

MEASURED & MEANINGFUL

2026 SUSTAINABILITY REPORT





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INTRODUCTION

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Message from our Board Chair, President and CEO

In the seven years that I've had the honor of leading Casey's, our team has advanced our strategy through unpredictable times. We have thrived because regardless of what happens outside our company doors, we remain true to our values, Casey's CARES: Commitment, Authenticity, Respect, Evolving and Service.

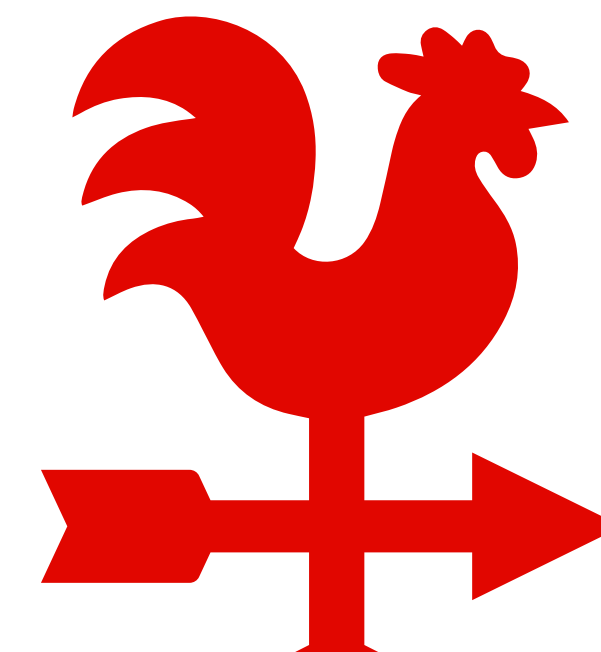
Our 2026 Sustainability Report, *Measured & Meaningful*, illustrates our values in action. We solve challenges through thoughtful intention. We work together to find the best solutions for our guests, our business and the communities where we live and work.

And we make our work meaningful. For our communities, we continue to expand our giving programs. In FY 2026, we awarded over \$1.3 million in grants to 100 schools through our Cash for Classrooms program. We also amplified our efforts to feed the hungry, support U.S. military veterans and bring new, engaging programs to local 4-H chapters.

At Casey's, our actions are thoughtful, deliberate and inspired by our purpose to make life better for our communities and guests everyday. We are excited to keep building into the future, guided by our values.

Thank you,

Darren Rebelez
Board Chair, President and CEO



Our actions are thoughtful, deliberate and inspired by our everyday goal to serve our guests with unexpected goodness.



About Casey's

Headquartered in Ankeny, Iowa, Casey's operates over 2,900 convenience stores in 19 states. We offer self-service fuel, including biofuels, a wide selection of grocery items and an array of freshly prepared food items. Among the most popular of Casey's prepared foods are our handmade pizzas, donuts and sandwiches.

We operate three company distribution centers, in Ankeny, Iowa; Terre Haute, Indiana; and Joplin, Missouri. Casey's self-distribution model enables us to deliver approximately 70% of our in-store products and 60% of the fuel sold at our stores.

We opened our first store in 1968 in Boone, Iowa. In the years following, we found success by expanding to other small towns across Iowa. Today, about two-thirds of Casey's stores are still found in locations with 20,000 or fewer residents. Casey's has a strong balance sheet and owns nearly all of our assets, which allows us to consistently take advantage of growth opportunities.

Casey's employs approximately 50,000 team members. We facilitate approximately 800 million guest transactions every year, often with guests who visit our stores multiple times per week.

CASEY'S GROWS THROUGH MEASURED & MEANINGFUL ACTIONS

TOTAL ENTERPRISE VALUE

~\$32.0B

3rd

largest convenience store chain
in the United States¹

4th

in liquor licenses among
U.S. retailers²

5th

largest pizza chain in the
United States³

CONVENIENCE STORES
OPERATING IN 19 STATES

2,900+

GUEST TRANSACTIONS PER YEAR

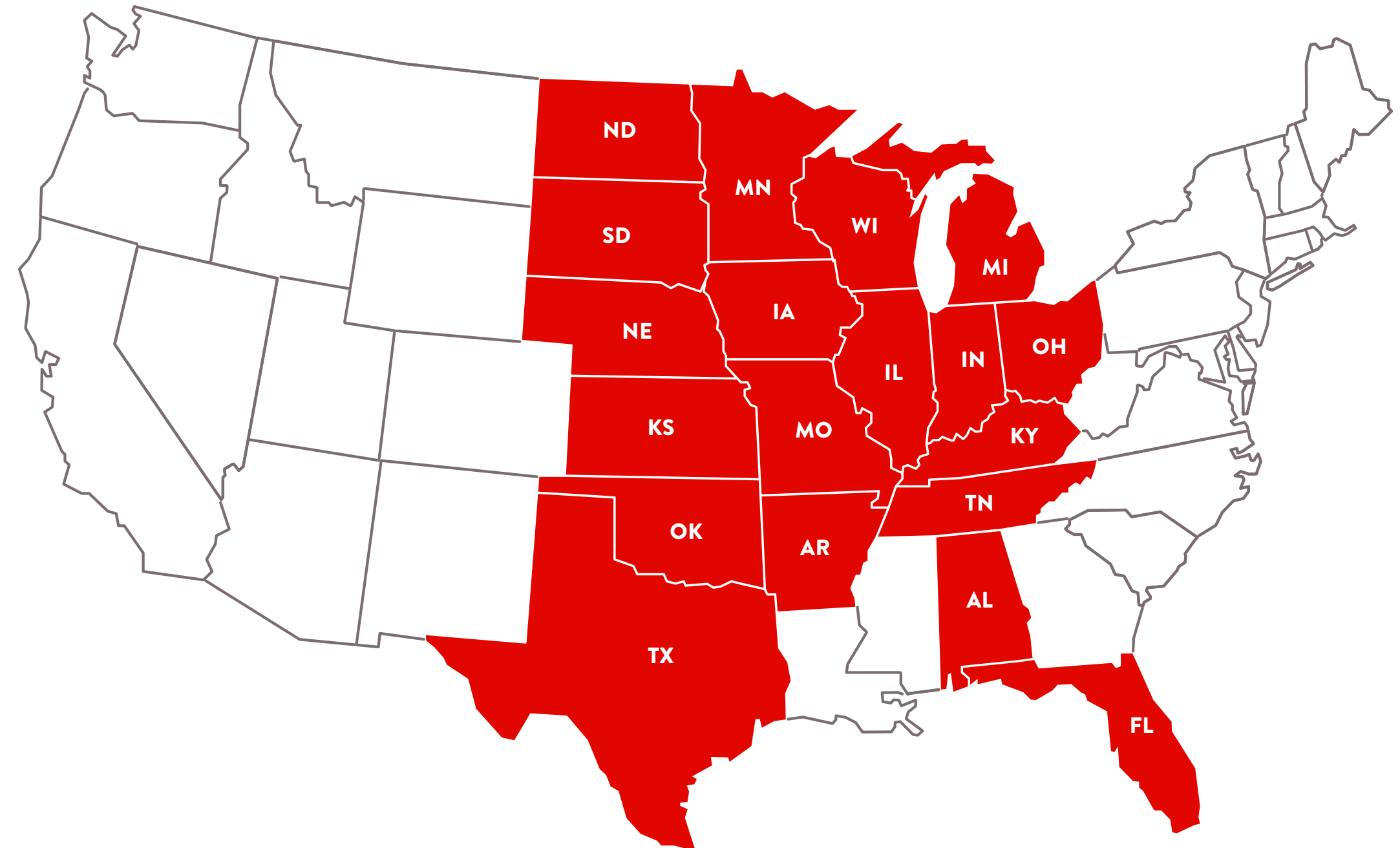
~800M

TOTAL TEAM MEMBERS

~50,000

NASDAQ TICKER SYMBOL

CASY



¹ By number of stores in the U.S., source: Convenience Store News & Petroleum Top 202 Convenience Stores 2025
² ~1,500 liquor license locations ranks Casey's 4th behind CVS, Walmart and Walgreens, source: TDLinx from Nielsen IQ
³ Fifth-largest pizza chain business by number of kitchens in United States, source: Placer.ai
Note: Market data, number of locations, transactions, team members as of April 30, 2026



Our Business Strategy

Casey's is in the first year of our new three-year strategic plan, covering fiscal years (FYs) 2027-2029. We are succeeding in our goals to drive store growth, increase our fresh food business and continually find ways to operate with greater efficiency. We accomplish these goals while upholding our core values and caring for our team members and the communities where we operate. Learn more about our strategic plan by visiting [Casey's Investor Relations](#).

FY 2027–2029 STRATEGIC PLAN		
Deliver Top Quintile EBITDA ⁴ Growth CAGR ⁵ of 8–10%		
The Guest		
Accelerate Food and Beverage	Grow the Number of Units	Enhance Operational Efficiency
Scalable Foundation		
Team Member Value Proposition		

Note: Growth rates represent forward-looking next three years of growth calendarized to the end of Casey's FY of April 30.
⁴ FN - EBITDA is a non-GAAP measure which we define as net income before net interest expense, depreciation and amortization, and income taxes. For the FY27-FY29 three-year strategic plan: Top quintile defined as all S&P 500 and 400 retail and restaurant, excluding retail REIT, constituents, who have grown EBITDA 8% (CAGR) or greater over a 1-year, 5-year, and 10-year period as of calendar year end 2025. Source S&P Global Capital IQ.
⁵ CAGR means compound annual growth rate.

Casey's CARES

Casey's purpose is to make life better for communities and guests every day. We achieve our company purpose by adhering to our values, as expressed through Casey's CARES. Our values guide and unite 50,000 team members — from new hires to tenured leaders — who work here every day.

Casey's

CARES

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.



About This Report

This report covers our progress in the management of certain sustainability risks and opportunities during FY 2026, reflecting data from May 1, 2025 through April 30, 2026, or when noted, during calendar year (CY) 2025, reflecting data from January 1, 2025 through December 31, 2025. In some instances, content and associated metrics may also cover updates and activities that occurred outside these periods and 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 related to the Food Retailers and Distributors industry, along with relevant topics from the Oil and Gas–Refining and Marketing industry. To provide additional insight into our approach to managing climate-related risks and opportunities, we also included our alignment with the recommended disclosures of the Task Force on Climate-Related Financial Disclosures (TCFD) framework in this year's report. Finally, we also defined three United Nations Sustainable Development Goals (SDGs) that most relate to our business and reflect areas in which we feel we can have an impact.

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 other references for convenience. Casey's 2026 Sustainability Report marks the sixth consecutive year in which we have published a report of this kind.



Our Sustainability Approach

The title of this report, Measured & Meaningful, encapsulates how Casey's addresses our impact on people and places. We are deliberate in our decisions, as we measure, evaluate and study potential outcomes. We work to equip team members, including senior leadership, with the information they need to effectively determine the optimal solution in every situation.

We are meaningful in our actions, as we advance initiatives that improve sustainability — and our company's performance. In fact, often these two results are intertwined. We also strive to establish meaningful connections among our team members, with our guests and local communities and among one another.

OUR ENVIRONMENTAL IMPACT



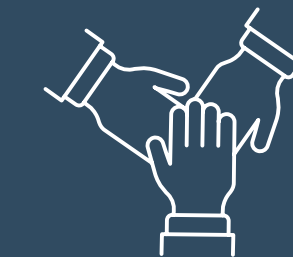
Our data-driven decision making leads us to greater efficiency across our stores, operations and transport fleet.

OUR TEAM



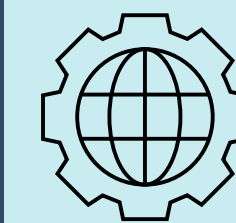
We work to provide a welcoming workplace, where team members feel supported and excited to grow their careers at Casey's.

OUR COMMUNITIES



We help our neighbors across Casey's Country through local engagement programs and charitable donations.

OUR RESPONSIBLE BUSINESS PRACTICES



We are committed to corporate governance based in rigorous ethical standards, transparency and integrity.



FY 2026 Materiality Assessment Refresh

In FY 2026, Casey's refreshed our sustainability materiality assessment, initially conducted in FY 2022, with a third-party sustainability expert. In keeping with our commitment to continually evaluate the best path forward, our goal was to better understand the sustainability topics most relevant to our stakeholders. As part of the refresh, Casey's saw an increase in internal engagement compared to 2022. Out of 24 sustainability topics, 11 were named as the most material.

The refreshed assessment highlighted increased materiality across several sustainability topics including Team Member Training, Development and Engagement; Community Engagement; Energy Efficiency; and Shrink, Food Loss and Waste. The results of our FY 2026 assessment will help guide our sustainability strategy. Please see the [Appendix](#) for the definition of each of the 24 topics, including the 11 most material topics highlighted, as determined in the 2026 Materiality assessment.

Sustainability Oversight

Our Board of Directors (Board), as a whole and through its committees, works closely with our management team to oversee our sustainability initiatives and reporting. The Nominating and Corporate Governance (NCG) Committee has primary responsibility for overseeing Casey's sustainability strategy, initiatives and reporting in accordance with its charter.

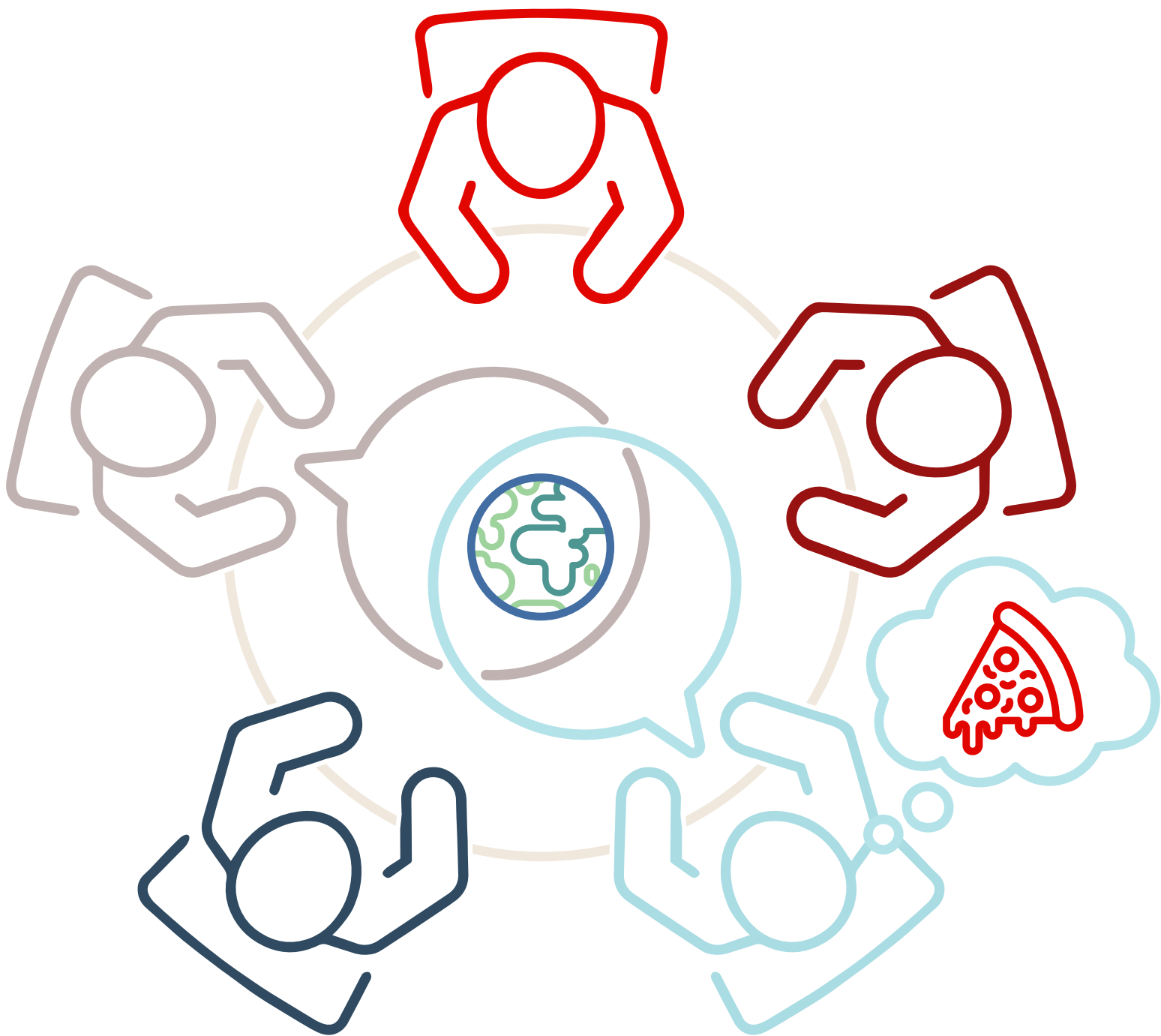
At a management level, our Sustainability Committee plays a key role in governing our overall sustainability strategy, efforts and disclosures. The Sustainability Committee is composed of cross-functional subject-matter experts who develop and drive our enterprise-wide sustainability initiatives. The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

BOARD OVERSIGHT
BOARD OF DIRECTORS
BOARD COMMITTEES
Nominating and Corporate Governance Committee – Corporate sustainability strategy, initiatives and reporting
Compensation and Human Capital Committee – Talent development and the retention of key team members
Audit Committee – Risk management, including food safety, cybersecurity and technology risks
MANAGEMENT RESPONSIBILITIES
Sustainability Committee – Overall sustainability strategy and priorities
Data Privacy Council – Supports the oversight of our compliance with federal and state privacy laws
Incident Response Governance Team – Assessment, investigation and response to any material cybersecurity event
Crisis Management Team – Business continuity and disaster response



Stakeholder Engagement

Our guests, community partners, team members and shareholders all contribute to the many opportunities we see for the future of Casey's. We engage with stakeholders to discuss our social and environmental initiatives. Our approach includes a mix of open dialogue and transparent disclosure. We listen and learn from our stakeholders and use their input to shape 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	• Face-to-face interactions within stores • In-store marketing • Community engagement • Guest surveys • Casey's Rewards	• Guest service and feedback • Food and product safety • Sustainable packaging • Healthy and nutritious food options • Product needs and preferences	• Monthly satisfaction scores to gain insights into guest retention and improvement opportunities • Food safety and quality assurance standards, training and processes
COMMUNITY PARTNERS	• Community partnerships and volunteerism • Philanthropic donations • Initiatives to combat hunger	• Charitable giving to support first responders, veterans and their families, education, food and local community needs • Economic opportunity • Employment and labor practices • Safety and preparedness	• Local community support for education, community servants, hunger relief and other areas of need
TEAM MEMBERS	• 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 • Field Leader Training Programs and Frontline Advisory Board	• Competitive wages and benefits • Workplace health and safety • Business continuity and disaster preparedness • Training and development • Diverse and inclusive workforce • Community impact and volunteering	• 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 with action plans
INVESTORS	• Quarterly earnings calls • Emails, calls and in-person meetings • Participation in conferences and non-deal road shows • Annual shareholders' meeting	• Financial performance • Board composition and governance • Sustainability strategy • Three-year strategic plan	• 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	• Direct engagement with government officials • Indirect advocacy through coalitions and trade groups • Written or verbal communication or in-person meetings	• Environmental matters • Regulations and policy issues • Food security and community concerns • Taxes • Employment and labor	• Ongoing engagement with government agencies to stay informed on laws and regulations relevant to our business



Our Guest Experience

Casey's keeps our guests at the center of everything we do. From experimenting with new pizza recipes to planning inventory to ensure stores are stocked with local favorites — and much more — we work to create a guest experience of unexpected goodness.

We are proud to see the results of our actions. In FY 2026, our guests gave Casey's an Overall Satisfaction (OSAT) score of 75%, marking an increase in satisfaction year over year.

Casey's Rewards

Our loyalty program, Casey's Rewards, continues to attract new members. As of FY 2026, over 10 million people have joined Casey's Rewards, marking nearly 16% growth in the program year over year. Plus, Casey's Rewards members complete over 40% of our transactions annually.

Casey's
REWARDS

10M+
REWARDS
MEMBERS

Guest Safety

The safety of Casey's team members and guests is our number one priority without exception. We continually evaluate and enhance our safety plans, including revising and updating training to help team members stay calm and respond appropriately to situations such as shoplifting, robbery, burglary and potential active assailant events. Each situation has a precise definition and response protocol to keep everyone out of harm's way.





Food Safety and Quality Assurance

In Casey's 2026 materiality assessment, our stakeholders confirmed what we have long held true for our business: food safety is of utmost importance — without compromise.

We strive to uphold stringent food policies and practices every single day, in every aspect of our food business. This includes sourcing and receiving ingredients and products, transportation through our distribution centers and with our transportation fleet, kitchen preparation and final delivery to our guests. In the process, we also confirm quality assurance, comply with regulations, train employees, oversee third-party auditors and manage food recall and withdrawal events in food safety.

Casey's Food Safety and Quality Assurance (FSQA) department is responsible for this critical work across our business. To address these topics and stay on the leading edge of the dynamic food industry, our teams work across three pillars within FSQA: Supply Chain, Distribution and Transportation, and Retail.

Informative Labeling

Casey's communicates with our guests through informative product labeling. We are committed to providing labels with the information they need to make the best choices related to nutrition, recycling options or other product attributes.

Our FSQA department regularly reviews the nutrition labels in Casey's private brands portfolio and the packaged items from our prepared food program. For each new food product coming into Casey's system, we verify claims printed on the label, including information about allergens, ingredients and nutrition.

THREE PILLARS OF FOOD SAFETY AND QUALITY ASSURANCE

SUPPLY CHAIN

The FSQA Supply Chain team manages food safety and quality for all products and packaging sold at Casey's stores. The team confirms that supplier facilities meet our standards. They also verify that suppliers comply with applicable federal, state and local regulations for food and food packaging, manufacturing and storage.

In FY 2026

Casey's continued to evolve supplier oversight, as we added new food safety and quality tests for supplier compliance. We also increased in-person audits of supplier facilities.



TRANSPORTATION & DISTRIBUTION

FSQA team members at Casey's three distribution centers oversee activities to ensure food safety and regulatory compliance with Casey's transportation fleet and distribution centers.

In FY 2026

Casey's completed third-party audits of our distribution centers, as well as updated the food safety plan at each distribution center.



RETAIL

The FSQA Retail Team supports our Learning and Development (L&D) department in developing food safety training for store team members. They also work with store teams, as needed, in response to health department interactions or inquiries.

In FY 2026

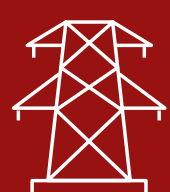
We finalized the integration of all the stores from our 2024 CEFCO acquisition into Casey's retail food safety programs.



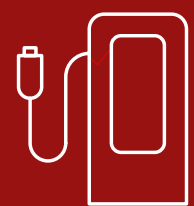


2026 Highlights

Our Environmental Impact



Conducted extensive audit of utilities and energy efficiency, ranging from individual stores to long-term corporate strategy



Launched partnership with IONNA to offer drivers fast, reliable electric vehicle charging stations



Recycled nearly 51,000 gallons of fuel and 788,000 gallons of water through environmental drum program with vendor partner



Employed inventory forecasting tools to reduce product and kitchen waste across store footprint

Our Team



Promoted Prosper Wise, a free financial planning tool, to all team members and their immediate families



We expanded manager training from 105 to 240 hours, giving leaders more time to build skills, strengthen relationships and succeed faster.



We hired interns from nine different colleges across fourteen majors.



Helped team members in times of distress through more than \$230,000 in donations to the Team Member Support Fund

Our Communities



Donated over \$8 million to local causes in the communities where we live and work



Increased Cash for Classroom campaign with Coca-Cola partnership, raising over \$1.3 million in FY 2026, bringing total contributions to over \$6.2 million since 2020



Expanded partnership with 4-H chapters through 10-day round up campaign, raising over \$440,000



Continued to grow our support for youth and education, hunger relief and community servants, including veterans and emergency first responders

MSCI ESG RATINGS



CCC	B	BB	BBB	A	AA	AAA
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RATING ACTION DATE: March 26, 2025

LAST REPORT UPDATE: December 08, 2025

In 2025, Casey's earned a triple-A ("AAA") rating from MSCI, a leading provider of corporate analysis tools. MSCI's rating system is designed to measure companies' resilience to financially relevant, industry-specific sustainability risks and opportunities.

Our AAA rating designates Casey's as an industry leader in managing the most significant sustainability risks and opportunities.



2026 Awards & Recognition



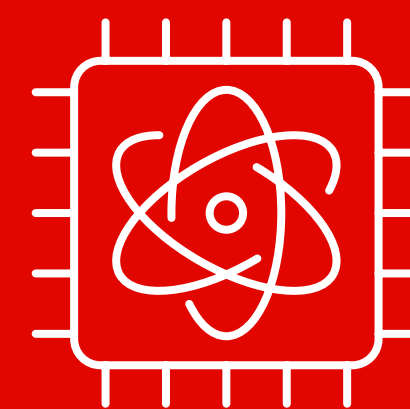
**2026 AMERICA'S BEST
CUSTOMER SERVICE**

USA TODAY



**2025 CSO AWARD FOR
IDENTITY LIFECYCLE
AUTOMATION (ILA)
INITIATIVE**

CSO



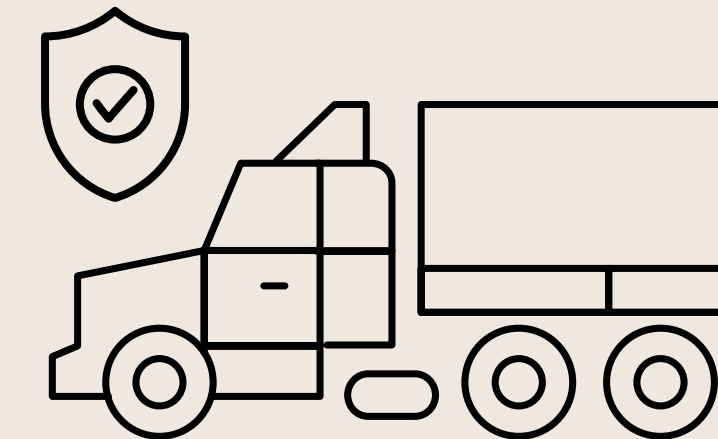
**2025 CIO 100 AWARD
FOR INNOVATIVE EDGE
COMPUTE INITIATIVE**

CIO 100



**2025 ASSET
PROTECTION/LOSS
PREVENTION TEAM
OF THE YEAR**

THE HALL



**2025 NATIONAL TANK
TRUCK CARRIERS
GRAND SAFETY AWARD**

NTTC



**2025 SALUTE TO
EXCELLENCE AWARD**

PLMA



**2026 BEST PLACES TO
WORK IN IT**

COMPUTERWORLD



**LIVE UNITED
CHAMPION AWARD**

UNITED WAY



**2025 WORLD'S MOST
TRUSTWORTHY
COMPANIES**

NEWSWEEK/STATISTA



**2025 AMERICA'S BEST
LOYALTY PROGRAMS**

NEWSWEEK/STATISTA



**AMERICA'S GREATEST
WORKPLACES FOR
CULTURE, BELONGING
& COMMUNITY**

NEWSWEEK/PLANT A INSIGHTS



ENVIRONMENTAL IMPACT

Casey's tracks greenhouse gas (GHG) emissions and other environmental metrics. We also increasingly employ technology to find efficiencies across our business, from inventory forecasting to delivery truck routing. As we advance sustainability initiatives, we keep our guests in mind and work to exceed their expectations.

IN THIS SECTION:

[2026 Update: Our Energy and GHG Strategy](#)

[Expanding Accessibility to Renewable Fuels and EV Charging](#)

[Facilities Management](#)

[Addressing Waste](#)

[Fleet and Distribution Management](#)

[Sustainability in Casey's Merchandise](#)



2026 Update: Our Energy & GHG Strategy

Casey's calculates Scope 1, 2 and 3 GHG emissions in alignment with the GHG Protocol. Our Scope 1, or direct, emissions include fuel consumed by our fleet, fuels combusted at our facilities and fugitive refrigerant emissions. Our Scope 2, or indirect, emissions include purchased electricity for our stores, offices and distribution centers.

Our primary Scope 3 emissions are from Scope 3 Category 11, Use of Sold Products, which captures GHG emissions related to the combustion of our sold fuel. Another key area of our emissions is Scope 3 Category 1, Purchased Goods and Services, which refers to the embodied emissions of products and services that are sold in our stores and used to help operate our business. These two Scope 3 categories account for roughly 99% of Casey's total GHG footprint. In addition to these two categories, Casey's has also calculated Scope 3 GHG emissions from other areas of the Casey's supply chain — see the Scope 3 emissions table for full details.

Casey's partners with a third-party consultant to better understand the data, methodology and emissions calculations for all evaluated GHG categories. The resulting emissions data is used to inform our larger GHG emissions reduction strategy and decarbonization opportunities, as discussed further below.

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

OUR SCOPE 1 AND 2 GHG EMISSIONS ⁶ (MTCO ₂ e) ⁷			
	CY 2025	CY 2024	CY 2023
SCOPE 1 EMISSIONS	141,218	104,833	92,286
SCOPE 2 EMISSIONS (LOCATION-BASED) ⁸	467,385	486,518	501,143
SCOPE 2 EMISSIONS (MARKET-BASED)	498,671	470,143	568,848
TOTAL SCOPE 1 AND 2 EMISSIONS (LOCATION-BASED)	608,603	591,351	593,429
TOTAL SCOPE 1 AND 2 EMISSIONS (MARKET-BASED)	639,888	574,976	661,134
BIOGENIC EMISSIONS (FROM MOBILE SOURCES) ⁹	554	477	4,515

OUR SCOPE 3 GHG EMISSIONS (MTCO ₂ e) ¹⁰			
SCOPE 3 EMISSIONS CATEGORY	CY 2025	CY 2024	CY 2023
1 — Purchased Goods and Services	8,665,993	7,302,909	5,281,789
2 — Capital Goods	85,829	85,958	— ¹¹
3 — Fuel and Energy Related Activities	158,634	161,361	111,335
4 — Upstream Transportation and Distribution	24,226	2,189	— ¹¹
5 — Waste Generated in Operations	58,522	54,779	— ¹¹
6 — Business Travel	2,424	1,624	742
7 — Employee Commuting	58,388	53,524	— ¹¹
11 — Use of Sold Products	28,494,024	23,831,281	22,374,977
13 — Downstream Leased Assets	1,903	1,308	— ¹¹
Total Calculated Scope 3 Emissions	37,549,942	31,494,933	27,768,843

SCOPE 1 AND 2 BREAKDOWN (LOCATION-BASED)



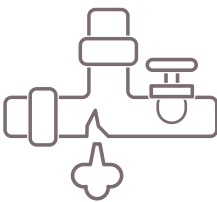
77%
PURCHASED
ELECTRICITY
(LOCATION-BASED)



12% MOBILE
SOURCES



7% STATIONARY
COMBUSTION



4% FUGITIVE
EMISSIONS

⁶ 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 U.S. Energy Information Administration's Commercial Buildings Energy Consumption Survey (CBECS) (2022), California Air Resources Board (CARB) High-GWP Refrigerants List, the Green-e 2025 Residual Mix Emission Rates (2026), GHG Protocol's Cross Sector Tools, the U.S. Environmental Protection Agency's (EPA's) GHG Emission Factors Hub (2025), the EPA's eGRID2023, the EPA's Supply Chain GHG Emission Factors v1.2 and the U.K. Government Department for Environment, Food & Rural Affairs GHG Conversion Factors for Company Reporting (2025).

⁷ MTCO₂e means metric tons of carbon dioxide equivalent.

⁸ 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.

⁹ 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.

¹⁰ Through the Scope 3 screening, it was determined that the following Scope 3 categories were not relevant to the Casey's business and therefore not calculated: Category 8 for Upstream Leased Assets, Category 10 for Processing of Sold Products, Category 14 for Franchises and Category 15 for Investments. Category 12 was deemed relevant to the business but was not calculated for CY2025. Due to data availability, Category 9 for Downstream Transportation and Distribution was assumed to be combined with Category 4 and calculated as such.

¹¹ CY 2023 Scope 3 emissions were calculated using a different methodology, data set, and/or calculation approach than the methodologies used for the subsequent two reporting years. As a result, CY 2023 values may not be directly comparable to emissions reported in later years, and year-over-year changes should be interpreted with caution.



Emissions Reduction Strategy Development

In 2025, Casey's engaged a third-party consultant to develop an emissions reduction strategy focused on Casey's owned operations. The strategy was grounded in our GHG inventory data, which was used to identify the most carbon-intensive emission sources across Scope 1 and Scope 2. This analysis informed the development of tailored reduction opportunities, also termed “levers,” for each major emission source.

Many levers were evaluated, including operational efficiency, building and asset emissions, electrification, sustainable fuel procurement, renewable energy sourcing and more. Stakeholders across the company were brought in to discuss the technical viability, emissions reduction potential and other considerations for each lever. To support long-term planning and decision-making, the strategy incorporated scenario analysis across multiple time horizons.

The analysis helped evaluate different actions that could support varying levels of ambition over time. The team reviewed internal feasibility and organizational readiness for implementation, considering factors such as capital and operating costs, anticipated management effort and the degree of operational change required. We now better understand the interventions required to achieve near, medium, and/or long-term emissions reduction targets.

Our strategy discussions are ongoing. Recent emissions analyses have shown that approximately 80% of Casey's operational emissions are related to electricity consumption. The goal is to position Casey's with an emissions reduction target that is actionable, flexible and grounded in operational and financial realities.

As part of these discussions, Casey's engaged the same third-party consultant to conduct audits to evaluate the energy efficiency of a select number of Casey's facilities. These audits aim to identify energy reduction opportunities through capital improvements, such as new equipment and building technologies, or operational improvements with little to no upfront cost.





Expanding Access to Renewable Fuels & EV Charging

Casey's makes business decisions to best serve our guests, and we continue to increase the selection of biofuels and electric vehicle (EV) charging at our stores.

Introducing EV Charging with IONNA

In 2025, Casey's launched a partnership with IONNA to offer drivers fast, reliable 400 kW charging stations while enjoying the convenience, comfort, and community that make Casey's a trusted stop. IONNA is a business venture created by eight leading automakers — BMW, GM, Honda, Hyundai, Kia, Mercedes-Benz, Stellantis and Toyota — with the goal of building a high-powered EV charging network.

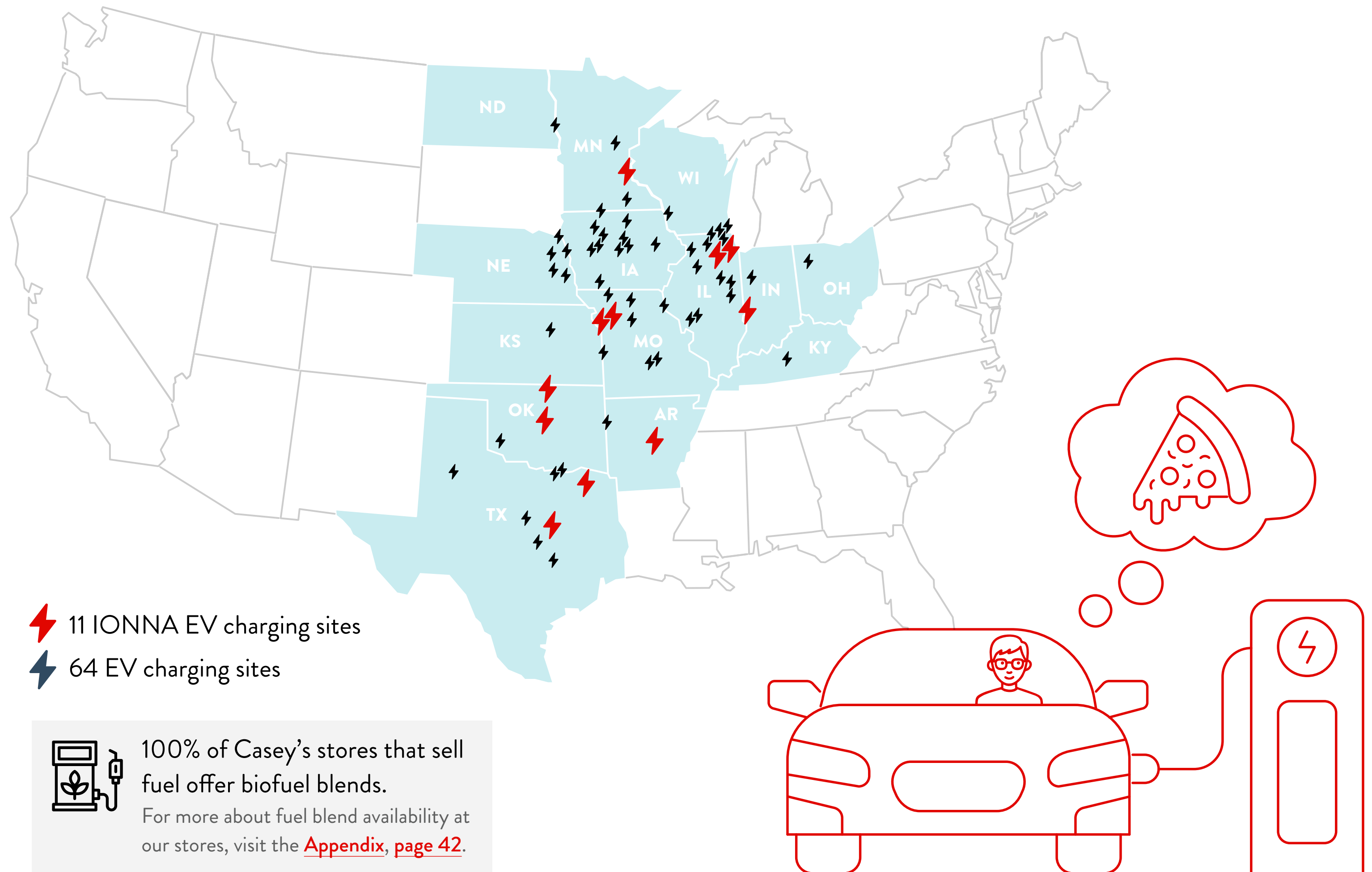
We opened the first location with IONNA in November 2025, and as of the end of FY 2026, we have a total of 11 IONNA locations in service. We plan to expand the number of IONNA Rechargeries, with both teams working together to scale the partnership. Our guests express a growing demand for EV charging month after month, and we continually find new ways to provide the services they want.

Casey's now offers 282 EV charging stations, at 64 sites, across the 19 states where we operate. From FY 2025 to FY 2026, EV charging activity increased by 16.1%, demonstrating a year-over-year growth for the third consecutive year.

Biofuels Update

Casey's continues to increase availability of E15 (15% Ethanol) blends at our stores. To promote E15 and raise awareness of the fuel to more drivers, we partnered with Growth Energy, the nation's largest biofuel trade association, to offer Casey's Rewards members 500 bonus points when they purchased E15.

IONNA X CASEY'S EV CHARGING STATIONS





Facilities Management

At Casey's, sustainability begins with our long-term strategy to reduce overall energy consumption and then we apply the strategy at our stores and other facilities. As we evaluate equipment purchases, we review the total cost of ownership.

New Equipment Brings Greater Efficiency

We continually upgrade store equipment to improve efficiency. For example, as we decommission store HVAC systems, we replace them with new systems with built-in dehumidification features, saving energy and cost. Similarly, we are installing lower GWP refrigerant equipment in our stores as older refrigerators reach the end of use.

Casey's is also developing more efficient delivery of new equipment. In the past, we have required orders to pass through our headquarters in Ankeny, Iowa. Now, with our growing business and geographical footprint, we are updating our systems to send new equipment directly to a store site, which will save transport expenses and emissions.

Pilot Projects Prove the Path Forward

As we explore greater efficiency, we often install equipment under consideration in 20-50 Casey's stores as a pilot project. In 2025, the pilot for high-speed ovens was successful, and we are now building new stores with this oven. We also have a schedule to remodel current stores, including stores from the 2024 CEFCO acquisition, with the updated oven.

Our most impactful 2026 pilot project addresses water dispensers for pizza making. To make pizza dough, water needs to be at 110-115 °F to raise the yeast. We are now testing water dispensers that release water at the target temperature almost instantly. If the pilot works as intended, it should reduce the amount of water that is used in crafting Casey's pizzas.

Utility Audit

Casey's is undertaking a company-wide review of utility usage. We launched a working group that includes leaders from maintenance and construction, finance and accounting to carry out this effort both in the regulated and deregulated energy markets where we operate. The group will define the optimal strategy involving a mix of energy efficiency programs, rebates, purchase planning and more for our long-term sustainability and financial goals.

Offering Training via Video

Casey's updated team member training with short, engaging videos that are accessible via QR codes. We use this format for training that is not required, but nonetheless productive and helpful. By increasing access, we are seeing higher team member engagement in the training. The videos address certain sustainability topics by reminding team members of small, daily actions such as ensuring cooler doors are closed, turning off unused lights and maintaining store and kitchen equipment.

Renewable Energy Offsets

In Minnesota, Casey's has participated for several years in solar gardens to offset the electricity usage of approximately 45 stores in the state. In FY 2026, we engaged in a new solar garden agreement to address electricity usage in Illinois. The Illinois solar sites are still in early activation, and already the gardens are offsetting electricity at approximately 40 Casey's stores. We work with Common Energy and Ambien Energy to confirm the renewable energy credits from the solar gardens. In the long term, our goal is to offset the electricity usage for 400 Casey's stores between the solar gardens in Minnesota and Illinois.



Addressing Waste

Environmental Waste Drums

All Casey's stores are equipped with environmental waste drums that store solid waste and wastewater related to our gasoline operations. Our vendor partner collects the drums and recycles the solid elements, such as plastic tubing. The vendor also separates gasoline from water present within the drums and recycles both liquids. In CY 2025, Casey's recycled over 50,670 gallons of fuel and 787,790 gallons of water through the environmental drum program. We also recycled over 242,000 pounds of solid materials.

REPURPOSING WASTE 2025 CALENDAR YEAR

We are now expanding the recycling program with this vendor to include commercial fryer oil. We first tested fryer oil in 2024, and in the pilot project, we recycled 287,348 pounds of oil from 212 store locations. In 2026, we are working to extend fryer oil recycling to 900 stores in 2026 with more stores planned in the future.

Minimizing Waste at the Source

At Casey's, we aim to reduce the occurrence of waste from the start. Our Asset Protection team guides the company in striking the balance between providing optimal inventory for our guests and reducing waste. Inventory planning for our stores — and ingredient planning for our kitchens — is crucial in this work.

Demand Planning

We increasingly use technology to develop better data for reducing inventory and kitchen waste. By studying sales and order patterns, we can accurately predict

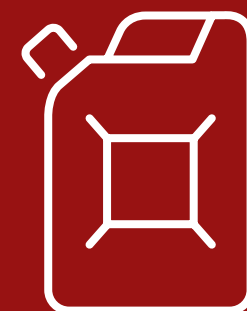
demand and place inventory orders accordingly. As a result, we have fewer expired products and produce less waste.

Through careful attention and sophisticated inventory forecasting tools, we have saved millions of dollars in recent years, primarily in our kitchens. Further, this work has boosted our sustainability efforts, as we have discarded less — and we are achieving our goal to have the right amount of safe, delicious food at the right time.

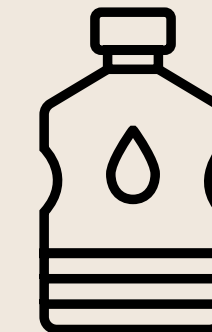
We are also running pilots to assist store team members with a range of tasks, from determining the most efficient way to clean equipment to requesting certain sales products based on weather forecasts. Casey's district managers, who typically oversee 12 stores, can use the new programs to review an executive summary of all store activity and prepare store visits with up-to-date information.



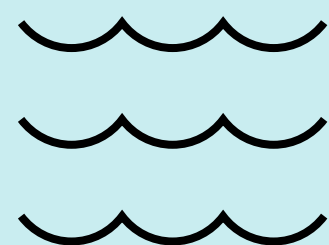
787,790
GALLONS OF
WATER RECYCLED



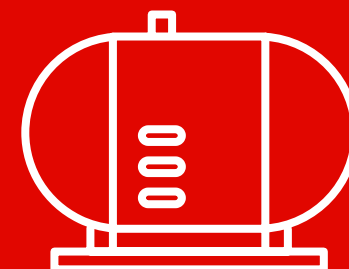
50,674
GALLONS OF FUEL RECYCLED



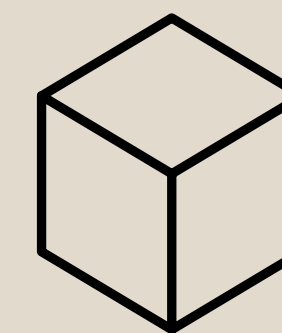
23,424
POUNDS OF COOKING OIL
RECYCLED



589,153
GALLONS OF BULK
WATER RECYCLED



3,301
GALLONS OF BULK FUEL
RECYCLED



242,800
POUNDS OF SOLID MATERIALS
RECYCLED (INCLUDING DRUMS)



Fleet & Distribution Management

Casey's self-distribution model is integral to our business. We own and operate approximately 550 trucks and three distribution centers, and we continually explore ways to optimize fleet efficiency.

Our trucking fleet has been SmartWay certified since 2021. The U.S. Environmental Protection Agency runs this voluntary certification program, and it grants the designation to companies that track and increase fuel efficiency while working to reduce GHG emissions and air pollutants.

Improving Fuel Consumption

Casey's consistently replaces older trucks with newer models that run more miles per gallon. We are also reviewing truck routes to find more direct travel wherever possible, without disrupting our long-time drivers' stable routines.

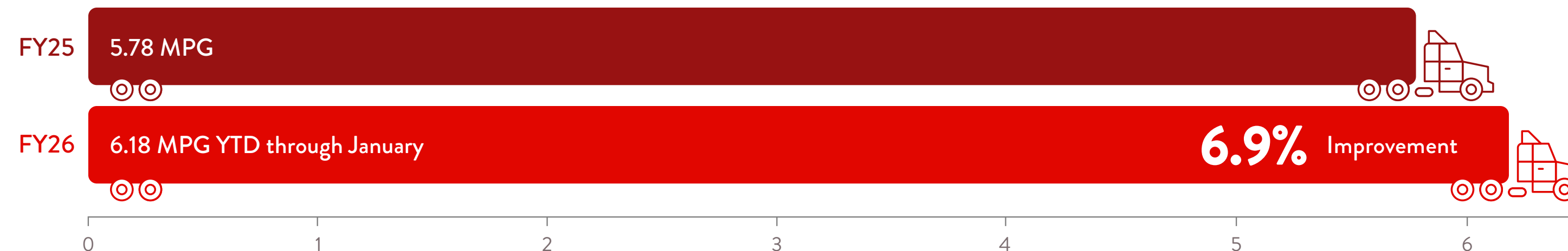
Additionally, we are updating several procedures at our distribution centers and stores, leading to streamlined processes and less fuel consumption. For instance, at our distribution centers, we are implementing automation to maximize efficiency in loading trucks closer to departure times. Refrigerated trucks must idle to keep cool, so reduced time between loading and departure means less idling. We also changed the unloading procedure for grocery delivery at our stores to meaningfully limit truck idling.

IMPROVING OUR FLEET MILEAGE

FUEL FLEET



GROCERY FLEET





Sustainability in Casey's Merchandise

Last year we changed our sandwich packaging from plastic clamshells to foil wrappers and removed approximately 25 million clamshells from the waste stream in the process. Guests also say that foil packaging is easier to handle on the road. This is precisely how we address sustainability in our merchandise: it's a win for our guests, our business, and the environment.

Casey's has spent years perfecting our made-from-scratch pizza dough, and it shows. Our guests truly love our pizza, buying nearly 50 million pizzas over the past year, including our slices sold in stores. Our pizza boxes contain over 50% recycled content.

In 2025, Casey's completed rigorous supplier evaluations. Now we are moving forward with vendors in stronger confidence that we share the same values related to animal welfare, the environment and other topics related to these partnerships. We also continued our practice of visiting suppliers, from brand new vendors to long-standing partners, to better understand their practices.

Optimizing Inventory with Our Suppliers

We are working with vendors to ensure inbound products arrive at our distribution centers long before expiration. We also want to confirm that we are rotating product stock as the vendors intend from our distribution centers to our stores. The goal of the supplier project is to confirm that we are operating with the greatest efficiency and profitability — and reducing waste in the process.

For more information about Casey's standards and working relationships with our suppliers, please review our [Supplier Code of Conduct](#) and [Supplier Handbook](#).



Casey's Coffee Supplier Achieves Sustainability Goal

In 2024, Casey's introduced a coffee vendor, Westrock Coffee, to provide eight new coffee blends for our guests at all our stores.

Since becoming Casey's sole coffee supplier, Westrock has verified 100% of their tea, green coffee and soluble purchases through second- or third-party programs that confirm responsible coffee growing and processing across its global supply chain. In addition, all direct suppliers are third-party audited for compliance with Westrock Coffee's Responsible Sourcing Policy.



SOCIAL IMPACT

Over two-thirds of Casey's stores are located in towns with fewer than 20,000 residents. In many places, our team members, our guests, and the people living in the communities we serve start every day at their local Casey's. We value every interaction — every connection — and we work to create new, meaningful opportunities for people to thrive through our business.

IN THIS SECTION:

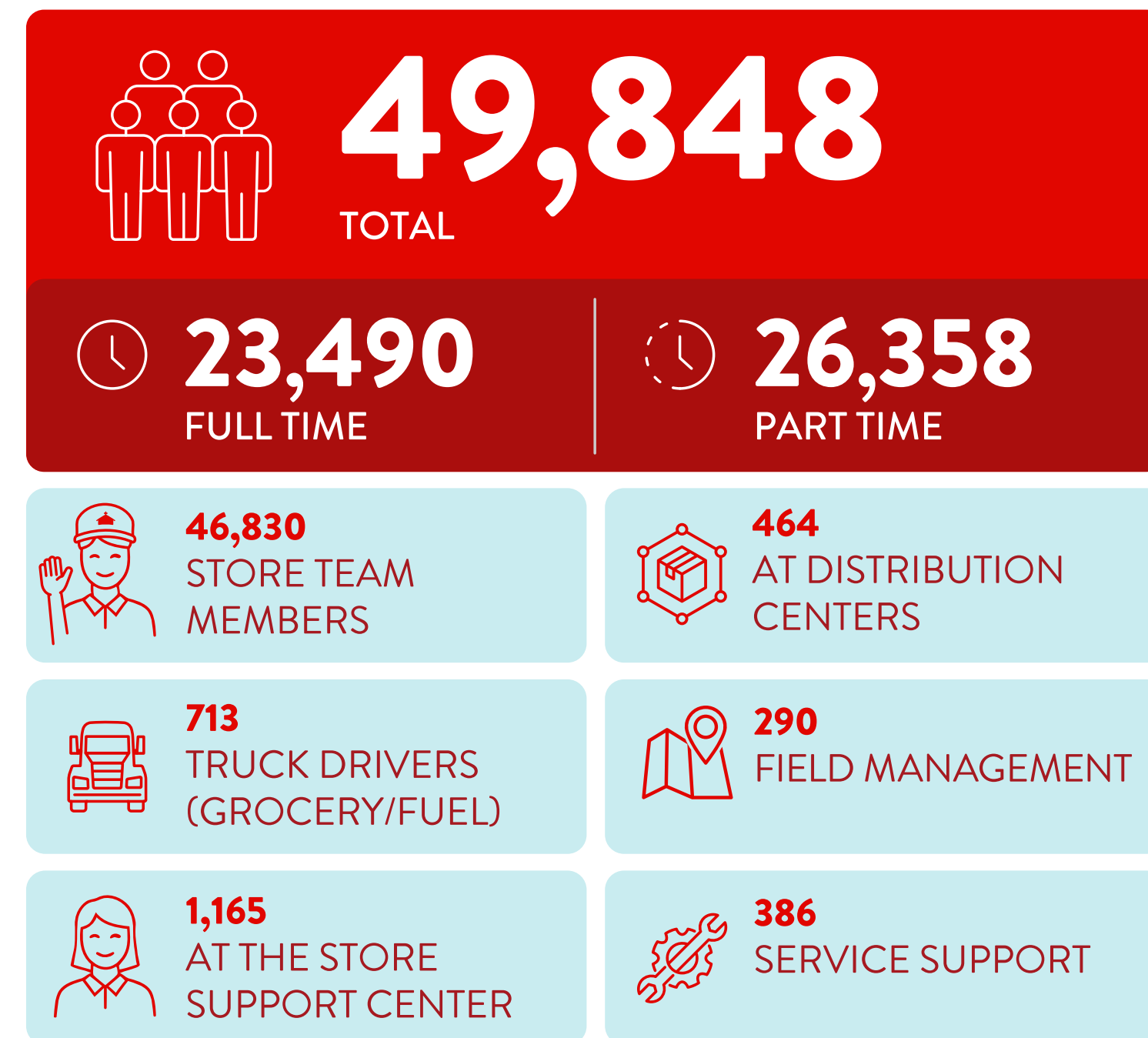
[Our Team](#)[Opportunities for Learning & Development](#)[Our Communities](#)



Our Team

Casey's employs approximately 50,000 team members across 19 states, ranging from young people in the first job of their lifetime to older adults late in their career with great experience to share. We strive to meet the needs of every team member and continually review our benefit offerings, career growth opportunities and more to understand how we can help people thrive at Casey's.

BY THE NUMBERS¹⁵



¹⁵ As of April 30, 2026.

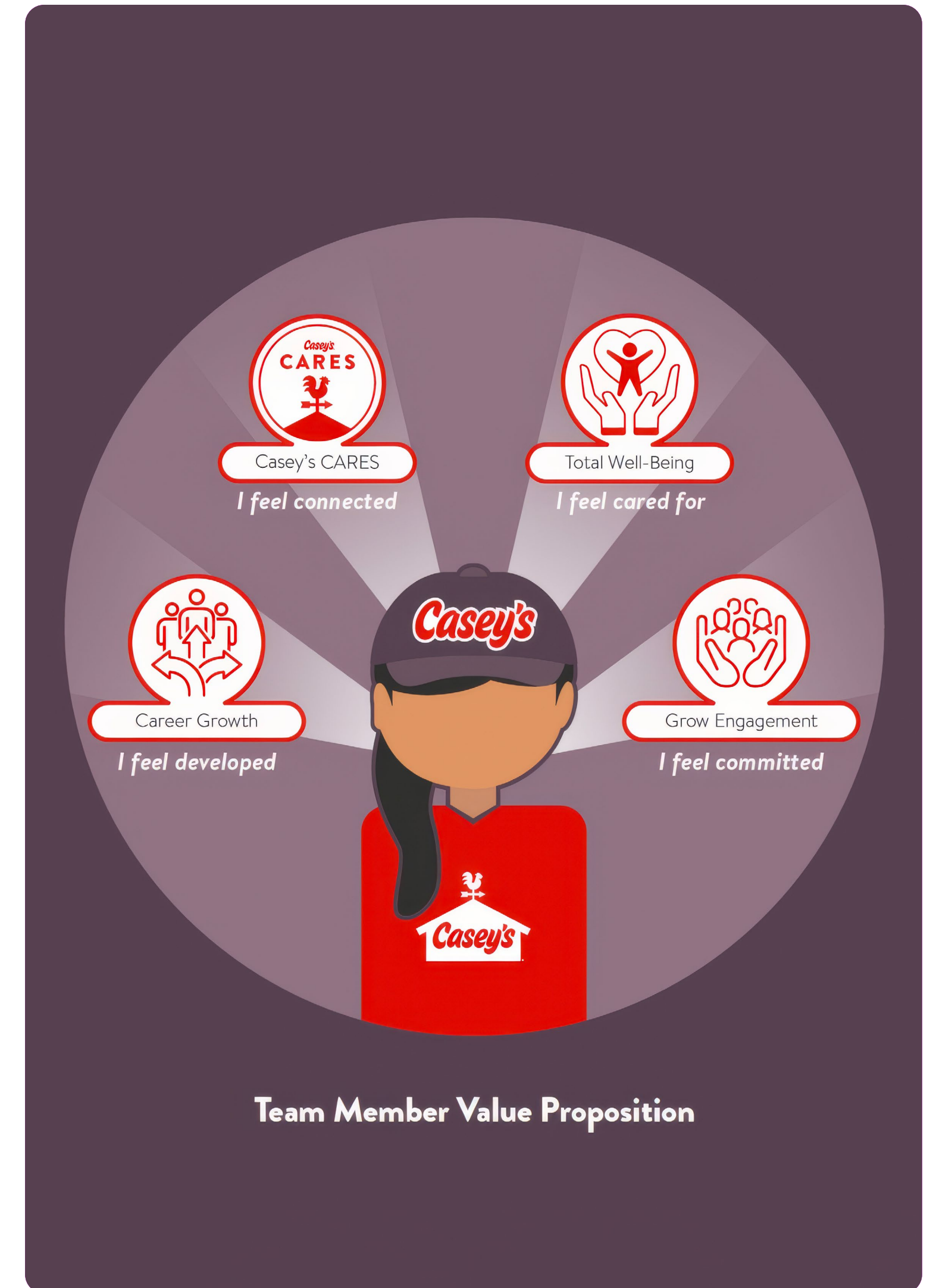
Guided by Our Team Member Value Proposition

Casey's is now in the third year of using our Team Member Value Proposition (TMVP) as the foundational framework for decision making related to the workforce. The TMVP is a holistic lens for the team member experience, as it addresses our company values through Casey's CARES, and team member well-being, engagement and career growth. We continue to use the TMVP as our key evaluation tool for new initiatives to support team members. Before advancing a new initiative, we study how well it will connect with one or more of the four pillars of the TMVP.

With the success of the framework, Casey's is further integrating the TMVP into our hiring process and overall team member communications. We aim to always give team members the information they need, where and when they need it. For example, we are sending more company messages by text rather than relying on newsletters. We also hired a new role, Human Resources Communications Specialist, to help ensure that all team members understand the benefits and other opportunities available to them.

We take the time to listen through ongoing surveys and make a point to spend time with our team members in the stores and distribution centers to ensure we are living up to our Casey's Cares culture.

The strategy is working. In our 2026 annual team member engagement survey, 85% of Casey's team members responded. This was an increase from an 80% participation rate in 2025, and it marked the 5th consecutive year of increased engagement.





Supporting Financial Wellness through Prosper Wise

Casey's promoted Prosper Wise, a financial planning benefit for all team members and their immediate family members. Through this program, people gain free access to a financial advisory service to help them plan their short- and long-term goals. Prosper Wise serves a spectrum of needs, from young adults setting a budget for the first time to people preparing for retirement in the near future.

New Kitchen Manager Bonus Program

Casey's store managers have long participated in a bonus program, and we have seen improved engagement and performance as a result. Our kitchen managers are also key members of every store team, and in 2025, we introduced a bonus program for this role. Kitchen managers are now eligible for a quarterly bonus when they achieve certain sales goals — our strongest performers can earn the bonus up to four times a year.



Team Member Pizza Competition

Casey's is known for our inventive twists on pizza. After all, over 25 years ago, we started serving breakfast pizza and now it's a daily favorite for many of our guests.

And we keep experimenting. In 2025, Casey's team members held an annual pizza competition, striving to find the next recipe that reinvents how people enjoy pizza.





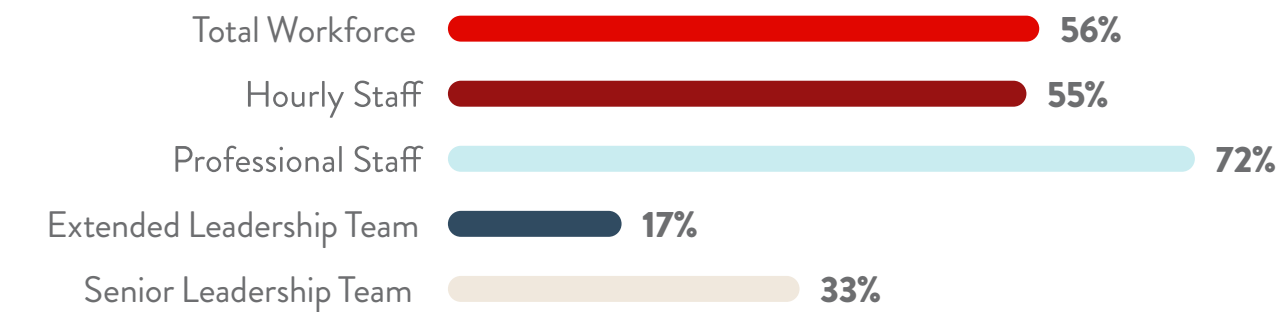
Casey's Commitment Conference

At the start of every fiscal year, in early May, approximately 1,500 people — including company leadership, team members, suppliers and others — gather for Casey's Commitment Conference, also known as C3. The three-day event is an opportunity to highlight the company's values, culture and business strategy.

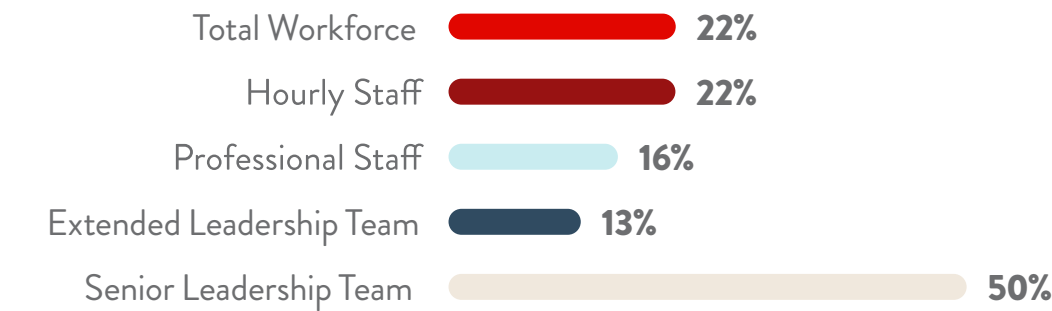
Highlight activities include a keynote address, presentations from the senior leadership team, social events and annual awards night, and an expo that features Casey's vendors, who share information about their products with attendees. Three store managers from each district attend, including two managers in training and the store manager from the highest performing store. The gathering informs team members and the broader Casey's community of the latest business developments — and gives everyone the chance to reconnect and learn from one another.

REPRESENTATION OF OUR DIVERSITY

% WOMEN



% RACIAL / ETHNIC DIVERSITY



¹⁶ Eligibility for certain benefits varies based upon position and length of employment.



Our team members also connect, network and support one another through Casey's Resource Groups

iWILL: Women Inspired to Lift and Lead hosted numerous events for women to network within Casey's and volunteer in our local communities

The Military Resource Group: marched in the Veterans Day Parade at the Iowa State Fair and organized gatherings to strengthen service connections within Casey's

PRIDE and Allies partnered with other CRGs in several outreach events and participated in Pride Month celebrations

The Christian Resource Group held monthly Bible study sessions online and other opportunities for fellowship

Fresh at Casey's created a warm, inviting atmosphere for new hires through networking and department showcase events

MOSAIC fostered engagement and diversity through a team member potluck and a multicultural trivia night, among other events



Opportunities for Learning & Development

Casey's Learning & Development (L&D) team is dedicated to helping team members, company leaders and students in our communities advance their knowledge and grow their careers. In 2025, the L&D team focused on modernizing their approach by enabling more remote learning opportunities

FY 2025 LEARNING AND DEVELOPMENT PARTICIPATION



830

online courses available



24

full curricula



2,713

job aids for easy, quick reference



1,508,382

individual enrollments

through technology. They significantly increased the number of online courses available, from 763 courses in 2024 to 830 courses in 2026. The team is also exploring how to reach team members who have limited access to technology to ensure everyone can gain access to these opportunities.

INVESTING TO CREATE OPPORTUNITIES

INTENTIONAL MOVES

equipping our future leaders

STRONG EXTERNAL PARTNERS

delivering outstanding training and leadership

GREAT TENURE

resulting in a dedicated and motivated leadership team

Expanding Our Core Competencies

In 2024, the L&D team introduced Casey's Five Core Competencies to establish a consistent framework for establishing team member expectations. Now Casey's can spot exceptional talent and help others improve through assessing behaviors in the five areas of Teamwork, Problem Solving, Results Focus, Adaptability and Communication.

With this foundation, in 2025, the L&D team expanded our talent assessment to include Potential to add value in broader ways which addresses an individual's ability, aspirations and agility. We seek to support those who want to grow with our organization and highlight team members who are adaptable and able to contribute to various departments and functions. We also strive to give opportunities to team members, particularly store managers, who are motivated to take on more responsibility and grow within our company.



Pathways for Emerging Company Leaders

Casey's fosters talent within our organization through rigorous internal leadership programs, and to date, we have reached over 3,000 leaders in a variety of different programs and experiences. Our programs focus on the fundamentals of our business as well as relationship building and skill building.

We offer ten distinct leadership development programs to promote strong performers and bolster our talent pipeline. The programs are tailored to three pillars of our business: Store Operations, Supply Chain and leadership functions related to the Store Support Center.

CASEY'S 10 LEADERSHIP DEVELOPMENT PROGRAMS

Store Operations



District Manager Development Program (DMDP)
Launched 2022, 298 participants



Store Manager Excellence Certification (SMEC)
Launched 2025, 106 participants



Store Manager Development Program (SMDP)
Launched 2022, 1,938 participants

Supply Chain



Fuel Driver Trainer Development Program
Launched 2024, 44 participants



Grocery Driver Trainer Development Program
Launched 2026, 16 participants



DC Leadership Connections
Launched 2024, 60 participants who have met 6 times

Store Support Center*



Leadership Excellence Certification (LEC)
Launched 2020, 250 participants



SSC New Leader Onboarding & Connections
Launched 2024, 94 participants



Finance for Non-Financial Managers
Launched 2023, 114 participants



UPLIFT Coaching Program
Launched 2023, 119 participants

Our formal programming began with the Leadership Excellence Certification program in 2020 and has grown to support leadership talent across our company. In FY 2026, we added the Grocery Driver Trainer Development Program to share best practices and ensure our new Grocery Drivers are set up for success.

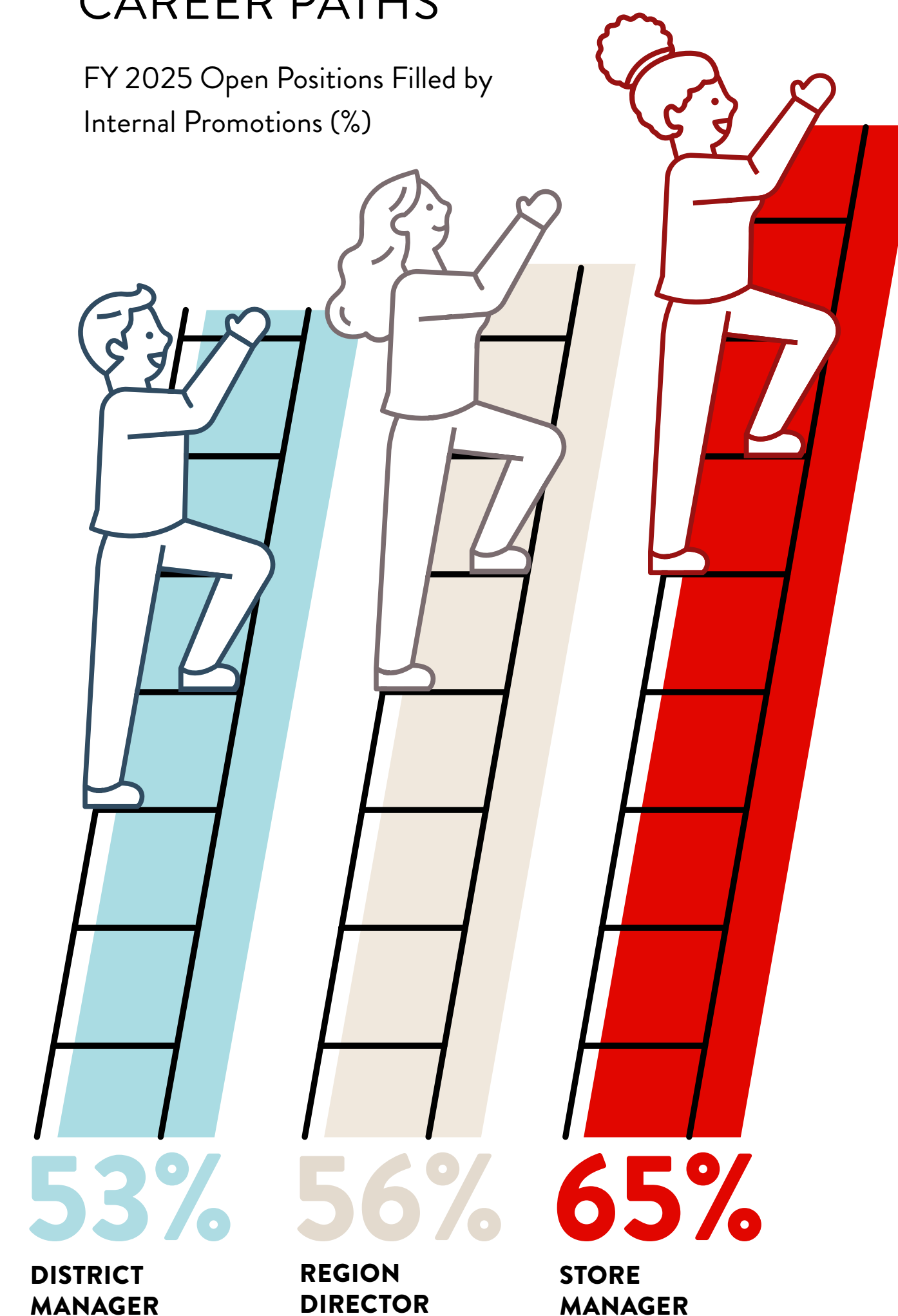
We also host a Leadership Summit for participants in all leadership training programs and for experienced leaders within the company.

Promoting Internal Talent

Casey's core competency evaluations and our Leadership Development Programs help retain talent — and create pathways to opportunity for the best among us. We strive to promote from within the company, when possible, as we reward strong talent and strengthen our company culture.

CASEY'S LEADERSHIP CAREER PATHS

FY 2025 Open Positions Filled by Internal Promotions (%)





Fostering Career Exploration

Casey's strives to create opportunities for talent beyond our doors. We partner with local school districts to support students and teachers in learning more about Casey's and possible careers in retail. We also participate in high school career fairs to share opportunities at Casey's. Increasingly, career fairs are structured by business function, and we get the chance to talk about a career in accounting, product development or truck driving — and what these opportunities look like specifically at Casey's.

Interning to Opportunity

Each summer, our interns participate in a comprehensive development program featuring more than 25 learning, networking and engagement opportunities. These experiences include an Executive Speaker Series, business acumen training, continuous improvement apprentice training, career development workshops, volunteer initiatives and social events that foster connection across the organization. Interns also collaborate on a cross-functional team project to analyze a real business challenge, develop recommendations, and present their proposed solutions to business leaders.

Starts Right Here Program

Casey's supports an ongoing program with Starts Right Here (SRH), an organization in Des Moines, Iowa to help young people from troubled backgrounds find opportunities for their future.

We offer learning sessions to SRH participants four times per school semester, during which they learn about potential careers at Casey's and get the chance to discuss job responsibilities at our stores and distribution center. We also provide students with instruction to develop leadership skills.

Beyond the student program, Casey's participates in SRH community events, such as the student graduation celebration. We also host leaders from the organization to meet with our CEO and other senior leaders to talk about how we can all support the next generation of leaders in our community.



Team Member Support Fund

Casey's team members show up for one another every day and in times of need. Through the Team Member Support Fund (TMSF), people donate money to help their coworkers get through tough days, such as following a natural disaster or the death of a loved one. During FY 2026, team members donated more than \$163,000, and the company matched this generosity with a more than \$67,000 donation. In their own words, team members shared what the support meant to them:



"On Saturday April 26th, 2025, our town was hit with torrential rainfall and flooding. Our apartment took a direct hit, and we lost everything we owned. Thank you so much for donating to the fund. This funding helped get things needed for a fresh start and helped provide clothing and food for my kids after devastation struck us."

– Casey's Team Member

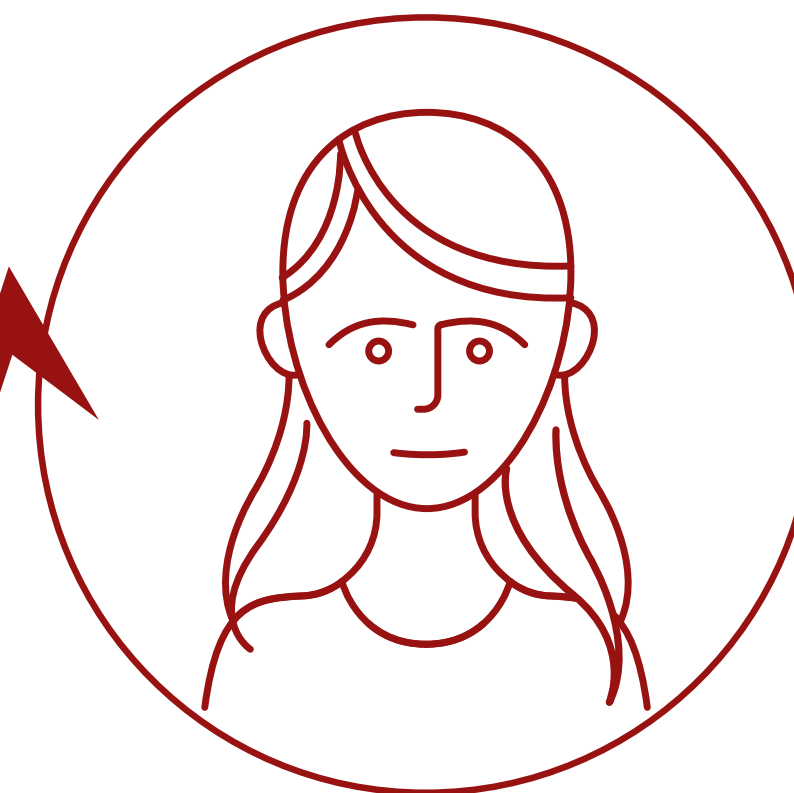


"I applied for the grant after the passing of my son, who did not have life insurance. The support helped significantly with burial expenses during an incredibly painful time. It takes a special organization to care so deeply for employees in their moments of greatest need."

– Casey's Team Member

"I applied for the grant because health challenges created significant financial strain. The grant lightened the burden of paying my medical bills, which in turn has immensely helped with my depression and anxiety. It prevented late fees, provided stability and gave me room to plan my next steps. It has helped me and my family financially and mentally. I am so grateful — more than you'll ever know. I will pay it forward by giving a donation as well periodically."

– Casey's Team Member



"After my husband passed away, I turned to the grant for support during an incredibly difficult transition. The assistance provided me with breathing room to figure out my next steps. Thank you so kindly for donating to help others in need."

– Casey's Team Member





Our Communities

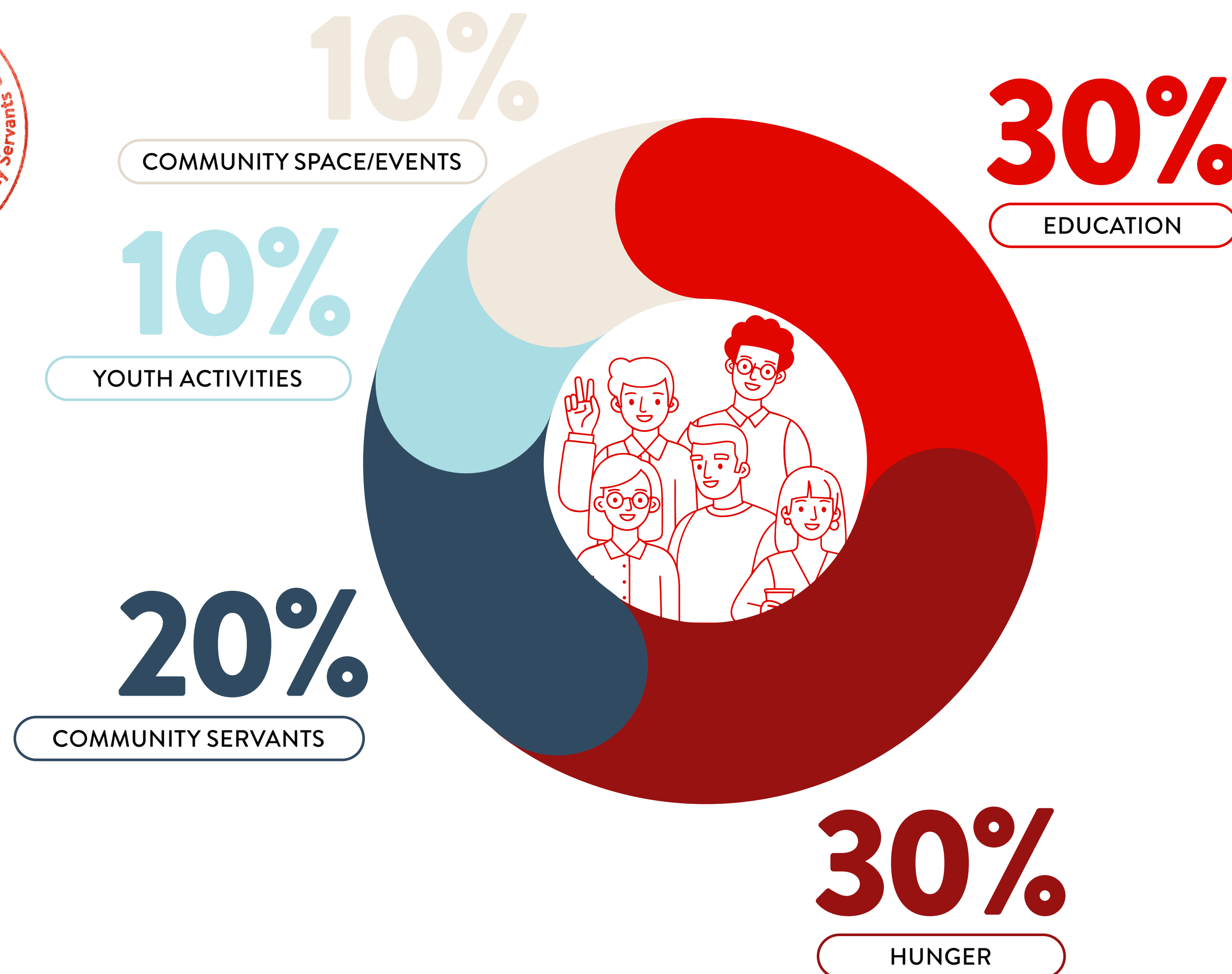
Casey's stores are gathering places where neighbors greet one another, and we are an integral part of every neighborhood. We are committed to supporting our neighbors every day. We focus on organizations that advocate for youth and education, hunger relief and community servants — including veterans and emergency first responders — and support additional causes in our local communities as needed.

Our Community Impact

During FY 2026, Casey's amplified our support both in terms of the range of projects we supported and the dollars we donated. In collaboration with our team members, guests and partners, we gave over \$8 million to local causes throughout the expansive region where we live and work.

Growing Our Round Up Giving Campaigns

Casey's hosts fundraising campaigns every year in which guests can “round up” the amount of their purchase to the nearest dollar, and the round up amount becomes a donation to the campaign's beneficiary. Guests can also donate when checking out on the Casey's app. The donations may be a few cents on the dollar, yet over several weeks across the 19 states where we operate, the change adds up to big impact. Casey's also makes a corporate donation to every campaign, and on average, each campaign raises over \$1 million for an important cause.





Hope for the Warriors (HOPE) + Children of Fallen Patriots

Casey's is committed to supporting our military community, and we have a long-standing partnership with HOPE and the Children of Fallen Patriots Foundation. HOPE is dedicated to helping military veterans, active-duty service members, caregivers and families of the fallen find stability and support as they recover or transition to civilian life. The Children of Fallen Patriots Foundation provides college and trade school scholarships, educational assistance and career support to military children who have lost a parent in the line of duty. Since we began our partnerships with these nonprofit organizations in 2012, we have raised more than \$12 million collectively to support them.

During our FY 2026 campaign for these organizations, PepsiCo. gave a \$25,000 donation as a campaign partner. Through this donation, the generosity of our guests, and our corporate donation of \$100,000, we raised over \$1.3 million for America's veterans.

Cash for Classrooms

Casey's launched Cash for Classrooms in 2020 to support K-12 public and nonprofit private schools in the states where we operate. In the years since, we have awarded over 500 grants totaling more than \$6.2 million through the program.

In FY 2026, we boosted the Cash for Classrooms round up campaign, as our guests gave more and we introduced Coca-Cola as a partner in the project. Coca-Cola committed to giving a percentage of product sales at Casey's during the campaign, and as a result, donated over \$240,000 to Cash for Classrooms. Casey's also continued our direct contribution to the campaign, bringing the total amount raised to over \$1.3 million in this year alone.





Feeding America

Feeding America is a national network of food pantries, food banks and local meal programs. When Casey's guests donate to a Feeding America campaign, they are donating to food relief efforts in their own backyard. Over the past year, many Feeding America chapters needed additional support, and Casey's stepped up. We donated \$1 million — the equivalent of 10 million meals for people in need.

Strengthening Our Partnership with 4-H Chapters

Casey's is a longtime supporter of 4-H, America's largest young development organization with 2.5 million active members across our operating footprint.

In FY 2026, we expanded this partnership through a 10-day round up campaign at our stores. Through this extensive campaign, plus Casey's \$150,000 corporate donation, we raised over \$440,000 to support the national 4-H organization, as well as 4-H chapters across our communities.

In addition to the financial support, Casey's invited 4-H participants and leaders into our stores for fun, engaging activities, including store scavenger hunts and pizza making events. The activities and the campaign proceeds contribute to the 4-H's Beyond Ready Program, in which young people learn life, leadership and career skills through hands-on experiences.





A New Partnership: K9s for Warriors

K9s For Warriors is the nation's largest provider of service dogs for veterans suffering from PTSD, traumatic brain injury and/or military sexual trauma. Not only does the organization support veterans through canine companionship, the group rescues dogs by giving them a new purpose as service dogs. This innovative approach fosters mutual healing and recovery, and Casey's is proud to begin a partnership with K9 for Warriors. In FY 2026, we donated \$25,000 to the organization and look forward continuing this effort over time.

Disaster Relief in Texas Hill Country

Casey's expanded into Texas in 2024, and we supported our new communities affected by devastating flooding in July 2025. We donated to the American Red Cross in the region, as well as local organization that provided food and other resources in this time of need.

Employee Volunteering in Our Backyard

On May 21, 2024, a tornado tore through the town of Greenfield, Iowa, located approximately 75 minutes southwest of Casey's headquarters. To support our neighbors in the aftermath, Casey's hosted a special build with Habitat for Humanity. At the build, Casey's volunteers cut and framed the walls that became two new homes for residents displaced by the natural disaster.



First Responder of the Year

In 2025, the National Association of Convenience Stores (NACS) Foundation recognized Angie Ryan, a manager at our Rockville, Indiana store, with the First Responded of the Year award. Angie is a trained EMS and volunteer firefighter who recognized the symptoms of a store guest experiencing a heart attack. Her fast action likely saved the guest's life.



RESPONSIBLE BUSINESS PRACTICES

Casey's FY 2026 materiality assessment confirmed key ideas that we have upheld throughout our decades in business. Namely, rigorous ethical standards, integrity and transparency are paramount. Our stakeholders also rely on company leadership to manage risk and ensure business continuity in the future. We deliver on these commitments through strong corporate governance. Further, we continually refine company policies to confirm that we are operating to best serve our guests, team members, communities and stakeholders.

IN THIS SECTION:

[Corporate Governance and Ethics](#)[Risk Management](#)[Data Security and Customer Privacy](#)



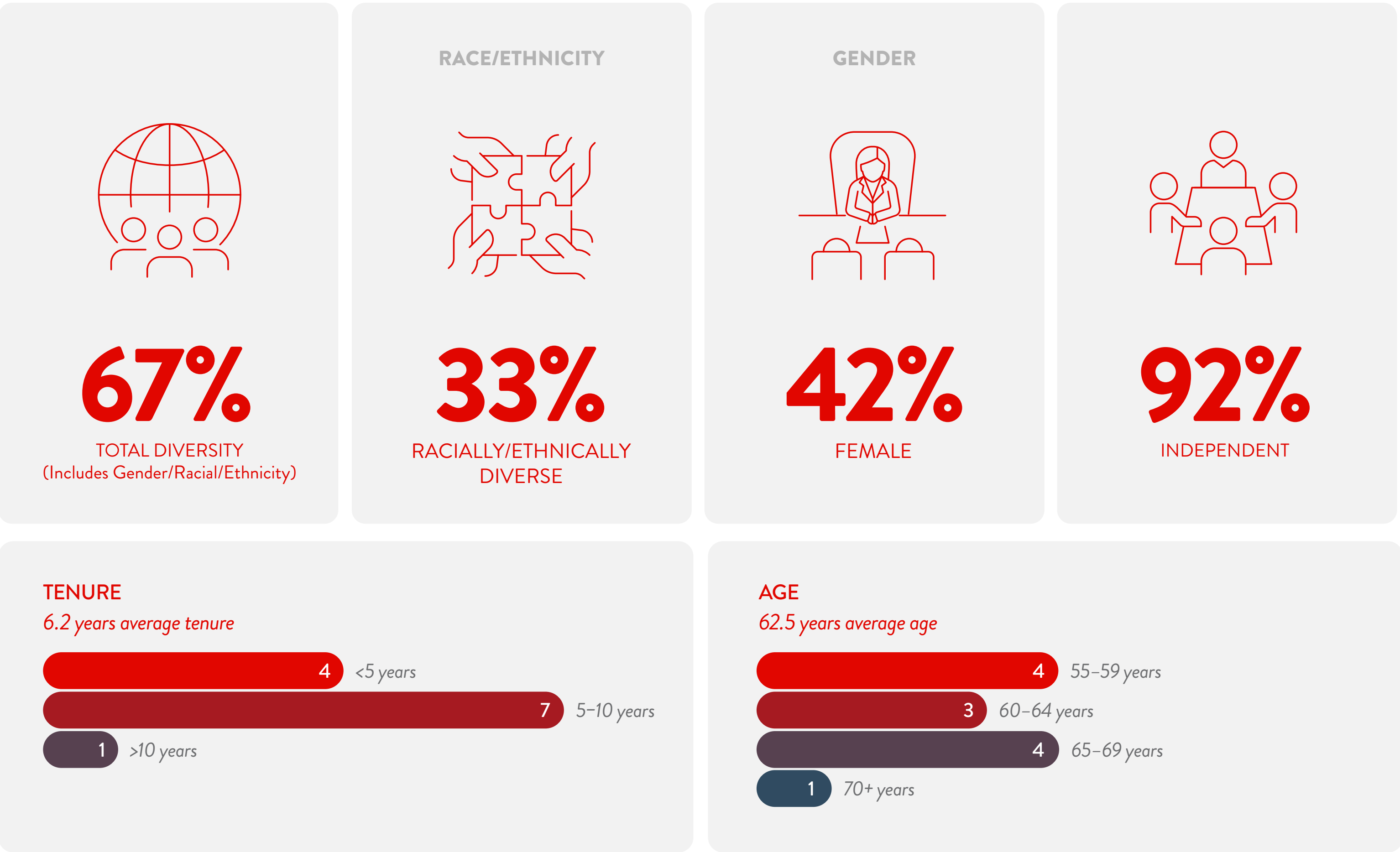
Corporate Governance Structure

Casey’s Board of Directors is comprised of 12 highly talented members (through September 2, 2026, when the Board size will be reduced to 11 members) and 91% (or 11 of 12) members are independent. Casey’s President and CEO, Darren Rebelez, is the only executive member of the Board.

The members of our Board reflect a breadth of business experience, skills and perspectives and continually work together to create long-term value for our shareholders.



BOARD COMPOSITION TOTAL OF 12 DIRECTORS*



* Through September 2, 2026.



Code of Business Conduct and Ethics

Casey's is committed to integrity and ethical conduct and we live these values every day through interactions with our guests, communities and each other. We work to ensure full compliance with all laws, rules and regulations that apply to our business.

All Casey's Board members, senior leadership and team members must comply with our Code of Business Conduct and Ethics. In doing so, we strengthen our company culture of honest and ethical conduct, compliance and accountability.

Within the Board of Directors, the Enterprise Risk Management team and Audit Committee review the code annually. They update the code, as well as other relevant company policies, to reflect new policies, standards and procedures at Casey's. Some of the topics that are subject to review and update include:

- 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

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. We refresh our compliance training to reflect annual updates to the Code. During FY 2026, 100% of our Board members and approximately 92% of our team members completed the required Code compliance training, with the remaining 8% 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 2026, 100% of applicable team members completed this required training.

Whistleblower Reporting and Protection

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.

We adhere 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. 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 and Anti-Trafficking Protection

Casey's is committed to combatting human trafficking, forced labor and underage employment and we expect our business partners to do the same. We work with other convenience stores and nonprofit organizations, such as Convenience Stores Against Trafficking (CSAT) in this effort. We use our large footprint as a multistate "neighborhood watch" to protect victims.

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

Political Activities and Advocacy Transparency

Casey's Director of Government Relations reports to the Chief Legal Officer 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 2026, our total lobbying expenditures were \$317,495 and campaign and PAC contributions totaled \$197,500.



Risk Management

Casey’s continually revisits our business resiliency program to confirm we have planned for a vast range of potential threats. Our strength in responding to challenges is why our team members, guests and stakeholders trust us to direct the company into the future. We are vigilant in preventing potential risks — and in finding optimal ways to respond to issues as they arise.

The Board meets regularly with management to discuss strategy and risks facing Casey’s. They receive 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.

For more details on risk management, please review the [TCFD Index](#) in the [Appendix](#).

Business Continuity

Disaster recovery and business continuity plans (BCP) are developed and managed by the Enterprise Risk Management (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, address and quickly resolve business disruptions.

We review and refresh the Casey’s enterprise BCP program and individual line-of-business plans annually. Our cross-functional Crisis Management Team is charged with maintaining and executing the BCP and associated playbook plans, if warranted.

Updated Extreme Weather Response

Extreme weather, including floods, earthquakes, tornadoes and strong winter storms, pose significant risk to most businesses, including Casey’s. During FY 2026, we updated our entire weather response plan. We prioritized this work in light of Casey’s acquisition of CEFCO stores in regions that experience hurricanes. Now all stores across our operating footprint will use the same incident response plan that encompasses extreme weather variations and other emergencies.



Casey's



Data Security and Customer Privacy

Casey's team members and guests trust us with their data, including personal phone numbers, email and more and we take this responsibility seriously. Every day our data experts work to secure the information we collect. They continually evolve our company's best practices and apply new technologies as they become available.

Casey's Generative AI Policy

Advancements in artificial intelligence are having a big impact on businesses around the world and Casey's is no exception. We have formed an AI Steering Committee to develop our long-term strategy. In the process, we are defining our approach to generative AI and striking the balance between increasing our competitive advantage while decreasing the potential security risks. During FY 2026, we introduced a Generative AI Use policy for all team members and leadership at Casey's.

Team Member Training

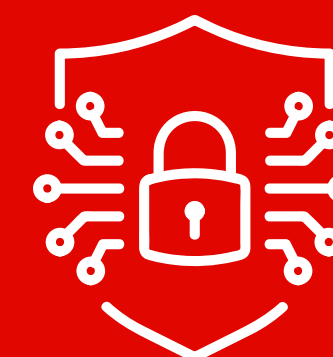
All Casey's team members are required to complete a Security Awareness Training program that outlines data management policies and responsibilities. Training is provided at orientation for new team members and then once a year during each team member's tenure.

Casey's Data Governance Council

Casey's has a formal Data Governance Council to address data privacy, particularly in light of individual state laws related to customer privacy. This effort proactively meets or exceeds future laws and we have established one data privacy procedure to address all state laws before they come into effect. The Council is also reviewing all vendor practices related to guest data security.

The Council core members are from Casey's IT Security, IT Engineering, Data Analytics, Marketing, Legal, Operations, Human Resources, Guest/Brand Insights and Compliance business units. The group regularly meets monthly with additional meetings as needed. The Council's responsibilities include, but are not limited to:

- Evaluation of current data privacy trends and application to Casey's program;
- Response to any violation of Casey's Privacy Policy;
- Oversight of privacy risk assessments related to new business or changes in the business;
- Oversight of third-party vendors related to data security and promotion of privacy awareness at Casey's through training and communications campaigns.



CASEY'S CYBERSECURITY AWARENESS PROGRAM

As part of Casey's Cybersecurity Awareness Program, we frequently share training videos with store team members to share the latest developments in guest and data privacy.

In FY 2026, we hosted a Cybersecurity Awareness Month to bolster team knowledge of these important topics. We held several events over the month with approximately 600 team members attending.

We also offered optional training and encouraged people to join in by promoting free giveaways for attendees. Over 200 team members completed all four weeks of the optional cybersecurity training.

[Introduction](#)[Environmental Impact](#)[Social Impact](#)[Responsible Business Practices](#)[Appendix](#)[2026 Materiality Assessment](#)[2025-2026 Metrics Table](#)[SASB Content Index](#)[TCFD Content Index](#)[UNSDG Index](#)[Forward-Looking Statements](#)

APPENDIX: PERFORMANCE DATA AND INDICES

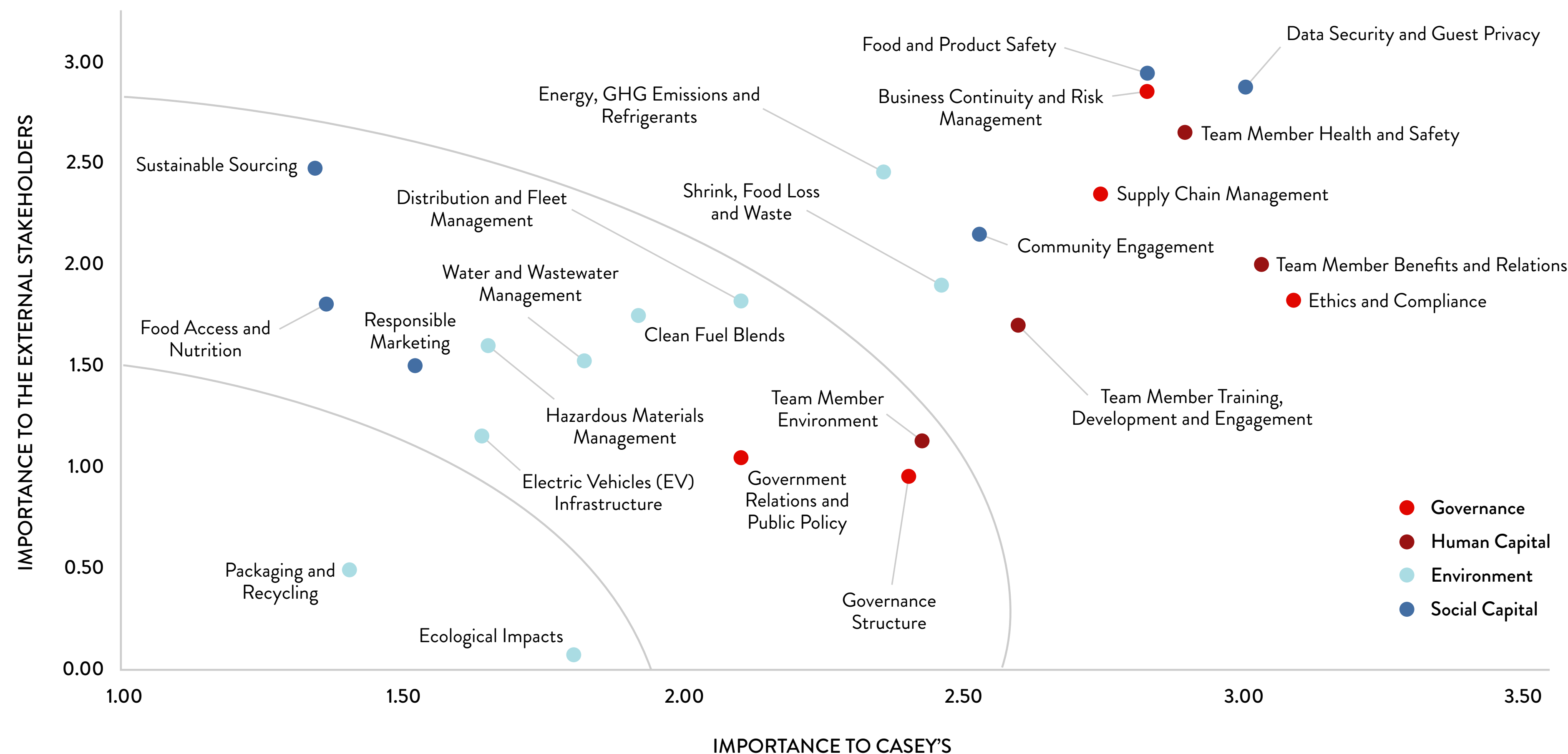
IN THIS SECTION:

[2026 Materiality Assessment](#)[Updated Materiality Assessment Definitions](#)[2025-2026 Metrics Table](#)[SASB Content Index](#)[TCFD Content Index](#)[UNSDG Index](#)[Forward-Looking Statements](#)



Casey's Materiality Matrix

Casey's mapped its material topics on a matrix, with topics most important located farthest to the right on the x-axis and closest to the top on the y-axis.





Updated Materiality Assessment Definitions

The following table lists the definitions of the key sustainability factors that Casey’s stakeholders expressed in the FY 2026 Sustainability Materiality Assessment refresh. Stakeholders reviewed 24 topics during the material assessments and deemed 11 topics most material. Please see [Our Sustainability Approach](#) for more information regarding this assessment.

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. This may include disclosing independent board members, committees and minority representation. Further considerations in this area are ensuring oversight and management of environment, social and governance topics throughout the company's operations. This may include sustainability policies, strategies, audits, committee oversight documents and more.
	Ethics and Compliance	Ensuring the company's values, standards, and norms are ethical and managed throughout business operations. These may include policies or practices relating to the code of conduct, anti-corruption, grievance mechanisms, compliance, audits and more.
	Business Continuity and Risk Management	Preparing for and managing potential crisis and risks that may impact the business. This may include forecasting, mitigation strategies, training, critical incident management and more.
	Government Relations and Public Policy	This may include fair practices and transparency relating to lobbying, political contributions, affiliations or memberships or political involvement of any other kind.
	Supply Chain Management	Supplier alignment with the company's business ethics, including social and environmental performance. This may include agreements to a Supplier Code of Conduct, "green procurement" policies, efforts that detail considerations and expectations for suppliers to comply with human rights standards, provide reporting and transparency, undergo audits and more. This also includes efforts to ensure supply chain resiliency such as reshoring and critical-supplier diversification.
	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. This may include efforts or policies to ensure responsible advertising of restricted products, risk disclosure, sales practices, nutrition factors and transparent labeling.
	Sustainable Sourcing	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 sustainability sourced ingredients, human rights and more.
OUR TEAM	Team Member Benefits and Relations	Upholding fair labor practices for all team members. This may include efforts or policies that relate to freedom of association, collective bargaining, employment security, compensation, health and wellness benefits, promoting a work-life balance and more.
	Team Member Health and Safety	Implementing and upholding operational safety practices across the company’s operational footprint. This may involve providing a safe work environment, injury and incident transparency, training, alignment to safety standards and certifications and more.
	Team Member Training Development and Engagement	Implementing programs and policies that attract and retain talent and build a strong and inclusive company culture. This may involve opportunities for job growth within the company, continual training to support team members’ pursuit of new knowledge or skillsets, surveys which track team member feedback, metrics to measure engagement and more.
	Team Member Environment	Providing a work environment that acknowledges diversity of gender, ethnicity, sexual orientation, physical ability, age, religious or personal beliefs and socioeconomic background.

The 11 most material topics are highlighted



OUR ENVIRONMENTAL COMMITMENT	Electric Vehicles (EV) Infrastructure	Promoting emerging technologies by expanding access to electric vehicle charging stations, helping reduce the environmental impact of transportation and supporting consumers’ transition to EVs.
	Clean Fuel Blends	Reducing the environmental footprint of fuel operations by offering lower-carbon options such as biodiesel and ethanol blends, giving consumers more renewable and cleaner fuel options.
	Distribution and Fleet Management	Efforts to optimize operational efficiency and reduce emissions throughout the distribution network with efforts such as electrification, alternative fuels and transport logistics technologies.
	Ecological Impacts	This topic also captures efforts to prevent pollution and land degradation, ensure biological diversity and more.
	Energy, GHG Emissions and Refrigerants	Measuring and minimizing the usage and impacts from energy consumption, greenhouse gas emissions, and emissions from refrigerants wherever feasible throughout the life cycle of the company’s products and services. This includes efforts that promote renewable energy sourcing, energy efficiency and conservation initiatives, reporting Scope 1 emissions (direct emissions from sources the organization owns/controls), Scope 2 emissions (emissions from purchased energy) and Scope 3 emissions (indirect emissions that cover the company’s full value chain), mitigation strategies, carbon footprint reduction or neutrality goals and more.
	Water and Wastewater Management	Measuring and minimizing the usage and impacts from water consumption wherever feasible throughout the lifecycle of the company’s products and services. This may include water consumption and disposal considerations within business operations, stormwater discharge, water-reduction systems, car washes and more.
	Packaging and Recycling	Reducing material product inputs used by implementing circular economy principles, recycling programs, reduction of single-use plastics by elimination or utilizing renewable inputs and more.
	Shrink, 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. Efforts to reduce surplus food and food wasted include production forecasting programs, spoiled food prevention and tracking, food handling training and more.
	Hazardous Materials Management	Measuring and minimizing the production of waste wherever feasible throughout the life cycle of the company’s products and services. This may include disclosing hazardous waste generation, safe hazardous materials handling and disposal, petroleum tanks and storage units compliance and more.
OUR COMMUNITIES	Community Engagement	Supporting and establishing positive relations with communities. This may include volunteer incentives or programs, donations, active engagement with local communities and more.
OUR GUEST EXPERIENCE	Food and Product Safety	Providing safe and quality food products for guests, including quality assurance, regulatory compliance, food-handling training, audits and recall remediation.
	Food Access and Nutrition	Access to nutritious and affordable food options to promote nutritional ingredients and healthy choices. This includes reductions of trans-fats and artificial ingredients, options for organic, allergen-free and non-GMO products and more.



Metrics Table

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

Section	Metric	FY 2026	FY 2025	FY 2024
ABOUT US	Retail and Distribution Footprint			
	Retail stores	2,944	2,904	2,658
	Distribution centers	3	3	3
OUR RESPONSIBLE BUSINESS PRACTICES	Board of Directors			
	Board charters	Casey's Governance Overview		
	Total directors	12*	11	11
	Average age	62.5	61.7	61
	Average tenure (years)	6.2	5.8	5
	Number of independent directors	11	10	10
	Percentage of independent directors	92%	91%	91%
	Number of women	5	5	5
	Percentage of women	42%	45%	45%
	Number of underrepresented minorities	4	4	4
	Percentage of underrepresented minorities	33%	36%	36%
	Business Ethics and Compliance			
	Code of Business Conduct and Ethics	Casey's Code of Business Conduct and Ethics		
	Percentage of full- and part-time team members who signed the Code of Business Conduct and Ethics (onboarded/ongoing)	87%	87%	88%

*The size of the Board will be reduced to 11 as of September 2, 2026



Section	Metric	FY 2026	FY 2025	FY 2024
OUR RESPONSIBLE BUSINESS PRACTICES	Number of internal audits or review of compliance policies and programs	3	3	1
	Number of external audits or review of compliance policies and programs	2	1	1
	Casey's CARES Ethics Hotline	Casey's CARES Ethics Hotline		
	Government Affairs			
	Total political contributions (campaign and PAC)	Corporate \$158,500 PAC \$39,000	Corporate \$106,125 PAC \$101,450	Corporate \$52,750 PAC \$67,000
	Total lobbying expenditures	\$317,495	\$253,781	\$263,650
	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	98.42%	93%	93%
	Number of pumps with Europay Mastercard and Visa (EMV) compliance	27,210	10,991	8,814
	Percentage of pumps with EMV compliance	98.4%	–	–



Section	Metric	FY 2026	FY 2025	FY 2024
OUR TEAM	Head Count			
	Total employees	49,848	49,072	45,359
	Full-time employees	23,490	23,279	20,935
	Part-time employees	26,358	25,793	24,424
	Hourly employees	45,796	45,004	41,672
	Average employee tenure (years)	2.63	2.56	2.39
	Compensation			
	401(k) matching contribution	6%	6%	6%
	Percentage of eligible employee population participating in 401(k)	18%	15%	15%
	Percentage of employee population eligible to participate in 401(k)	77%	77%	78%
	Diversity ¹⁸			
	Total employee diversity (%)			
	Women	56%	57%	57%
	Racial/ethnic minorities	22%	24%	17%
	Veterans	1%	1%	1%
	Employee age			
	Ages 29 or younger	37%	39%	41%
	Ages 30-50	41%	40%	39%
	Ages 51 or older	22%	21%	20%

¹⁸ All employee diversity information is self-identified.



Section	Metric	FY 2026	FY 2025	FY 2024
OUR TEAM	Gender diversity by employment hierarchy (% women)			
	Senior Leadership Team ¹⁹	33%	33%	33%
	Extended Leadership Team ²⁰	17%	24%	23%
	Professional staff ²¹	72%	72%	72%
	Hourly	55%	56%	58%
	Racial/ethnic diversity by employment hierarchy (% diverse)			
	Senior Leadership Team	50%	50%	50%
	Extended Leadership Team	13%	21%	15%
	Professional staff	16%	20%	15%
	Hourly	22%	25%	21%
	EEO-1 Data	Please see our website for current EEO-1 data		
	Anti-discrimination Training Required for All Employees? (Yes/No)	Yes	Yes	Yes
	Employee Completion of Anti-discrimination Training (%)	80%	81%	85%
	Talent Development			
	Average training hours per employee	43	64	46
	Employee development programs			

¹⁹ Executive Officers
²⁰ Senior Vice Presidents and Vice Presidents
²¹ All team members with direct reports; supervisors through our CEO.



Section	Metric	FY 2026	FY 2025	FY 2024
OUR TEAM	Courses available	830	763	321
	Course hours available	563	524	438
	Individual enrollments completed	1,508,382	870,191	732,157
	Casey's Resource Groups	6	6	4
	Employee Safety			
	Total number of required employee health and safety courses ²²	36	24	50
OUR COMMUNITIES	Total philanthropic giving ²³	\$8.1 million	\$6.6 million	\$5.8 million
	Total cash donations	\$2.9 million	\$2.7 million	\$2.3 million
	In-kind donations	\$1.3 million	\$1.2 million	\$879,819
	Cash for Classrooms grant program	\$1.3 million	\$900,000	\$1 million
	Cash for Classrooms grants	100	80	60
	Total volunteer paid days granted per eligible employee	2	2	2
	Total employee volunteer hours ²⁴	1,955	1,176	478
OUR ENVIRONMENTAL COMMITMENT	GHG Emissions (MTCO ₂ e) ²⁵			
	Scope 1 emissions	CY 2026 data to be reported in our 2027 Sustainability report	(CY 2025) 141,218	(CY 2024) 104,833
	Scope 2 emissions (location-based)	CY 2026 data to be reported in our 2027 Sustainability report	(CY 2025) 467,385	(CY 2024) 486,518
	Scope 2 emissions (market-based)	CY 2026 data to be reported in our 2027 Sustainability report	(CY 2025) 498,671	(CY 2024) 470,143

²² Required EH&S training varies by role.

²³ Including funds from our guests, partners and team members.

²⁴ Total volunteer hours during paid time.

²⁵ 2025 emissions values are calculated on calendar year basis.



Section	Metric	FY 2026	FY 2025	FY 2024
OUR ENVIRONMENTAL COMMITMENT	Total Scope 1 and 2 emissions (location-based)	CY 2026 data to be reported in our 2027 Sustainability report	(CY 2025) 608,603 ²⁶	(CY 2024) 591,351 ²⁷
	Total Scope 1 and 2 emissions (market-based)	CY 2026 data to be reported in our 2027 Sustainability report	(CY 2025) 639,888	(CY 2024) 574,976
	Scope 3 emissions ²⁸			
	Category 1: Purchased goods and services	CY 2026 data to be reported in our 2027 Sustainability report	(CY 2025) 8,665,993	(CY 2024) 7,302,909
	Category 3: Fuel and energy-related activities	CY 2026 data to be reported in our 2027 Sustainability report	(CY 2025) 158,634	(CY 2024) 161,361
	Category 6: Business travel	CY 2026 data to be reported in our 2027 Sustainability report	(CY 2025) 2,424	(CY 2024) 1,624
	Category 11: Use of sold products	CY 2026 data to be reported in our 2027 Sustainability report	(CY 2025) 28,494,024	(CY 2024) 23,831,281
	Total Scope 3 emissions	CY 2026 data to be reported in our 2027 Sustainability report	(CY 2025) 37,549,942	(CY 2024) 31,494,933
	Fleet Metrics			
	Grocery fleet trucks	272	272	252
	Grocery fleet drivers	257	249	254
	Fuel fleet trucks	219	181	196
	Fuel fleet drivers	442	422	340

²⁶ 2025 emissions values are calculated on calendar year basis.
²⁷ 2024 emissions values are calculated on calendar year basis.
²⁸ Total Scope 3 emissions in CY2024 and CY2025 include emissions from categories 2, 4, 5, and 13. Casey's began calculating these categories in CY2024.



Section	Metric	FY 2026	FY 2025	FY 2024
OUR ENVIRONMENTAL COMMITMENT	Fuel Operations			
	Number of stores selling renewable fuel products (% of total stores):			
	86E/87E	2,936 (~100%)	2,927 (~100%)	2,652 (~100%)
	E-15	914 (31%)	872 (29%)	594 (23%)
	E-85	441 (15%)	426 (14%)	424 (16%)
	Biodiesel	1,412 (48%)	1,264 (43%)	1,143 (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	282 chargers	230 chargers	170 chargers
	Sites with EV charging stations	64 sites	47 sites	37 sites

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 2026	FY 2025	FY 2024
FLEET FUEL MANAGEMENT	Fleet fuel consumed percentage renewable	FB-FR-110a.1	(CY 2025) 0 gallons	(CY 2024) 2,546 gallons, <1% (biodiesel only) ²⁸	6,130,075 gallons <1% (biodiesel/diesel blend only) ²⁹
AIR EMISSIONS FROM REFRIGERATION	Gross global Scope 1 emissions from refrigerants	FB-FR-110b.1	CY 2026 data to be reported in our 2027 Sustainability Report	(CY 2025) 24,608 MTCO ₂ e	(CY 2024) 3,091 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 2026 data to be reported in our 2027 Sustainability Report	(CY 2025) (1) 1,051,484 MWh (2) 100% (3) 0%	(CY 2024) (1) 1,084,084 MWh (2) 100% (3) 0%
FOOD WASTE MANAGEMENT	Amount of food waste generated and percentage diverted from the waste stream	FB-FR-150a.1	Not available. See Facilities Management for more information on our approach to managing waste from our operations.		
DATA SECURITY	(1) Number of material 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 Guest Privacy		

²⁹ Fleet fuel consumed percentage renewable calculated for CY 2024.
³⁰ 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.
³¹ Does not reflect renewable energy purchases by those Casey's stores participating in solar gardens.



FOOD RETAILERS & DISTRIBUTORS

Topic	Accounting Metric	SASB Code	FY 2026	FY 2025	FY 2024
FOOD SAFETY	High-risk food safety violation rate	FB-FR-250a.1	Average critical safety violations per store inspection: 0.4694 ³²	Average critical safety violations per store inspection: 0.6012 ³²	Average critical safety violations per store inspection: 0.6729
	(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) 1 2) 0 3) 0	1) 1 2) 13,399 ³³ 3) 100%	1) 2 2) 5,468,130 ³⁴ 3) 0
PRODUCT HEALTH & NUTRITION	Revenue from products labeled and/or marketed to promote health and nutrition attributes	FB-FR-260a.1	Not available. See The Innovation Kitchen 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 Food Safety and Quality Assurance		
PRODUCT LABELING & MARKETING	Number of incidents of noncompliance with industry or regulatory labeling and/or marketing codes	FB-FR-270a.1	See Food Safety and Quality Assurance 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

³² Based on aggregated third-party data.

³³ 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.

³⁴ 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 2026	FY 2025	FY 2024
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) \$15.72 2) 87% earned greater than minimum wage (13% earn minimum wage)	1) \$15.55 2) 95% earned greater than minimum wage (5% earn minimum wage)	1) \$14.73 2) 88% earned greater than minimum wage (12% earn 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) \$395,080	1) 0 2) \$395,080	1) 0 2) \$250,000
MANAGEMENT OF ENVIRONMENTAL & SOCIAL IMPACTS IN THE SUPPLY CHAIN	Revenue from products third-party certified to environmental or social sustainability sourcing standard	FB-FR-430a.1	Not available. See Developing a More Ethical Supply Chain with a New Coffee Vendor .		
	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 Working with Our Suppliers 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 Enhancing Sustainability in Casey's Merchandise .		



OIL & GAS – REFINING AND MARKETING

Topic	Accounting Metric	SASB Code	FY 2026	FY 2025	FY 2024
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) 9,722 2) 4 3) ~60%	1) 9,240 2) 2 3) ~60%	1) 8,484 2) 1 3) ~60%
WORKFORCE HEALTH & SAFETY	(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) 2.21 2) .0056 3) We do not track NMFR at this time	1) 2.08 2) .0622 3) We do not track NMFR at this time	1) 2.5 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	Our Team		
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 Leadership Team (SLT), has primary oversight of our approach to managing climate-related risks and opportunities. The Board also extends its oversight of certain Sustainability 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 Sustainability strategy, initiatives and reporting. The NCG Committee maintains a focus on Sustainability issues as they relate to our business and industry and reviews our progress on Sustainability 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 Sustainability topics, see the Sustainability Oversight section of this report.
B. DESCRIBE MANAGEMENT’S ROLE IN ASSESSING AND MANAGING CLIMATE-RELATED RISKS AND OPPORTUNITIES.	The Casey’s Director of Ethics & Compliance, 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 Director of Ethics & Compliance regularly presents to the company’s SLT and Board. Areas of focus for risk include Sustainability-related risks (see below). In addition, our Sustainability Committee plays a key role in championing our overall sustainability strategy and priorities. The Sustainability 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.
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A. DESCRIBE THE CLIMATE-RELATED RISKS & OPPORTUNITIES THE ORGANIZATION HAS IDENTIFIED OVER THE SHORT, MEDIUM AND LONG TERM.

Risk Type: Physical

Time Frame: Long

Description: Unfavorable weather conditions can adversely affect our business.

The vast majority of our stores, our distribution centers, and our corporate offices, are located in the Midwest region of the United States, which is susceptible to tornadoes, thunderstorms, extended periods of rain or unseasonably cold temperatures, flooding, ice storms and heavy snow. In addition, certain stores are located in the South, in particular Florida, which is susceptible to hurricanes. Inclement weather conditions could damage our facilities, impact our supply chain and the supply chain of our vendors, or could have a significant impact on consumer behavior, travel, and convenience store traffic patterns as well as our ability to operate our stores, distribution centers or corporate offices. 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 timely receipt of inventory could adversely impact our sales or increase our transaction costs, which could have a material adverse effect on our business.

We rely on our distribution and transportation network, which includes our drivers and distribution center Team Members, and the networks of our vendors and direct store delivery partners, to provide products to our distribution centers and stores in a timely and cost-effective manner. Any disruption, unanticipated or unusual expense or operational failure related to this process, including our inability, or that of our delivery partners, to hire and/or retain enough qualified drivers and distribution center Team Members to meet demand, could affect our store operations negatively.

We also depend on regular deliveries of products from third-parties to and from our facilities and stores 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, problems in production or distribution, financial or other difficulties of suppliers, cyber-related events, social unrest, inclement weather or other economic conditions, including the availability of qualified drivers and distribution center Team Members, could adversely affect the availability, quality and cost of products, and 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

A. DESCRIBE THE ORGANIZATION’S PROCESSES FOR IDENTIFYING AND ASSESSING CLIMATE-RELATED RISKS.

Climate-related risks are identified by management through our ERM process, with input also coming from our Sustainability Committee as well as external consultants who assist with our Sustainability management and disclosure.

Through ERM, we consider risks across short- (1–3 years), medium- (4–10 years) and long-term (10+ years) time horizons. Please see the [Risk Management](#) section of this report for additional information on our ERM process.

B. DESCRIBE THE ORGANIZATION’S PROCESSES FOR MANAGING CLIMATE-RELATED RISKS.

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.

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.

C. DESCRIBE HOW PROCESSES FOR IDENTIFYING, ASSESSING, AND MANAGING CLIMATE-RELATED RISKS ARE INTEGRATED INTO THE ORGANIZATION’S OVERALL RISK MANAGEMENT.

See above.



Metrics & Targets

A. DISCLOSE THE METRICS USED BY THE ORGANIZATION TO ASSESS CLIMATE-RELATED RISKS AND OPPORTUNITIES IN LINE WITH ITS STRATEGY AND RISK MANAGEMENT PROCESS.

We expanded our carbon assessment to determine certain Scope 3 emissions categories most relevant to our operations. 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.

B. DISCLOSE SCOPE 1, SCOPE 2 AND, IF APPROPRIATE, SCOPE 3 GREENHOUSE GAS (GHG) EMISSIONS & THE RELATED RISKS.

Please see [Our Energy and Greenhouse Gas Assessment](#) for our Scope 1, 2 and certain Scope 3 emissions.

C. DESCRIBE THE TARGETS USED BY THE ORGANIZATION TO MANAGE CLIMATE-RELATED RISKS AND OPPORTUNITIES AND

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.

PERFORMANCE AGAINST TARGETS.



SDG Index

The United Nations Sustainable Development Goals (SDGs) are a collaborative, global effort to achieve a better and more sustainable future for all. Represented by 17 global goals and 169 targets, the SDGs address challenges of poverty, inequality, climate change, environmental degradation, and peace and justice. 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
2 ZERO HUNGER	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]	Our Communities
4 QUALITY EDUCATION	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]	Providing New Opportunities and Career Growth
8 DECENT WORK AND ECONOMIC GROWTH	Our Team Member Proposition strategy 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]	Our Team



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.



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For more information: investor.caseys.com/sustainability