their career paths. Participants are challenged to think critically about leadership topics in relation to building capabilities and setting goals. Through FY 2024, 141 leaders earned the Leader Excellence Certification.



DISTRICT MANAGER BUSINESS ACUMEN SERIES

During FY 2024, we launched a new series of courses for Casey's Academy that provide a forum for the ongoing business and financial development of Casey's DMs. The goal is to develop strong field leaders with a high level of business acumen to analyze Casey's business operations, execute strategic initiatives and drive the business at the highest level.



FINANCE FOR NON-FINANCIAL MANAGERS

This course provides director- and vice president-level leaders the tools to interpret financial statements and understand company financial decision-making.



STORE MANAGER DEVELOPMENT PROGRAM

This program provides new store managers with a well-rounded onboarding and training experience. The result is that these new store managers are better equipped to effectively manage our stores, delight our guests and develop our team members.



DRIV 360 DEVELOPMENT PLAN

DRiV focuses on helping managers and above capitalize upon individual and collective drivers to become better leaders; stronger team members; and more satisfied, productive team members. Through FY 2024, 40 leaders completed the DRiV 360 Development Plan



KITCHEN MANAGER DEVELOPMENT PROGRAM

This kitchen leadership training is critical to ensuring proficiencies in food preparation and handling protocols and developing leadership talent to drive strategic performance in brand excellence and food service initiatives



STORE SUPPORT CENTER LEADER DEVELOPMENT PROGRAM

This program provides newly hired or promoted leaders with a well-rounded onboarding experience to support their ongoing success at Casey's, including rapid access to cross-functional resources and fundamental knowledge of Casey's CARES values and strategy, business units, operational support, and leadership skills.



LIVING CASEY'S CARES

Team Vision and Oversight

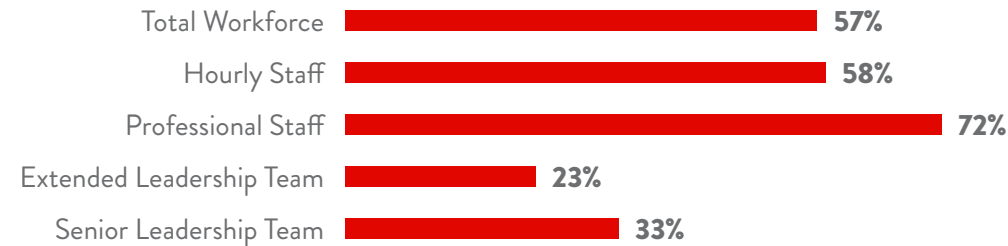
Casey's recognizes the value and importance of including the voice of all team members. Our Board and SLT are committed to supporting a culture that promotes strategic objectives to attract, develop and retain diverse talent. The Board has assigned the Compensation and Human Capital Committee with responsibilities for the oversight of these matters as they relate to human capital management, talent development and the retention of key team members.

Our appointed Executive Leadership Committee further advances the Casey's CARES values through strategic initiatives designed to support a culture in which our team members can thrive and innovate. The Chief Human Resources Officer serves as the executive sponsor of the DEI Committee and is responsible for collaborating with the CEO on its vision, initiatives and outcomes.

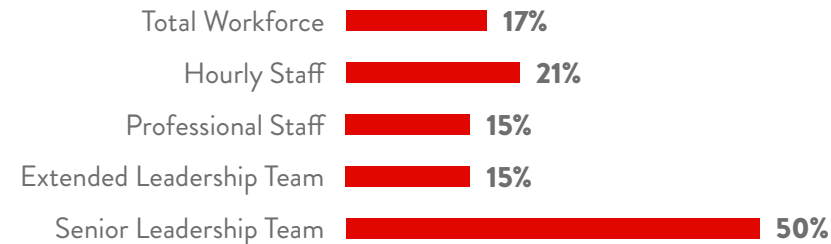
In FY 2024, we launched data analysis and mapping technology to track store team member diversity and to better align store diversity with that of the corresponding local community. Information from this ongoing analysis will continue to expand across our store footprint to inform effective recruitment strategies.

REPRESENTATION OF OUR DIVERSITY

% WOMEN



% RACIAL/ETHNIC DIVERSITY



Casey's Resource Groups

Casey's currently has four resource groups which are initiated by team members to connect with others who share similar backgrounds and experiences:

iWill (Women Inspired to Lift and Lead) — strives 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.

PRIDE and Allies — works to create an environment that encourages authentic, open and honest conversations among LGBTQ+ team members and their allies to drive positive change for the broader LGBTQ+ population.

Veterans' Resource Group — provides support, awareness, education and opportunities to military team members at Casey's while promoting esprit de corps in military team members through benefits, volunteerism and recruiting.

Christian Resource Network — creates space for the open expression of faith and an opportunity to grow in Godly character and the Casey's CARES values through prayer, Bible studies, group collaboration, and outreach activities.

Fostering Awareness

We believe that successfully executing our vision begins with developing effective leaders across Casey's. Our Defeating Unconscious Bias training helps to guide Casey's leaders toward making data-driven decisions and applying decisive strategies for identifying inequitable practices.

Our Discrimination and Harassment Policy and the Equal Employment Opportunity policies in the Team Member Guide require team members to immediately report concerns to any supervisor, the Human Resources department or the Casey's CARES Ethics Hotline. 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.

Pay Equity

Casey's is committed to ensuring team members receive fair and equitable pay for the work they perform. To support this commitment, Casey's continued to engage an independent third-party consultant to conduct our FY 2024 pay-equity analysis and inform corrective salary changes. The analysis included data on tenure and job titles to provide meaningful comparisons of both base and total target compensation of team members in similar roles. Our FY 2024 analysis also found no significant gaps in pay equity across the enterprise. We plan to continue the pay-equity analysis annually and execute pay adjustments as needed.

Building Women Leaders

We support our women team members through a partnership with NextUp, a network of industry organizations across the retail, consumer packaged goods, finance and technology industries focused on advancing women in business and driving inclusion. Through this partnership, Casey's women team members now have access to new learning programs, webinars and conferences to help build their leadership skills and personal brands.

CELEBRATING CASEY'S WOMEN LEADERS

We are proud of Casey's women leaders who were recognized for their leadership and contributions as 2023 Top Women in Convenience (TWIC) by *Convenience Store News*. TWIC is the first and only convenience store industry program that spotlights the integral role women play in convenience retailing and celebrates individuals across retailer, distributor and supplier businesses for outstanding contributions to their companies and the industry at large. For a complete list of Casey's award winners, please visit the [2023 TWIC](#) website.

Supporting Development of Future Leaders

As part of our efforts to provide a voice to initiatives reflective of our CARES values, Casey's has invested in several youth-based programs for high school and college students to help develop potential future leaders at Casey's.

College Internship Program — Our College Internship Program expanded during FY 2024 to include 60 interns from locations spanning Nebraska to New York. The average conversion rate of an intern to a Casey's team member is 17%.

Starts Right Here — Casey's partnered with Starts Right Here to leverage its work with urban youth impacted by real-life challenges. Casey's offers a Career Exploration Certification each semester to enhance the career development of the students attending Starts Right Here. The certification program exposes students to Casey's career fields, defines the paths to and benefits of those careers, and also provides a means to achieve success and a sense of belonging on the Casey's team. Thanks to this certification program, 52% of Starts Right Here student participants since inception have been employed by Casey's.

High School Internship Program — We partner with a local high school to offer an internship that is built into the school's curriculum. Students who participate in this program can get hands-on experience while earning school credit.

OUR COMMUNITIES

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

IN THIS SECTION:

- Building Stronger Communities
- Giving Back through Volunteering

2024 HIGHLIGHTS:

Donated over \$1 million to provide 60 grants to schools, with support from our guests, partners and team members

Gave over \$1.2 million in total to organizations that help military veterans and active service members

Donated 7 million meals to 56 food banks to fight food insecurity across the Midwest and South

2 ZERO HUNGER

4 QUALITY EDUCATION

11 SUSTAINABLE CITIES AND COMMUNITIES



BUILDING STRONGER COMMUNITIES

We give back to our communities through financial contributions, collaborative partnerships, volunteering and in-kind donations that support the needs of local neighbors, schools, food pantries and veteran organizations. Being at the heart of the midsize and rural communities that we serve means Casey's can

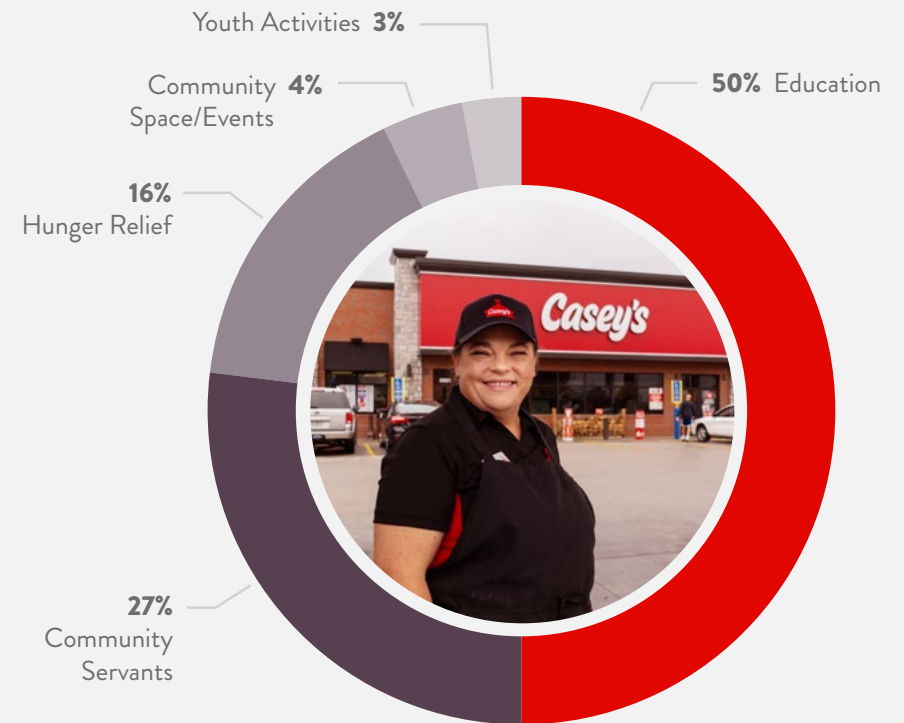
make a positive, local impact and strengthen our communities. We're proud to be Here for Good!

Community Servants

We believe we have the unique ability to support our dedicated community servants, such as veterans, active military, first responders and essential workers who defend and strengthen our country and communities. We also provide community assistance for disaster and emergency response needs.

OUR COMMUNITY IMPACT

In FY 2024, we donated over \$5.7 million, with support from our guests, partners and team members, to make positive impacts in areas of need throughout our local communities.



MAKING A POSITIVE IMPACT FOR OUR VETERANS

Every November, we hold a giving campaign benefiting veterans' organizations, and each year, we are humbled by the overwhelming response. During FY 2024, Casey's, with the generous support and gratitude from our guests and team



members, donated over \$1.2 million in total to organizations that help military veterans and active service members.

- Casey's has also been a longtime partner of Hope for the Warriors, a nonprofit dedicated to restoring stability, strength and community for veterans, service members and their families.
- In partnership with PepsiCo, we were a proud participant during FY 2024 in the Rolling Remembrance program — an over 14,000-mile relay of an American flag by U.S. military veterans. This fundraiser helped to raise awareness and funds for the Children of Fallen Patriots Foundation, a nonprofit organization that provides scholarships and educational counseling to children who have lost a parent serving in the line of duty.

Education

Education provides the foundation for strong, sustainable 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.

Cash for Classrooms

Together, Casey's, our dedicated team members and our generous guests donated over \$1 million to fund 60 grants to schools in Casey's communities through our Cash for Classrooms grant program during

FY 2024. The grants helped provide new technology, build playgrounds, expand arts and athletic programs, and purchase books and other materials.

IMPROVING ACCESSIBILITY IN YOUTH SPORTS

During FY 2024, Casey's and Gatorade® partnered to "Fuel Sports for All" and provided \$60,000 in total funding to three youth sports organizations in Oklahoma, Tennessee and Missouri to help purchase new adaptive equipment and provide adaptive supports programming for young participants of all abilities.

“Casey's is proud to partner with Gatorade to open doors for athletes through adaptive sports. Having a positive impact on the lives of these athletes makes this program extra special and is what we look for with our community partnerships. It is truly a win-win.”

— **Katie Petru**, Director of Communications and Community at Casey's



SUPPORTING EDUCATION THROUGH IN-STORE GIVING CAMPAIGN

In FY 2024, Casey's guests rounded up their in-store purchases to directly donate to local schools and collectively support educational needs, such as:

- *Better reading resources* — \$10,000 for take-home books that foster enthusiasm for learning and develop better beginning reading skills
- *Building foundations with modern technology* — \$20,000 for new smartboards that build foundational skills for lifelong technological literacy
- *Making enrichment and learning accessible* — \$50,000 for an accessible playground, allowing students of all abilities to more easily interact and play with classmates
- *Expanding minds and facilities* — \$10,000 to expand facilities for arts and athletics programs to better support the growing student population



BUILDING TRUCK DRIVER TRAINING OPPORTUNITIES

Casey's donated \$100,000 during FY 2024 to upgrade and expand the Des Moines Area Community College's (DMACC) Transportation Institute. The new building and concourse will serve the commercial driver's license training program and double its student capacity. Attracting and training drivers for a talent pipeline is key to our future workforce. With hundreds of truck drivers at Casey's, we are grateful for programs like the DMACC Transportation Institute.



SUPPORTING COMMUNITY SPORTS STADIUM

Casey's was recognized as a sponsor for the construction and operation of the new Des Moines Public School (DMPS) stadium that opened in the fall of 2023. This venue provides students and spectators with a first-rate facility for the community to enjoy for many years to come.

“DMPS soccer and football programs, marching bands, other co-curricular groups, and Drake soccer will flourish in this first-rate competition stadium. As Des Moines’ Hometown Team, we celebrate with all who will benefit from this new community venue.”

— **Brian Hardin**, *Athletics Director*,
Drake University



Hunger Relief and Food Security

The majority of Casey's stores are located in smaller towns, often with populations of fewer than 20,000 people. Within this rural footprint, there are times when Casey's is the only business in town with a breadth of food and household items. The ease of access and proximity to our guests makes Casey's a reliable resource for our communities.

Casey's is proud to take meaningful action to support Feeding America's network of food banks, helping to address the escalating hunger crisis. Through our annual giving campaign during FY 2024, Casey's guests and partners funded 7 million meals in support of 56 Feeding America-affiliated food banks across the 17 states Casey's calls home. Casey's also donated \$879,800 worth of in-kind items, like eggs, canned goods and snacks, to local food banks in FY 2024.

JOINING THE FIGHT AGAINST FOOD INSECURITY



GOD'S PANTRY FOOD BANK

In alignment with our mission to fight food insecurity, we donated \$5,000 to God's Pantry Food Bank in Lexington, Kentucky. God's Pantry is the state's largest food bank and a Feeding America network partner serving 50 Kentucky counties and over 500 food pantries and meal programs. The food and grocery products gathered were given to the over 220,000 Kentuckians experiencing food insecurity within the food bank's service area.



TEXAS FOOD BANKS

Casey's gave \$7,500 to the North Texas Food Bank's qualified school pantry system to provide 22,500 nutritious meals for students from preschool to college age. We also provided the Tarrant Area Food Bank in Fort Worth, Texas, with a \$2,500 gift to furnish 12,500 nutritious meals to community neighbors in need.

UNITED WAY OF SOUTHERN KENTUCKY

Casey's donated \$5,000 to United Way's "Feed the Need" event, an annual food drive in southern Kentucky that supports the restocking of local food pantries after the holidays and winter months.

GIVING BACK THROUGH VOLUNTEERING

We encourage our team members to help our communities by providing a wide range of volunteer and philanthropic opportunities. Full-time team members at the Store Support Center are offered two paid days per year to volunteer at a charity or nonprofit organization of their choice. It is part of our culture to provide opportunities for our team to carry out and showcase our purpose every day.

GIVING BACK TO OUR COMMUNITIES

Casey's team members volunteered for Meals from the Heartland to package over 20,000 meals, or "Hearty Packs." Meals from the Heartland is a nonprofit based in West Des Moines, Iowa, with a mission statement of "Empowering people to save the starving."

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.

IN THIS SECTION:

- Guest Retention and Safety
- Food Safety and Quality Assurance
- Nutrition and Labeling

2024 HIGHLIGHTS:

Enhanced the Food Safety and Quality Assurance Program by strengthening oversight, certifications, audits and training standards

Confirmed that 98.9% of suppliers for Casey's private brands, prepared food and dispensed beverage products are certified to Global Food Safety Initiative standards

Demonstrated continued positive momentum in guest satisfaction scores



2 ZERO HUNGER



4 QUALITY EDUCATION



11 SUSTAINABLE CITIES AND COMMUNITIES



GUEST RETENTION AND SAFETY

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 safe and high-quality services, food and products.

Guest Satisfaction

We aim to deliver a compelling experience during every guest's visit to a Casey's store. We use Overall Satisfaction (OSAT) scores to gain insights into guest satisfaction and loyalty. Store leaders regularly review the scores for insights on improvement opportunities in guest service, food quality and product assortment. During FY 2024, store leaders implemented strategic initiatives to improve the guest experience, develop and retain store and field leaders, and enhance the learning and development curriculum. As a result of these initiatives, the average OSAT score improved to 71.9% favorable in FY 2024, compared to 67.9% in the prior year.

Digital Engagement

We successfully continued to grow our Casey's Rewards program during FY 2024 to 7.9 million digital rewards platform users. The platform provides our guests with expanded buying choices and increased ease through delivery or pickup options. Members can also earn points for everyday purchases in stores, online, at the pump and even over the phone, which can be used toward Casey's Cash, fuel discounts or charitable donations to a local school. During FY 2024, 74% of pizzas were purchased through one of our digital channels, and overall, digitally enabled sales were up 25% from last year.

AWARDED "BEST USE OF TECHNOLOGY IN FOODSERVICE OPERATIONS"

Casey's was recognized as the 2024 Gold medal winner for Best Use of Technology in Foodservice Operations by *Convenience Store News*. Now in its 13th year, the Foodservice Innovators Awards program has been recognizing best-in-class convenience foodservice retailers since 2012.

RANKED IN AMERICA'S BEST LOYALTY PROGRAMS 2024

Newsweek partnered with Statista for a fourth year to parse the offers and benefits of consumer loyalty plans to distill the programs most worthy of repeat business. In the analysis of America's Best Loyalty Programs 2024, Casey's scored 8.99 on a scale of 1 to 10, ranking 17th out of more than 300 loyalty programs across 40 categories.

Guest Safety

We employ several safety protocols at our store locations to minimize the risk of crime, such as multiple team member staffing, operating-hour considerations, enhanced exterior lighting and closed-circuit security cameras. The Asset Protection and Risk Management teams actively evaluate crime risk data by geographic region to develop enhanced mitigation plans for crime and loss at stores identified as having a higher likelihood of safety incidents. In FY 2024, the teams further strengthened our crime prevention and store safety efforts by investing in video platform upgrades and improving team member training on hazard recognition and risk mitigation.

Robbery prevention training is required for all store team members to ensure awareness of safety and critical incident protocols. Team members also take courses on hazard communication and severe weather preparation. During FY 2024, 91% of required team members and 95% of required leadership members completed these safety courses, with incomplete results reflecting the impacts of regular turnover.

FOOD SAFETY AND QUALITY ASSURANCE

Food safety is a high priority across our business functions, from supplier selection, to product storage and transport, to preparation and guest delivery. Our processes are designed to adhere to safety and quality standards aimed at preventing health risks.

Governance and Oversight

Casey's Food Safety and Quality Assurance (FSQA) department oversees the compliance of both existing and potential suppliers with Casey's safety and quality standards. The department's mission is to support Casey's teams in providing safe, quality food to our communities and guests through education, regulatory guidance and advocacy. The Casey's Director of FSQA oversees the department and provides periodic updates on food safety, quality issues and performance metrics to the Chief Legal Officer, the SLT and the Audit Committee.

All members of the FSQA department earn a Hazard Analysis and Critical Control Points (HACCP) or Preventive Controls Qualified Individual (PCQI) certification. As of FY 2024, 100% of FSQA team members earned advanced HACCP certifications, PCQI certifications or both.

CORE RESPONSIBILITIES OF THE FOOD SAFETY AND QUALITY ASSURANCE DEPARTMENT

LEADERSHIP AND TRAINING

- Making food safety and quality recommendations to leadership for any improvement opportunities
- Assisting business units and the Learning and Development department with developing food safety training

REGULATIONS AND GUIDELINES





- Monitoring applicable regulatory requirements to provide proper guidance on compliance
- Reviewing the adequacy of food safety guidelines periodically and revising them as necessary
- Supporting new food product and process rollouts with food safety and quality guidance

QUALITY ASSESSMENTS

- Overseeing third-party audits of key suppliers' manufacturing facilities
- Reviewing, approving and conducting ongoing monitoring of food suppliers
- Conducting quality checks of selected products for adherence to specifications
- Monitoring and responding to food safety and quality complaints
- Overseeing third-party food safety assessments of our retail stores

Food Safety and Quality Assurance Department

The FSQA department provides our business units with expert guidance, recommendations and support on the required activities to ensure food safety and quality. The FSQA guidelines align specific food safety policies and protocols with the unique business practices of each business unit.

RETAIL	DISTRIBUTION AND TRANSPORTATION	FOOD SAFETY SUPPLY CHAIN PROGRAM
Food preparation and storage	Food product distribution within the store network	Products and packaging for all our food categories
		
		

Retail

Our store and kitchen managers are responsible for the day-to-day oversight of the regulatory compliance of our stores, including adherence to food safety training and applicable Food and Drug Administration (FDA) Food Code requirements, and receive guidance from the FSQA department across these areas.

Third-Party Assessments

In addition to assisting with responses to health department interactions and inquiries, the FSQA department monitors the effectiveness of our retail food safety processes through external third-party assessments of our retail stores approximately three times per year. These assessments are modeled around the FDA Food Establishment Inspection Report and general FDA Food Code compliance. They include a review of priority items such as temperature control, food preparation, personal hygiene, equipment usage, cleaning and sanitizing, and facility controls. Upon the conclusion of the assessments, the third-party provider supplies store managers with education and support around scores, standards and outcomes.

Retail Food Safety Training

The FSQA department provides support on the content of the Food Service Manual, which provides procedures to safely prepare, cook, hold and store food products and also assists our Learning and Development department in developing appropriate training on regulatory requirements

and food safety best practices for store team members. Kitchen team members are required to annually complete additional food safety courses covering allergens, food preparation and other topics. During FY 2024, 92% of kitchen and store team members completed their respective required food safety trainings.

Distribution and Transportation

The FSQA department provides guidance on regulatory requirements and assists Casey's distribution centers (DCs) and transportation teams in monitoring the safety and quality of food products, from receipt through storage and distribution to our stores.

Food Safety Plans and Assessments

As a registered FDA food facility, each DC has a Food Safety Plan as required by the FDA Food Safety Modernization Act. The plan contains an analysis of potential hazards associated with our distribution functions and outlines risk-based preventive controls to minimize or prevent these identified hazards.

Each DC completes monthly self-assessments of its good manufacturing practices (GMPs) to monitor and improve compliance with regulations and its Food Safety Plan. The FSQA department oversees each DC's assessments and tracks corrective action plans to ensure proper food safety practices and mitigation strategies are in place. During FY 2024, the FSQA department completed the rollout of the GMP assessment process to a digital format to increase accuracy, visibility and monitoring of the assessments across all three distribution centers.

Food Safety Training

Casey's conducts food safety training for DC team members and grocery delivery drivers upon hiring and annually thereafter. The training material is updated annually by the FSQA department to ensure regulatory requirements are met and covers standard operating procedures and GMPs throughout the processes for receiving, handling, storage and transport of food products. During FY 2024, the FSQA department coordinated with our Learning and Development department to monitor completion rates for these trainings to ensure team members remained at 100% completion.


Food Recall Response

The FSQA department oversees our recall management protocols, focused on identifying and removing products to be recalled or withdrawn from our distribution network and stores. We have engaged a third-party software company to facilitate immediate communication, follow-up and documentation of product recalls and withdrawals at our stores. This approach allows us to contact our stores in real time with transparent communication to help remove recalled items promptly.

Food Safety Supply Chain Program

All manufacturing and storage (warehouse) facilities of food products and food packaging, including the Casey's prepared foods, dispensed beverages, private brands, grocery and general merchandise categories, are required to be reviewed and approved and are subject to ongoing monitoring activities under the Casey's Food Safety Supply Chain Program. Executive-level leaders provide oversight of the program, adopt risk mitigation strategies, and are accountable to our CEO and the Audit Committee. The FSQA department manages the Food Safety Supply Chain Program and reviews it at least every three years.

Supplier Governance

To do business with Casey's, suppliers must operate and conduct business with integrity and are bound to comply with both the Casey's Supplier Code of Conduct and a formal Supplier Handbook of Casey's supplier policies and guidelines. For more information, please see the [Supply Chain Management](#)  section of this report.

Food Supplier Approval Process

The FSQA department leverages the Casey's Food Safety Supply Chain Program to review, approve and monitor supplier compliance. As part of the approval process within the program, each potential supplier must complete a supplier facility-based food safety assessment questionnaire that covers topics such as third-party auditing certification, product risk level, facility standards, evidence of established food safety practices and regulatory compliance. We expect suppliers to comply with industry standards, including all applicable laws and regulations.

Supplier assessments are reviewed for approval by the FSQA department. Based upon the FSQA department's risk-based designations, a new or current supplier may be subject to ongoing monitoring and assessment, such as a third-party audit of the supplier's facility, verification of their certification(s) or review of their recent regulatory compliance records. The FSQA department works with team members responsible for supplier relations to determine the scope and frequency of the supplier verification activities for each approved supplier.

Supplier Facility Review and Approvals

Supplier facilities covered by the Casey's Food Safety Supply Chain Program must initially be reviewed and approved prior to receiving a purchase order from Casey's. When reviewing supplier facilities, Casey's verifies the supplier facility meets Casey's standards, which include all applicable federal, state and local regulations pertaining to the manufacturing and storing (warehousing) of food and food packaging.

Casey's requires that the supplier manufacturing facilities supporting our prepared food, dispensed beverage and private-brand products be certified to a Global Food Safety Initiative (GFSI)-benchmarked standard. During FY 2024, the FSQA department began an assessment of the GFSI certification status for the production facilities of Casey's grocery and general merchandise manufacturers. As of April 30, 2024, 98.9% of our suppliers for our prepared food, dispensed beverage and private-brand products were GFSI certified. We expect this amount to increase to 100% during FY 2025.

Supplier Risk Assessments

During FY 2024, we conducted a risk assessment of our suppliers and completed internal facility visits and third-party audits of those suppliers in the highest risk category (Tier One). This comprehensive risk analysis reflects the inherent risk of the food product, the manufacturing food processes and criticality to our business. We require third-party audits of Tier One suppliers annually. The FSQA department requires written corrective actions directly from the supplier for any findings from the audit.

Product and Ingredient Quality Assurance

During FY 2024, we strengthened our Quality Assurance (QA) Program by implementing a structured QA framework for maintaining consistent quality and adherence to predetermined specifications and processes for our prepared food and private-brand business lines. We formulated and implemented risk-based protocols with a formal manual outlining the core elements of the QA Program, such as specifications, quality control processes, guest feedback monitoring and corrective action plans.

NUTRITION AND LABELING

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.

Our prepackaged and prepared food menu has been expanded to include healthy, nutritious and quick-and-easy items across various food categories, such as those below.

HEALTHY, NUTRITIOUS FOOD OPTIONS



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



Healthy snack alternatives, such as nuts, seeds, trail mix, and protein and granola bars

Healthier beverages, including bottled water, zero-calorie sports drinks, flavored waters and low-calorie protein drinks

Sub sandwiches and wraps offering grilled chicken, turkey and veggie options

Specialty pizza selections, including handmade pizza, fresh-veggie toppings, gluten-free crust options, whole-milk cheese and grilled chicken

Responsible Marketing and Informative Labeling

We commit to providing informative labels on artificial ingredients to promote healthy choices and on recycling options to reduce waste. Casey's prepared food labels must be reviewed and approved by the FSQA department for accuracy and regulatory compliance.

Through our Food Safety Supply Chain Program, the FSQA department established a formal label review process for Casey's private brands. Rather than being solely reliant on the information provided by suppliers, Casey's private-brand products are now subject to the FSQA department's formal label review process to assess the label integrity of nutritional panels, allergen declarations, ingredient statements and claims. We utilize in-store label makers that allow team members to provide in-store, real-time detailed product labels for our prepared foods. The labels include a full nutritional facts panel for all of our packaged menu items to allow guests to make informed food choices.

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.

IN THIS SECTION:

- Our Energy and Greenhouse Gas Assessment
- Renewable Fuels and Electric Vehicles Support
- Facilities Management
- Fleet and Distribution Management
- Waste and Water

2024 HIGHLIGHTS:

Reported Scope 1 and 2 greenhouse gas emissions for the second year and expanded our assessment to report certain Scope 3 categories relevant to our operations

Grew our electric vehicle infrastructure to 170 charging stations at 37 locations across the Midwest

Installed solar panels on 82 of our refrigerated trailers to provide an alternative source of energy, with an additional 133 slated for installation



At Casey’s, being Here for Good includes understanding and identifying ways to reduce the impact our operations have on the environment. Here, we share our key actions and initiatives related to the company’s greenhouse gas assessment, facilities, distribution and fleet management, fuel operations, and water and waste management.

OUR ENERGY AND GREENHOUSE GAS ASSESSMENT

With over 2,600 stores, and guests and stakeholders that still depend on fossil fuels, we recognize our role in addressing the challenge of global climate change. To inform our energy and climate strategy and to set a baseline against which to measure our progress, in 2022 we began to calculate our Scope 1 and 2 greenhouse gas (GHG) emissions in alignment with the GHG Protocol.⁹ Scope 1 emissions, considered direct, include fuel consumed by our fleet, fuels combusted at our facilities and fugitive refrigerant emissions. Scope 2 emissions, considered indirect, include purchased electricity for our stores, offices and distribution centers.

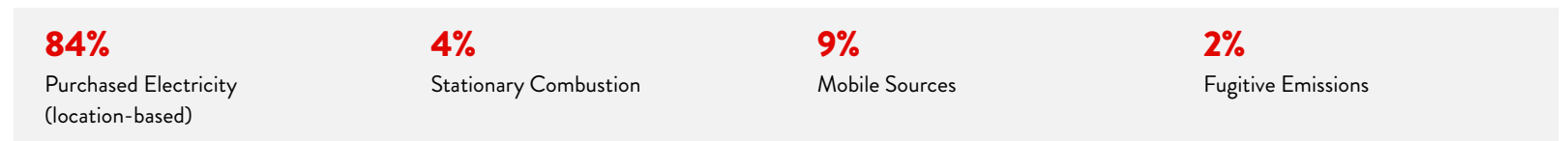
OUR SCOPE 1 AND 2 GHG EMISSIONS (MTCO₂E)¹⁰

	CY 2023	CY 2022
Scope 1 Emissions	92,286	92,466
Scope 2 Emissions (location-based) ¹¹	501,143	506,862
Scope 2 Emissions (market-based)	568,848	518,623
Total Scope 1 and 2 Emissions (location-based)	593,429	599,328
Total Scope 1 and 2 Emissions (market-based)	661,134	611,089
Biogenic Emissions (from mobile sources) ¹²	4,515	4,494

Like the prior year, for CY 2023, the largest source of our Scope 1 emissions was fuel consumed by our vehicle fleet, while Scope 2 emissions were primarily driven by electricity usage at our store locations.

Overall, our Scope 1 and 2 emissions were relatively steady compared to CY 2022 despite our business growth and an increase in store count.

CY 2023 SCOPE 1 AND 2 GHG EMISSIONS BY SOURCE



⁹ Casey’s Scope 1 and 2 GHG emissions from locations and vehicles have been calculated using the GHG Protocol’s Corporate Accounting and Reporting Standard calculation methodology, as well as the GHG Protocol Scope 2 guidance. Scope 3 emissions have been calculated following the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Emissions factors are sourced from the U.S. Environmental Protection Agency’s (EPA’s) GHG Emission Factors Hub (2024), the EPA’s eGRID2022, the EPA’s Supply Chain GHG Emission Factors v1.2 and the U.K. Government GHG Conversion Factors for Company Reporting (2023).

¹⁰ MTCO₂e means metric tons of carbon dioxide equivalent.

¹¹ Location-based emissions are those estimated based on local grid power sources. Market-based emissions are those estimated after factoring in qualified market-based instruments such as power purchase agreements and renewable energy certificates.

¹² According to the GHG Protocol, biogenic emissions are CO₂ emissions from the combustion or biodegradation of biomass. This includes any material or fuel produced by biological processes of living organisms, including organic non-fossil material of biological origin (e.g., plant material), biofuels (e.g., liquid fuels produced from biomass feedstocks), biogenic gas (e.g., landfill gas) and biogenic waste (e.g., municipal solid waste from biogenic sources). Biogenic CO₂ emissions that occur in the value chain should not be included in Scope 1, 2 or 3 calculations but should be included and separately reported in public reports.

In 2023, we expanded our carbon assessment to determine the Scope 3 emissions categories most relevant to our operations. Primary among these is Scope 3 Category 11, Use of Sold Products, which captures GHG emissions related to the combustion our sold fuel, and Scope 3 Category 1, Purchased Goods and Services, which captures the embodied emissions of products and services that are used to help run our business and that are sold in our stores. These two Scope 3 categories account for roughly 95% of the Casey's total GHG footprint. In addition to these two categories, for CY 2023, we also calculated two other Scope 3 categories that were deemed relevant to our business (see Scope 3 emissions table).¹³

OUR SCOPE 3 GHG EMISSIONS (MTCO₂E)

Scope 3 Emissions Category	CY 2023
1 — Purchased Goods and Services	5,281,789
3 — Fuel and Energy Related Activities	111,335
6 — Business Travel	742
11 — Use of Sold Products	22,374,977
Total Calculated Scope 3 Emissions	27,768,842

For additional information on our approach to managing climate-related risks and opportunities, please see the [TCFD table in the Appendix](#).

RENEWABLE FUELS AND ELECTRIC VEHICLES SUPPORT

As one of the largest convenience store operators in the U.S., we recognize that we have an important role to play to support the use of more renewable fuels and build capacity for electric vehicle charging.



Our Electric Vehicle Charging Network

As part of our efforts to support the transition to a lower-carbon economy, we began installing electric vehicle (EV) charging stations at some stores in 2018. Since then, we have installed 170 chargers at 37 locations. 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. Some locations also offer a charging discount for guests who purchase a Pass+ membership through Electrify America. Our EV 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 support these efforts, we have built partnerships with local and national EV charging and vehicle manufacturers. In FY 2024, we were excited to begin construction on our first National Electric Vehicle Infrastructure (NEVI)-funded charging station, located in Ohio, and we were also awarded one of the first six NEVI stations in Kansas, slated to begin construction in FY 2025. In addition, we opened five locations located in Missouri and Illinois that were supported by state grant programs. The partnerships allow us to guide our long-term strategic planning to closely align with evolving trends in EV technologies and consumer demand.

	FY 2024	FY 2023	FY 2022
EV Charging Stations	170	138	114
Stores with EV Charging Stations	37	29	26

¹³ Through our Scope 3 emissions screening, we determined that four of the 15 Scope 3 categories were not relevant to our business: Categories 8, 10, 14 and 15. Seven Scope 3 categories — 2, 4, 5, 7, 9, 12 and 13 — were determined to be relevant but were not calculated.

More Sustainable Fuel Blends

Facilitating access to biofuels and biofuel blends is one of the key ways we can reduce GHG emissions associated with our operations. Approximately 89% of the fuel we sell is blended with renewable fuel, either ethanol or biodiesel, at varying proportions. Vehicles running on high-ethanol blends, commonly made from corn, can produce fewer GHG emissions compared to those running on non-blended gasoline.¹⁴ Every new Casey's store can sell higher-blended ethanol, and we aim to continue growing sales of renewable fuels throughout our footprint. We do not have a renewable volume obligation; instead, we purchase and sell biofuels, obtaining renewable identification numbers on a portion of those gallons.

MORE SUSTAINABLE FUEL OPERATIONS AT OUR STORES

Fuel Type	87E			E-15			E-85			Biodiesel		
Description	Blend of at least 10% ethanol and 90% gasoline ¹⁵			Blend of 15% ethanol and 85% gasoline			Blend of 85% ethanol and 15% gasoline			Renewable alternative to regular diesel		
	FY 2024	FY 2023	FY 2022	FY 2024	FY 2023	FY 2022	FY 2024	FY 2023	FY 2022	FY 2024	FY 2023	FY 2022
Number of Stores	2,652	2,516	2,428	594	445	403	424	416	400	1,143	1,087	1,047
% of Total Stores	~100%	~100%	99%	23%	18%	17%	16%	17%	16%	43%	43%	43%

FACILITIES MANAGEMENT

Energy Management

Focusing on energy management at our facilities is one of the primary ways to reduce our environmental impact. During the past year, we launched a partnership with Omaha Public Power District to better understand energy and refrigerant use at a sample of our stores, which will ultimately allow us to leverage the findings to roll out new efficiency measures at additional stores. We also launched a store partner education program and placed tear-away informational charts in our stores that educate team members on ways they can help improve energy management.

We strive to improve our store design specifications to increase energy efficiency when possible. All new Casey's stores are built to meet or exceed applicable model energy codes through equipment such as energy-efficient HVAC, light-emitting diode (LED) bulbs, upgraded refrigeration systems, 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.

¹⁴ U.S. Department of Energy, [Alternative Fuels Data Center](#) [↗], accessed May 17, 2024.

¹⁵ Note, while 87E is typically classified as 10% ethanol, at a small number of our stores, it can be defined as 15% ethanol.

Investing in Renewable Energy

We continue to evaluate renewable energy options as part of our energy management strategy.

Our distribution center in Joplin, Missouri, has 1,408 solar panels, which generated, on average, nearly 1,700 kilowatt-hours of electricity per day during FY 2024. This energy output supports the refrigeration needs of the facility, which account for most of its electrical load, reducing the amount of purchased electricity needed from the grid and, ultimately, our Scope 2 GHG emissions.

While our stores do not currently have solar panels installed, at 45 stores, we participate in community solar gardens, committing to purchase an amount of solar- and wind-generated energy from the garden, supporting 25%–100% of the energy usage for participating stores.¹⁶



45 STORES Participate in community solar gardens

25%–100% Supporting energy usage for participating stores

Refrigerant Optimization

We are exploring and implementing new designs to maximize energy efficiency and minimize water consumption in our refrigeration and HVAC systems. We are diligent in tracking and maintaining our refrigeration equipment to optimize refrigerant replacement cycles and minimize leakage from air conditioning and refrigeration units. We maintain refrigeration upgrades in line with manufacturer guidelines. During FY 2024, we worked to update a number of legacy cooling systems in our stores, completing upgrades to more efficient HVAC equipment at 30 locations.¹⁶

FLEET AND DISTRIBUTION MANAGEMENT

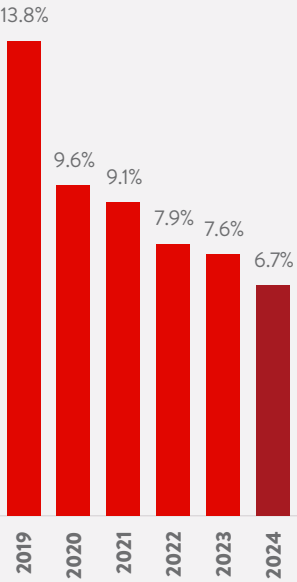
With over 400 trucks in our grocery and fuel fleet, optimizing our fleet operations plays an important part in managing our overall environmental footprint. We route most of our grocery and merchandise items through our three distribution centers that serve as hubs within our network of suppliers and stores.

This control over the delivery chain enables us to realize increased efficiencies throughout the delivery process via route selection and vehicle maintenance compared to leveraging third parties. We are constantly evaluating our network and trying to minimize the number of miles we travel to support our stores. Twice a year, we formally review how the routes are built and monitor the number of stops and miles traveled per route to determine changes that can optimize network efficiency.

TRACKING FLEET EFFICIENCY VIA IDLE TIME

Idle Time — calculated as the time our vehicles are running but not in motion over the total time running — is one of the key metrics that we use to gauge our overall fleet efficiency. Lowering idle time means that we are maximizing our shipping resourcing by limiting vehicles that are sitting unused but still using fuel.

Since 2019, we have steadily improved our idle time performance by over 7 percentage points through a combination of policy measures and incentive programs for our drivers.



Year	Idle Time (%)
2019	13.8%
2020	9.6%
2021	9.1%
2022	7.9%
2023	7.6%
2024	6.7%

¹⁶ Electricity generated from community solar gardens is not reflected in our market-based Scope 2 emissions total.

In FY 2023, we began installing solar panels on our refrigerated trailers to provide an alternative source of energy. As of the close of FY 2024, we had installed these panels on 82 of our trailers, with an additional 133 slated for installation. In addition, solar panels will be standard on all new trailers. During the first half of FY 2025, we also plan to install 33 shore power locations at our DCs that will allow us to pre-charge, preload and stage trailers via electricity instead of a diesel generator, saving significant fuel and eliminating associated GHG emissions.

In addition, we strive to continuously improve our fleet efficiency through several ongoing initiatives, including:

- Converting trucks with 200-gallon saddle tanks to 100-gallon tanks, resulting in reduced weight
- Systematically replacing old vehicles with newer, more efficient vehicles
- Implementing an enhanced tire program to leverage SmartWay tires throughout our fleet
- Integrating fleet-management software with real-time visibility, allowing for adaptive rerouting, real-time engine problem notifications and streamlined order fulfillment logistics
- Continuing to modernize our fleet engines with smaller, lighter-weight and Environmental Protection Agency (EPA)-compliant models



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. When practical, 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 distribution centers, including cardboard/packaging, pallets, metal, appliances and light bulbs. In CY 2023, roughly 1,829 tons of cardboard, 118 tons of scrap metal and 375,847 pallets generated from our distribution centers were recycled, keeping this waste out of landfills.

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 pizza boxes are recyclable and/or compostable and made from material that contains anywhere from 35% to 50% recycled or renewable content.



For product end of life, we strive to recycle or compost unused materials whenever practical. We have also introduced reusability options, such as multiple-use drink mugs, and plan to increase communication about our current recyclable packaging, including our pizza boxes.

We have partnered with Waste Harmonics to improve waste streams on-site. Through this partnership, 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. For FY 2024, initial data from this partnership indicated, approximately, a 15% diversion rate for waste produced at our stores.

Fuel Operations and Hazardous Waste Safety Practices

We had 8,484 underground storage tanks (USTs) at our facilities as of the close of FY 2024. The EPA and the Occupational Safety and Health Administration 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.

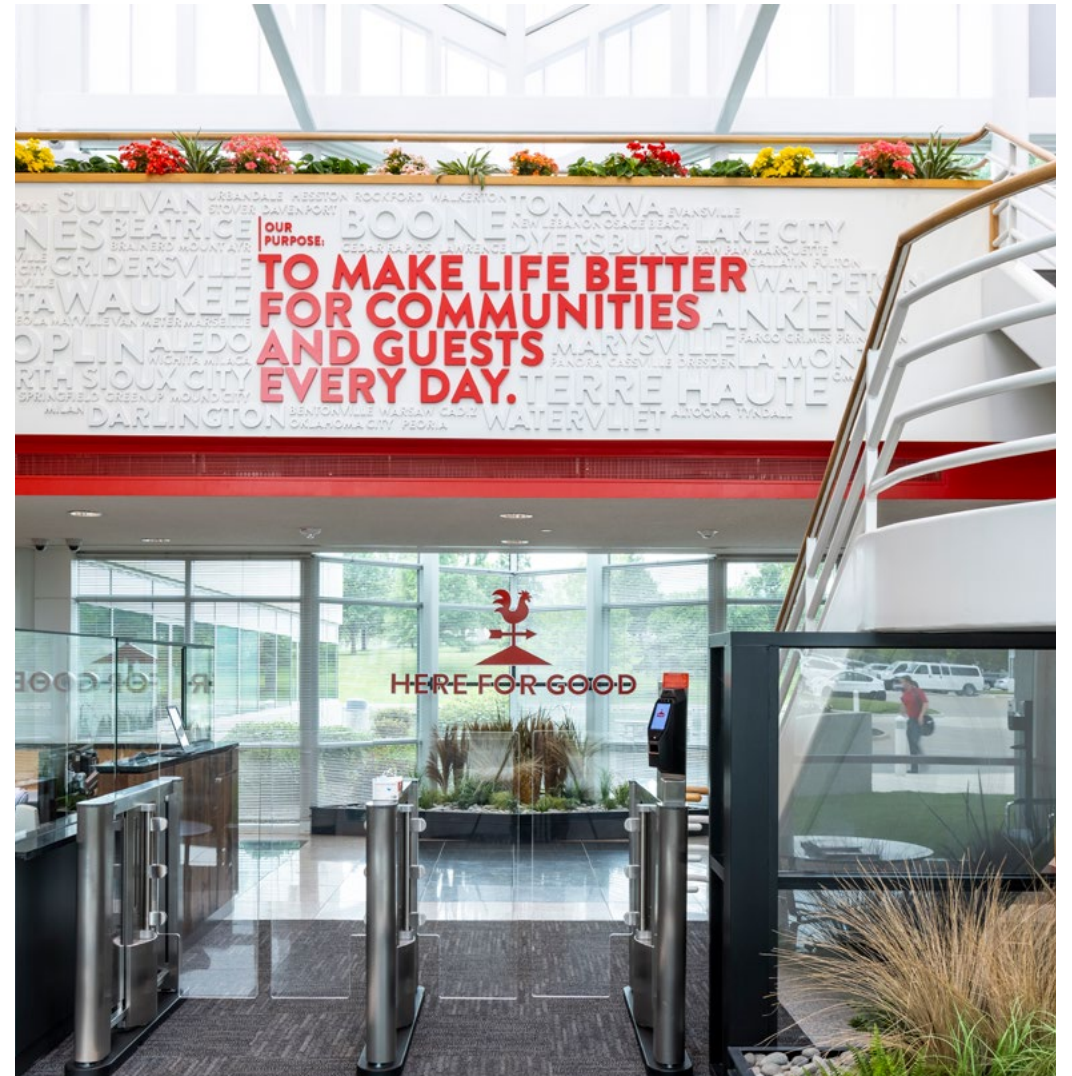
We also partner with a third party to provide collection barrels at all our stores to help with safe disposal of petroleum impacted liquids and solids (such as materials collected while cleaning up a fuel spill). This allows us to separate out and collect this waste for safe disposal or recycling. Through this service, during FY 2024 approximately 136,874 gallons of water, 16,816 gallons of fuel and 172,000 lbs. of solids were recycled from the collection barrels at our facilities.

Food Waste and Facility Water

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 at our distribution centers to donate unused, safe food inventory to local food banks before expiration.

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 are 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.



OUR RESPONSIBLE BUSINESS PRACTICES

We uphold our integrity over the long term by emphasizing and adhering to a high standard of conduct. We are committed to sound corporate governance and ethical practices, building long-term value and trust with our key stakeholders and thereby delivering sustainable business success.

IN THIS SECTION:

- Corporate Governance and Ethics
- Risk Management
- Data Security and Customer Privacy
- Supply Chain Management

2024 HIGHLIGHTS:

Strong Board diversity: 45% of our directors are women, and 36% are racially/ethnically diverse

Developed and implemented the inaugural Supplier Code of Conduct and Supplier Handbook

Refreshed the Casey's Code of Conduct and Speak-Up instructions for reporting concerns



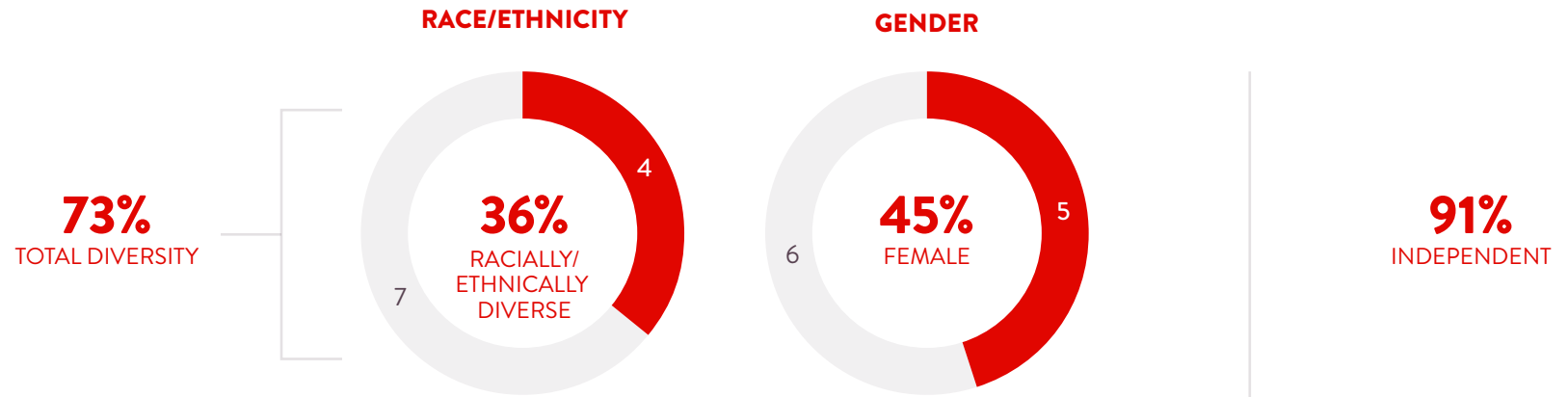
CORPORATE GOVERNANCE AND ETHICS

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, long-term performance. We believe this is largely a function of our qualified, experienced and diverse Board and leadership team members, who are focused on driving our long-term success. In July 2024, we welcomed a new director, Maria Castañón Moats, who added deep financial, public accounting and governance acumen to our Board capabilities.

The Board composition reflects a solid mix of director characteristics and diverse experiences, perspectives and skills appropriate for creating sustainable value for our shareholders and other stakeholders.

Our Lead Independent Director has a clear mandate, significant authority, and well-defined and robust responsibilities and duties that are separate from those of the Board Chair. The Lead Independent Director's responsibilities are related to Board leadership, Board culture, communications, shareholder engagement, Board and CEO succession planning, performance evaluations, compensation and development. For more information, please see our Corporate Governance Guidelines.

BOARD COMPOSITION¹⁷ Total of 11 directors



Racial/ethnic diversity: Board Chair is racially/ethnically diverse.
Gender diversity: Lead Independent Director, Audit Chair, and Compensation and Human Capital Chair are female.

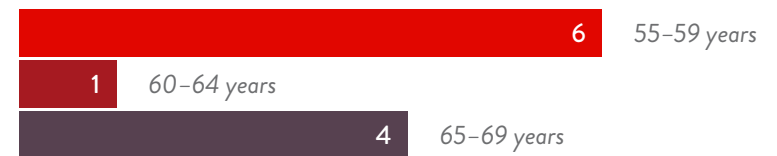
TENURE

5 years average tenure



AGE

61 years average age



¹⁷ Reflects Board composition as of July 2024.

HONORED FOR GENDER PARITY ON BOARD

At its annual “Breakfast of Corporate Champions” event, the Women’s Forum recognized the Casey’s CEO and Board for playing a critical role in accelerating change to help make gender balance in the boardroom a strategic business priority and for driving intent to action, with 45% of Casey’s Board seats being held by women.

Our Code of Conduct

Our commitment to integrity and ethical conduct is the foundation of our values and the cornerstone of our daily interactions with our guests, communities and each other. Casey’s is committed to compliance with all laws, rules and regulations that apply to our business. Our [Code of Business Conduct and Ethics](#) (Code) helps us make sure that we honor this commitment and stay true to our purpose and that as we grow, we grow with integrity.

All Board members and team members, including officers, are expected to abide by our Code, which helps drive our culture of honest and ethical conduct, compliance, and accountability. During FY 2024, our Enterprise Risk Management team and Audit Committee completed the refresh of our Code to reflect the Board’s updated view of Casey’s policies, standards and procedures, including the importance of food safety and quality to our guests’ well-being and our sustainable financial success.

Our Code serves as a foundation for our commitment to integrity and ethical conduct, incorporating topics such as:

- Casey’s Discrimination and Harassment Policy
- Conflicts of interest
- Food quality and safety
- Team member health and safety
- No retaliation
- Related-party transactions
- Insider information and securities trading
- Confidential and proprietary information
- Proper use and protection of company assets
- Gifts and entertainment
- Internal accounting controls and business records
- Competition, fair dealing and antitrust issues



LEARN MORE
[Casey’s Code of Conduct](#) →

Training, Awareness and Acknowledgments

All Board members and full- and part-time team members are assigned 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 risks and topical concerns. During FY 2024, we refreshed our compliance training to align with recent updates to the Code. During FY 2024, 100% of our Board members and approximately 82% of our team members completed this required compliance training covering the topics within our Code, with the remaining 18% incomplete largely due to turnover.

Our CEO and certain financial team members are also assigned [Financial Code of Ethics](#) training, which they acknowledge annually. As of FY 2024, 100% of applicable team members completed this required training. All team members are required to complete a Security Awareness Training program that addresses 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.



LEARN MORE
[Financial Code of Ethics](#) →

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. We also regularly engage independent third parties to test and assess store compliance with the selling requirements for our age-restricted products.

Whistleblower Reporting and Protection

We take pride in caring for our guests, our communities and each other. Speaking up is never easy, but it’s always the right thing to do. Casey’s supports a Speak-Up Culture that encourages our team members to speak up when something isn’t right by submitting concerns about suspected violations of our Code, our policies or the law to our Casey’s CARES Ethics Hotline.

During FY 2024, to further strengthen our Speak-Up Culture and build team member awareness, we refreshed the instructions for reporting potential violations of our Code, our policies or the law. This guidance addresses anonymous reporting through our confidential, third-party Casey’s CARES Ethics Hotline or directly to the Casey’s Human Resources department, CEO, Chief Legal Officer or Audit Committee Chair.

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 the 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 hours reduction — must be reported immediately. Casey's will investigate any reports of retaliation and take appropriate action. Any unlawful retaliation will result in appropriate disciplinary action, up to and including termination.

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 type of 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). We use our large footprint as a multistate “neighborhood watch” to protect victims.

All our store team members are required to participate in CSAT training, and we place stickers in bathroom stalls with phone 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. During FY 2024, we issued our inaugural [Supplier Code of Conduct](#), which addresses Casey's prohibitions against child labor, forced labor and human trafficking.



LEARN MORE
Supplier Code of Conduct →

During FY 2024, we also added “Human Rights” and “Anti-Bribery and Corruption” trainings to our curriculum. Both are available to all field leaders and team members at the Store Support Center. These courses align with our Casey's CARES values as we continue to serve our broader community.

Political Activities and Advocacy Transparency

The Casey's Director of Government Relations reports to the Chief Legal Officer and is responsible for monitoring federal and state legislative issues pertinent to the company's operations and industry. The company engages in direct lobbying efforts and 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 the federal and state levels, when 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 require preapproval by the Senior Leadership Team (SLT). During FY 2024, our total lobbying expenditures were \$263,650, and campaign and PAC contributions totaled \$67,000.

RISK MANAGEMENT

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 reduce their impacts, and cultivate a willingness to view problems as a strategic opportunity to grow.

The Board meets regularly with management to discuss strategy and risks facing Casey's and regularly receives detailed presentations and other information from management and other key leaders and team members on business operations, financial results, and strategic issues, including the identification, assessment and management of critical risks as well as management's risk mitigation strategies. The Board

committees also provide assistance to the Board in fulfilling its key operating and business risk oversight responsibilities.

To provide additional insight into our approach to managing climate-related risks and opportunities, in this year's report, we also added our alignment with the recommended TCFD disclosures. Please see the [TCFD Index in the Appendix](#) for more information.

Enterprise Risk Management

Enterprise risk management (ERM) and assessment are the primary responsibilities of our CEO and management team through the disciplined utilization of our ERM five-tier risk model to (1) identify, (2) assess, (3) prioritize, (4) mitigate and (5) report on Casey's critical corporate risks. The SLT holds strategic planning sessions to discuss strategies, key challenges, and risks and opportunities.

The ERM Director reports to the Chief Legal Officer and monitors ongoing enterprise risks and evaluates Casey's emerging risks. As part of their risk oversight responsibilities, the ERM Director regularly presents to the Board, Audit Committee Chair and SLT. Primary areas of focus for risk include cybersecurity, food safety, economic, supply chain, operational, financial, personnel, legal, regulatory, compliance, health and safety, environmental, political, reputational, and other emerging risks.

Business Continuity

Disaster recovery and business continuity plans (BCP) are developed and managed by the ERM team and by the individual business units. The ERM team has oversight over these plans, which are reviewed and updated on an annual basis. Casey's annually tests the BCP and incident response plans through tabletop exercises. These tabletop exercises are a critical piece of the Casey's BCP process and are used to build awareness among our business units and team members on how to respond to, address and quickly resolve business disruptions.

During FY 2024, our ERM team completed a revitalization of the Casey's enterprise BCP program with a third-party consultant to guide an extensive update of our enterprise BCP process and individual line-of-business plans. As a result, during FY 2024, we updated our official playbook with the response protocols in the event of a crisis and established a cross-functional Crisis Management Team charged with maintaining and executing the BCP and associated playbook plans, if warranted.



LEARN MORE

2024 Proxy Statement →

DATA SECURITY AND CUSTOMER PRIVACY

Protecting Casey's sensitive and private business information, as well as personal guest data, is a top priority. We view our responsibility for 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

We have a Data Governance Policy (Data Policy) to formalize the processes and procedures for protecting our information assets, including 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 adheres to industry-leading security practices and certifications. We actively follow the U.S. National Institute of Standards and Technology Cybersecurity Framework (NIST CSF) and the 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 DSS compliance and safeguard our guests' cardholder data. Our internal Sarbanes-Oxley Act (SOX) compliance audit team also audits our IT systems and business controls at least annually.

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 members 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 and vendors 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 2024, approximately 93% of qualifying team members completed these information security requirements, with the remaining 7% incomplete largely due to turnover.

Third-Party Vendor Data Governance

The Information Technology Governance, Risk and Compliance Team has a formal risk assessment framework and evaluation for vendors and other third parties who may need access to Casey's confidential information or network. We endeavor to ensure that all third-party vendors who receive, manipulate, process, store, host, utilize or compile Casey's sensitive or private business data execute an Information Security Addendum (ISA). These ISAs, along with other contractual protections, are intended to protect Casey's 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.

Information Technology Oversight

Our Board, in coordination with the Audit Committee, provides oversight of the major information technology risk exposures, including those related to cybersecurity, data privacy and data security, and oversees the steps management has taken to monitor and mitigate such risk exposures.

The Chief Information Security Officer (CISO) and the Chief Information Officer (CIO) regularly provide the Audit Committee, and periodically the entire Board, with updates on our cybersecurity risk profile and strategy. 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 PCI DSS compliance.

As part of the risk oversight responsibilities, the CISO also presents monthly updates to the ERM Director and/or the SLT.

The Data Privacy Council was established during FY 2024 to support the oversight of our compliance with federal and state privacy laws where we do business and of management's assessment of Casey's privacy program and related policies and processes. The council reports to the Director of Enterprise Risk Management and is composed of cross-functional leaders from our Legal, Information Technology, Cybersecurity, Human Resources, Marketing, Data Analytics and Compliance teams.

Highlights of our protocols on data privacy and protection include:

Use of customer data — We collect, share and use information from and about the people who visit our website to manage relationships and 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.

DATA SECURITY FRAMEWORK

BOARD OVERSIGHT

BOARD OF DIRECTORS

Responsible for the oversight of enterprise-wide risk assessment and risk management pertaining to security, data privacy and business continuity.

AUDIT COMMITTEE

Responsible for the oversight of major financial risk exposure and the steps management has taken to monitor and control such exposures, including cybersecurity and data privacy.

MANAGEMENT RESPONSIBILITIES

Chief Information Security Officer	CEO and Senior Leadership Team	Director of Enterprise Risk Management	Data Privacy Council
Security and Data Privacy	Security Operations Framework Alignment	Vulnerability Management and Program Benchmarking	

Customer Data Privacy and Protection

Casey's is committed to respecting the privacy of our 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. Our Privacy Policy further details the types of guest information that is collected and how that information is collected, used, transmitted, stored and shared.

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Privacy Policy →

Cybersecurity Incident Response Plan

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. The Casey's IT department is responsible for all processes and procedures for computer security incident prevention, detection and response.

Casey's has a Cybersecurity Incident Response Plan integrated into our enterprise crisis management and business continuity program, which provides protocols and procedures for evaluating and responding to material cybersecurity incidents, including incident handling; disclosure and reporting; notification to the SLT, the Board and relevant committees; and meeting external reporting obligations. Casey's has also established an Incident Response Governance Team (IRGT) co-chaired by our CISO and Deputy General Counsel, which is a cross-functional group composed of relevant stakeholders responsible for organizing the assessment, investigation and response to any material cybersecurity event.

The IRGT holds regular tabletop exercises, including two during FY 2024, designed to refine the response and prepare all involved participants. During FY 2024, we had no material breaches involving PII.

SUPPLY CHAIN MANAGEMENT

Governance and Policies

We seek to do business with suppliers that have high business standards, including respect for human rights, environmental stewardship, responsible business ethics, and effective safety and security practices. Casey's suppliers include vendors, suppliers, manufacturers, builders, contractors, subcontractors and their agents (collectively, "suppliers").

Executive-level leaders are responsible for providing oversight of supplier risk mitigation strategies. During FY 2024, we established the Casey's Supplier Code of Conduct (Supplier Code) and a formal guide of Casey's supplier policies and guidelines (Supplier Handbook). To do business with Casey's, suppliers must operate and conduct business with integrity and are bound to comply with both the Supplier Code and the Supplier Handbook.

As part of our launch, we endeavor for all new suppliers to acknowledge both the Supplier Code and the Supplier Handbook. Existing suppliers are required to complete the supplier policy acknowledgments in conjunction with upcoming contract renewals. Additionally, team members who participate in Casey's sourcing activities were required to complete training on the supplier policies as part of the launch, and going forward, they must complete the required training annually.

Supplier Code of Conduct Highlights

- *Ethics* — Compliance with all laws and regulations applicable to the supplier's business; compliance with anti-corruption laws and regulations, including the Foreign Corrupt Practices Act; and avoidance of any offers of favors, money, travel, gifts or entertainment of more than token value to Casey's team members with the intent to influence Casey's business decisions.
- *Human Rights* — Prohibitions on child labor, forced labor and human trafficking.
- *Nondiscrimination* — Prohibitions on discriminatory activity based upon an individual's characteristics or background.
- *Hours and Benefits* — Assurance of safe and healthy working conditions, policies and procedures.
- *Environment* — Compliance with applicable environmental laws and regulations and conducting business in a manner that is respectful to the environment and that encourages socially responsible standards.

Supplier Handbook

The Supplier Handbook is intended to promote safe, consistent, transparent, and ethical conduct and transactions between Casey's and our suppliers and, in turn, to offer high-quality goods and services to our guests. The Supplier Handbook addresses various responsible sourcing topics, including the following:

- Legal and regulatory compliance
- Quality and safety standards
- Nonconforming goods
- Onboarding and maintenance of supplier information
- Delivery and carrier management
- Crisis management and business continuity plans
- Transportation and recall/withdrawal requirements
- Supplier Code
- Food Safety Supply Chain Program requirements

The Supplier Code and Supplier Handbook are reviewed at least annually and are updated as needed. Additional policies, standards and expectations that are derived from this oversight are the supplier risk-based practices described in the [Third-Party Vendor Data Governance](#) ¹⁷ and the [Food Safety and Quality Assurance](#) ¹⁸ sections of this report.



LEARN MORE
Supplier Code →



LEARN MORE
Supplier Handbook →

Supplier Management Systems

During FY 2024, we completed the launch of our supplier platform, which works in conjunction with our existing supplier management systems. The platform helps to facilitate supplier data and engagement activities. The supplier management systems also assist the Casey's team in strengthening our supplier risk management and tracking supplier diversity information. Additionally, we have instituted the digitization of our supplier payment platform to reinforce the privacy and security of confidential information and to facilitate the efficiency and accuracy of invoicing and financial transactions.

All hard-boiled eggs are now cage-free, bringing our current cage-free total to approximately 38% of all eggs sold at retail. We continue to collaborate with our suppliers to make progress on our cage-free efforts.

Order Fulfillment Resiliency through Our Self-Distribution Network

All Casey's stores are supplied through our three distribution centers strategically located within our store footprint. All our stores are within the three distribution centers' optimum efficiency ranges — a radius of approximately 500 miles around each distribution center. Shipments then reach individual stores with our company-owned trucks, thus enabling delivery of approximately 70% of in-store products and 60% of our fuel.

Casey's positive control over our value chain enables us to better serve customers in our core rural markets and achieve additional distribution efficiencies. Our advanced supply chain management system allows us to self-direct our order fulfillment and distribution logistics to achieve resiliency through our supply chain management processes.

Casey's sources all its fuel domestically from major petroleum suppliers. These fuel providers are in small towns across the Midwest, providing opportunities for Casey's trucks to increase the load-haul efficiency within our distribution network and capture incremental revenue by incorporating backhauls¹⁸ into their delivery logistics.

Key Advantages of the Casey's Self-Distribution Approach

- Efficient, cost-effective distribution
- Direct dealings with vendors
- Backhauling opportunities for fuel and groceries
- Decreased reliance on third parties
- Nimbleness during supply chain challenges

¹⁸ 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.




APPENDIX

IN THIS SECTION:

- [ESG Metrics Table](#)
- [SASB Index](#)
- [TCFD Index](#)
- [SDG Index](#)
- [Materiality Assessment Definitions](#)
- [Forward-Looking Statements](#)

ESG METRICS TABLE

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

Section	Metric	FY 2024	FY 2023	FY 2022
About Us	Retail and Distribution Footprint			
	Retail stores	2,658	2,521	2,452
	Distribution centers	3	3	3
Our Responsible Business Practices	Board of Directors¹⁹			
	Board charters		Casey's Governance Overview 	
	Total directors	11	12	11
	Average age	61	60	61
	Average tenure (years)	5	4.3	5.5
	Number of independent directors	10	11	10
	Percentage of independent directors	91%	92%	91%
	Number of women	5	5	5
	Percentage of women	45%	42%	45%
	Number of underrepresented minorities	4	3	3
	Percentage of underrepresented minorities	36%	25%	27%
	Business Ethics and Compliance			
	Code of Business Conduct and Ethics		Casey's Code of Business Conduct and Ethics 	
	Percentage of full- and part-time employees who signed the Code of Business Conduct and Ethics (onboarded/ongoing)	88%	91%	88%
	Number of internal audits or review of compliance policies and programs	1	1	1
Number of external audits or review of compliance policies and programs	1	0	0	
Casey's CARES Ethics Hotline		Casey's CARES Ethics Hotline 		

¹⁹ Board of Directors information, FY 2022 figures are as of July 2022, FY 2023 figures are as of July 2023 and FY 2024 figures are as of July 2024.

Section	Metric	FY 2024	FY 2023	FY 2022	
Our Responsible Business Practices	Reports to whistleblower hotline	42	60	72	
	Types of whistleblower reports	Risk or Food Safety: 26 Ethics and Compliance: 16	Risk or Food Safety: 25 Ethics and Compliance: 35	Risk or Food Safety: 33 Ethics and Compliance: 43	
	Government Affairs				
	Total political contributions (campaign and PAC)	Corporate: \$52,750 PAC: \$67,000	\$92,550	\$35,875	
	Total lobbying expenditures	\$263,650	\$217,025	\$213,000	
	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 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.			
	Percentage of qualifying team members who completed data security/privacy training	93%	97%	93%	
Number of pumps with Europay, Mastercard and Visa (EMV) compliance	8,814	6,436	4,112		
Percentage of pumps with EMV compliance	71%	58%	39%		
Our Team	Head Count				
	Total employees	45,359	43,272	42,739	
	Full-time employees	20,935	20,345	20,521	
	Part-time employees	24,424	22,927	22,218	
	Hourly employees	41,672	39,647	39,319	
	Average employee tenure (years)	2.3	1.9	2.2	
	Compensation				
	401(k) matching contribution	6%	6%	6%	
	Percentage of eligible employee population participating in 401(k)	15%	14%	15%	
	Percentage of employee population eligible to participate in 401(k)	78%	70%	Not disclosed	

Section	Metric	FY 2024	FY 2023	FY 2022
Our Team	Diversity²⁰			
	<i>Total employee diversity (%)</i>			
	Women	57%	54%	60%
	Racial/ethnic minorities	17%	16%	15%
	Veterans	1%	1%	1%
	<i>Employee age</i>			
	Ages 29 or younger	41%	42%	44%
	Ages 30–50	39%	38%	36%
	Ages 51 or older	20%	20%	20%
	<i>Gender diversity by employment hierarchy (% women)</i>			
	Senior Leadership Team ²¹	33%	33%	28%
	Extended Leadership Team ²²	23%	23%	28%
	Professional staff ²³	72%	72%	73%
	Hourly	58%	56%	57%
	<i>Racial/ethnic diversity by employment hierarchy (% diverse)</i>			
	Senior Leadership Team	50%	50%	57%
	Extended Leadership Team	15%	27%	28%
	Professional staff	15%	11%	10%
	Hourly	21%	16%	16%
	EEO-1 Data		Please see our website for current EEO-1 data	
Anti-discrimination Training Required for All Employees? (Yes/No)	Yes	Yes	Not reported	
Employee Completion of Anti-discrimination Training (%)	85%	92%	Not reported	

²⁰ All employee diversity information is self-identified.

²¹ Executive Officers.

²² Senior Vice Presidents and Vice Presidents.

²³ All team members with direct reports; supervisors through our CEO.

Section	Metric	FY 2024	FY 2023	FY 2022
Our Team	Talent Development			
	Average training hours per employee	46	43	4
	<i>Employee development programs</i>			
	Courses available	321	644	412
	Course hours available	4,376	588	200+
	Individual enrollments completed	732,157	916,417	1.5 million+
	Casey's Resource Groups	4	3	2
	Employee Safety			
Total number of required employee health and safety (EH&S) courses ²⁴	50	37	Not available	
Our Communities	Total philanthropic giving ²⁵	\$5.8 million	\$5.2 million	\$4.7 million
	Total cash donations	\$2.3 million	\$2.2 million	\$1.7 million
	In-kind donations	\$879,819	\$681,458	\$835,000
	Cash for Classrooms grant program	\$1 million	\$1 million (included in the \$5.2 million above)	\$1 million (included in the \$4.7 million above)
	Cash for Classrooms grants	60	79	89
	Total volunteer paid days granted per eligible employee	2	2	2
	Total employee volunteer hours ²⁶	478	392	349
Our Environmental Commitment	GHG Emissions (MTCO₂e)			
	Scope 1 emissions	CY 2024 emissions data to be reported in our 2025 Sustainability Report	(CY 2023) 92,286	(CY 2022) 92,466
	Scope 2 emissions (location-based)	" "	(CY 2023) 501,143	(CY 2022) 506,862
	Scope 2 emissions (market-based)	" "	(CY 2023) 568,848	(CY 2022) 518,623
	Total Scope 1 and 2 emissions (location-based)	" "	(CY 2023) 593,429	(CY 2022) 599,328
Total Scope 1 and 2 emissions (market-based)	" "	(CY 2023) 661,134	(CY 2022) 611,089	

²⁴ Required EH&S training varies by role.

²⁵ Including funds from our guests, partners and team members.

²⁶ Total volunteer hours during paid time.

Section	Metric	FY 2024	FY 2023	FY 2022	
Our Environmental Commitment	Scope 3 emissions				
	Category 1: Purchased goods and services	“ ”	(CY 2023) 5,281,789	Not calculated for CY 2022	
	Category 3: Fuel and energy-related activities	“ ”	(CY 2023) 111,335	Not calculated for CY 2022	
	Category 6: Business travel	“ ”	(CY 2023) 742	Not calculated for CY 2022	
	Category 11: Use of sold products	“ ”	(CY 2023) 22,374,977	Not calculated for CY 2022	
	Total Scope 3 emissions	“ ”	(CY 2023) 27,768,842	Not calculated for CY 2022	
	Fleet Metrics				
	Grocery fleet trucks		252	242	200
	Grocery fleet drivers		254	227	220
	Fuel fleet trucks		196	193	160
	Fuel fleet drivers		340	276	250
	Fuel Operations				
	Number of stores selling renewable fuel products (% of total stores):				
	87E		2,652 (100%)	2,516 (100%)	2,428 (99%)
	E-15		594 (23%)	445 (18%)	403 (17%)
	E-85		424 (16%)	416 (17%)	400 (16%)
	Biodiesel		1,143 (43%)	1,087 (43%)	1,047 (43%)
	Percentage of fuel stations offering liquid gas (LPG/CNG)		0	0	0
	Electric Vehicle (EV) Charging Stations				
	Casey’s EV charging locations			EV Charging Stations	
Total EV charging stations		170 chargers	138 chargers	114 chargers	
Stores with EV charging stations		37 locations	29 locations	26 locations	

SASB INDEX

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

Food Retailers & Distributors

Topic	Accounting Metric	SASB Code	FY 2024	FY 2023	FY 2022
Fleet Fuel Management	Fleet fuel consumed, percentage renewable	FB-FR-110a.1	6,130,075 gallons, less than 1% (biodiesel only) ²⁷	5,635,855 gallons, <1% (biodiesel only) ²⁷	5,460,626 gallons, 1.1% (biodiesel only) ²⁷
Air Emissions from Refrigeration	Gross global Scope 1 emissions from refrigerants	FB-FR-110b.1	CY 2024 emissions data to be reported in our 2025 Sustainability Report	(CY 2023) 12,215 MTCO ₂ e	(CY 2022) 15,064 MTCO ₂ e
	Percentage of refrigerants consumed with zero ozone-depleting potential	FB-FR-110b.2	Not available. See Facilities Management for more information on our efforts to utilize more efficient and environmentally friendly refrigeration systems.		
	Average refrigerant emissions rate	FB-FR-110b.3	Not available	Not available	Not available
Energy Management	(1) Operational energy consumed, (2) percentage grid electricity and (3) percentage renewable	FB-FR-130a.1	CY 2024 energy data to be reported in our 2025 Sustainability Report	(CY 2023): (1) 1,219,817 MWh (2) 85.4% (3) .05% ²⁸	(CY 2022): (1) 1,136,050 MWh (2) 86.8% (3) 0.05% ²⁸
Food Waste Management	Amount of food waste generated and percentage diverted from the waste stream	FB-FR-150a.1	Not available. See Waste and Water for more information on our approach to managing waste from our operations.		
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII) and (3) number of customers affected	FB-FR-230a.1	(1) 0 (2) 0 (3) 0	(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 .		

²⁷ In addition to biodiesel, a significant portion of the Casey's fleet also utilizes high-ethanol gasoline blends and other forms of more renewable fuels.

²⁸ Does not reflect renewable energy purchases by those Casey's stores participating in solar gardens.

Food Retailers & Distributors

Topic	Accounting Metric	SASB Code	FY 2024	FY 2023	FY 2022
Food Safety	High-risk food safety violation rate	FB-FR-250a.1	Average critical safety violations per store inspection: 0.67 ²⁹	Average critical safety violations per store audit: 0.70 ²⁹	Average critical safety violations per store audit: 0.99 ²⁹
	(1) Number of recalls, (2) number of units recalled and (3) percentage of units recalled that are private-label products	FB-FR-250a.2	1) 2 2) 54,681 ³⁰ 3) 0	(1) 2 (2) 28,741 ³¹ (3) 0	(1) 7 (2) 23,272 ³¹ (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
Product Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes	FB-FR-260a.1	Not available. See Nutrition and Labeling for more information on our efforts to expand our portfolio of fresh food and beverage items.		
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	FB-FR-260a.2	See Nutrition and Labeling .		
Product Labeling & Marketing	Number of incidents of noncompliance with industry or regulatory labeling and/or marketing codes	FB-FR-270a.1	See Nutrition and Labeling for more information about improving the nutritional and other information included on our packaging.		
	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	FB-FR-270a.2	0	0	0
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	FB-FR-270a.3	Not available	Not available	Not available

²⁹ Based on aggregated third-party data.

³⁰ The number of units represents the total units for disposals at both store level and distribution centers for one recall; the other recall was done by the supplier (DSD product pulled and replaced) and the total impacted units was not captured. These numbers represent recalls only and do not contemplate product withdrawals initiated by suppliers.

³¹ The number of units represents the total units for disposals both at the store level and at distribution centers. These numbers represent recalls only and do not include product withdrawals initiated by suppliers.

Food Retailers & Distributors

Topic	Accounting Metric	SASB Code	FY 2024	FY 2023	FY 2022
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) \$14.73 2) 88% earned greater than minimum wage	(1) \$14.91 (2) 89% earned greater than minimum wage	1) \$13.58 (2) 92% earned greater than minimum wage
	Percentage of active workforce covered under collective bargaining agreements	FB-FR-310a.2	0	0	0
	(1) Number of work stoppages and (2) total days idle	FB-FR-310a.3	(1) 0 (2) 0	(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) \$250,000	(1) 0 (2) \$578,200	(1) 0 (2) \$488,605
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	Not available. See Supply Chain Management for more information on our sourcing policies and programs.		
	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	See Supply Chain Management for more information on our cage-free egg commitment.		
	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	FB-FR-430a.3	See Supply Chain Management .		
	Discussion of strategies to reduce the environmental impact of packaging	FB-FR-430a.4	See Waste and Water .		

Oil & Gas — Refining & Marketing

Topic	Accounting Metric	SASB Code	FY 2024	FY 2023	FY 2022
Hazardous Materials Management	(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) 8,484 (2) 1 (3) 99%	(1) 7,851 (2) 0 (3) 100%	(1) 7,348 (2) 1 (3) 100%
	(1) Total recordable incident rate, (2) fatality rate, and (3) near-miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees	EM-RM-320a.1	(1) 2.5 (2) 0 (3) We do not track NMFR at this time.	(1) 4.7 (2) 0 (3) We do not track NMFR at this time.	(1) 6.6 (2) 0 (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 □ .
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	0

TCFD INDEX


Governance

a. Describe the board's oversight of climate-related risks and opportunities.

The Casey's Board, through its standing committees, in collaboration with our senior management team (SLT), has primary oversight of our approach to managing climate-related risks and opportunities.

The Board also extends its oversight of certain material ESG topics to other Board committees when aligned with their responsibilities. All committees report to the full Board as to each committee's activities and matters discussed and reviewed at the committee meetings.

In accordance with its charter, the Nominating and Corporate Governance (NCG) Committee has primary oversight of our ESG strategy, initiatives and reporting. The NCG Committee maintains a focus on ESG issues as they relate to our business and industry and reviews our progress on strategic ESG initiatives on a quarterly basis. In addition, our Audit Committee oversees enterprise risk management (ERM). This includes processes that assess the materiality of climate risk relative to other business risks.

For more on governance of our most important ESG topics, see the [ESG Oversight](#)  section of this report.

b. Describe management's role in assessing and managing climate-related risks and opportunities.

The Casey's Director of Enterprise Risk Management, who reports to the Chief Legal Officer, monitors ongoing enterprise risks and evaluates emerging risks to the company. As part of their risk oversight responsibilities, the ERM Director regularly presents to the company's SLT and Board. Areas of focus for risk include ESG-related risks (see below).

In addition, our ESG Committee plays a key role in championing our overall sustainability strategy and priorities. The ESG Committee is directed by legal and investor relations leaders and is composed of cross-functional subject-matter experts who meet quarterly to develop and drive the implementation of enterprise-wide sustainability efforts, including climate-related initiatives, such as energy-efficiency programs, and leadership accountability around progress.

Strategy

a. Describe the climate-related risks & opportunities the organization has identified over the short, medium, and long term.

We have identified several climate-related physical and transition risks that could have a substantial impact on our business:

Risk Type: Transition

Time Frame: Medium to Long

Description: Developments related to fuel efficiency, fuel conservation practices, climate change and changing consumer preferences may decrease the demand for motor fuel.

Technological advances and consumer behavior in reducing fuel use, governmental mandates to improve fuel efficiency, and consumer desire or regulations to lower carbon emissions could lessen the demand for our largest revenue product, petroleum-based motor fuel, which may have a material adverse effect on our business, financial condition and results of operation.

Changes in our climate, including the effects of carbon emissions on the environment, may lessen demand for fuel or lead to additional government regulation. In addition, a shift toward electric, hydrogen, natural gas or other alternative fuel-powered vehicles, including driverless motor vehicles, could fundamentally change the shopping and driving habits of our guests or lead to new forms of fueling destinations or new competitive pressures. Any of these outcomes could potentially result in fewer guest visits to our stores, decreases in sales revenue across all categories or lower profit margins, which could have a material adverse effect on our business, financial condition and results of operations.

Risk Type: Physical

Time Frame: Long

Description: Unfavorable weather conditions can adversely affect our business.

Most of our stores are in the Midwest region of the U.S., which is susceptible to tornadoes, thunderstorms, extended periods of rain, unseasonably cold temperatures, flooding, ice storms and heavy snow. Inclement weather conditions could damage our facilities or have a significant impact on consumer behavior, travel and convenience store traffic patterns as well as our ability to operate our locations. In addition, we typically generate higher revenues and gross margins during warmer weather months, which fall within our first and second fiscal quarters. When weather conditions are not favorable during a particular period, our operating results and cash flow from operations could be adversely affected.

Risk Type: Physical

Time Frame: Short

Description: A significant disruption to our distribution network, to the capacity of the distribution centers or to our timely receipt of inventory could adversely impact our sales or increase our transaction costs, which could have a material adverse effect on our business.

Our facilities and stores depend on regular deliveries of products from third parties that meet our specifications. In addition, we may have a single supplier or limited number of suppliers for certain products. While we believe there are adequate reserve quantities and alternative suppliers available, shortages or interruptions in the receipt or supply of products caused by unanticipated or changing demand, such as inclement weather, could adversely affect the availability, quality and cost of products and, thus, our operating results.

...

We believe we have established sufficient oversight and mitigation efforts to manage these risks to the extent they are under our control. Please see our current [Form 10K](#) for more information on these risks as well as the [Enterprise Risk Management](#), [Business Continuity](#) and [Renewable Fuels and Electric Vehicles Support](#) sections of this report for more information.

b. Describe the impact of climate-related risks and opportunities on businesses, strategy, and financial planning.

All key risks, including those that are climate related, are considered as part of our annual strategic review process to ensure that we have the right processes and resources in place to manage their impacts on our strategic objectives.

c. Describe the resilience of the strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

To date, Casey's has not incorporated a formal climate-related scenario analysis, including a 2°C or lower scenario, into its process for managing climate-related risks and opportunities. Casey's tests its disaster recovery program on an annual basis against acute weather or other natural disaster scenarios. These scenario-based tests assist management in our preparation to maintain day-to-day operations during a time of operational stress.

Risk Management

<p>a. Describe the organization's processes for identifying and assessing climate-related risks.</p>	<p>Climate-related risks are identified by management through our ERM process, with input also coming from our ESG Committee as well as external consultants who assist with our ESG management and disclosure.</p> <p>Through ERM, we consider risks across short- (1–3 years), medium- (4–10 years) and long-term (10+ years) time horizons.</p> <p>Please see the Risk Management section of this report for additional information on our ERM process.</p>
<p>b. Describe the organization's processes for managing climate-related risks.</p>	<p>As part of our ERM process, each key risk is assigned a management-level owner who has primary responsibility for understanding its likelihood and potential impact on our business and ensuring adequate controls (policies, programs and initiatives) are in place to address and mitigate the risk to the extent possible.</p> <p>With respect to climate-related transition risks that could impact the demand for motor fuel, Casey's continues to explore opportunities to diversify our products and services to support the transition to fossil fuel alternatives. See the Renewable Fuels and Electric Vehicle Support section of this report for more information. We are also working to reduce our own operational GHG emissions through improved energy management at our stores and other facilities. See the Our Energy and Greenhouse Gas Assessment and Facilities Management sections of this report for more information on these initiatives.</p> <p>Physical risks linked to adverse or weather conditions that may be caused or exacerbated by climate change, and may impact our properties and supply chain, are handled primarily through our disaster recovery business continuity plans managed by the ERM team and the individual business units. See the Business Continuity section of this report for more information.</p>
<p>c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>See above.</p>






Metrics & Targets

<p>a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p>	<p>In 2022, we began to calculate our Scope 1 and 2 GHG emissions. In 2023, we expanded our carbon assessment to determine the Scope 3 emissions categories most relevant to our operations.</p> <p>Our GHG emissions are used to help inform our analysis of climate-related risks and opportunities, including progress on associated initiatives, such as energy- and refrigerant-efficiency practices at our stores and other properties.</p>
<p>b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions & the related risks.</p>	<p>Please see Our Energy and Greenhouse Gas Assessment for our Scope 1, 2 and certain Scope 3 emissions.</p>
<p>c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>Casey's has not established any energy or related GHG emissions reduction targets at this time. We are currently working to understand the process for setting targets relevant to our business and endeavor to report our progress with respect to this analysis in future sustainability reporting.</p>

SDG INDEX

The 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. On this page, we have identified the SDGs on which we believe Casey's can have the greatest influence and impact through our business strategy, products and services.

Goal	Alignment with Casey's	Report Section
	<p>Casey's provides hunger relief to millions of Americans through the rural footprint of our stores, where Casey's is, at times, the only business with food near our guests, as well as through the millions of meals we've distributed via our partnership with Feeding America and local food banks. [Targets 2.1, 2.2]</p>	<p>Our Communities □</p>
	<p>Through Casey's college and high school internship programs and our partnership with Starts Right Here, we have aligned our Casey's CARES initiative with the goal to ensure inclusive and equitable quality education and to promote lifelong learning opportunities for all. [Targets 4.3, 4.4, 4.5]</p>	<p>Living Casey's CARES □</p>
	<p>We are committed to continuing to measure our emissions, and as one of the largest convenience store operators in the U.S., we are also committed to expanding our electric vehicle charging network and offering more sustainable fuel blends. [Targets 7.1, 7.2, 7.3]</p>	<p>Our Environmental Commitment □</p>
	<p>The three-year Team Member Value Proposition strategy we launched in FY 2024 aligns with the aim to promote sustained, inclusive and sustainable economic growth; full and productive employment; and decent work for all. [Targets 8.2, 8.5, 8.8]</p>	<p>Our Team □</p>
	<p>Casey's has a unique ability to serve our communities and have an impact on making them inclusive, safe, resilient and sustainable. We are proud to support our communities through volunteer efforts and financial contributions. [Targets 11.1, 11.3, 11.7]</p>	<p>Our Communities □</p>

MATERIALITY ASSESSMENT DEFINITIONS

The following table lists the definitions of the key ESG factors that surfaced through our Materiality Assessment completed during FY 2022. Please see [Our Sustainability Approach](#) for more information regarding this assessment and how Casey's is incorporating these factors into its approach to sustainability.

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 to ensure oversight and management of ESG 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 agreeing 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.
	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; for example, with electrification, alternative fuels and transportation logistics technologies.
	Energy Management and Ecological Impacts	Measuring and minimizing the usage and impacts from energy consumption whenever 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 whenever 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 whenever 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 whenever 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.

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.



2024 SUSTAINABILITY REPORT

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