



COVID-19 PREPAREDNESS & RESPONSE PLAN

Casey's is committed to providing a safe and healthy workplace for all our team members and a safe shopping experience for our guests. To that end, Casey's has developed this COVID-19 Preparedness and Response Plan ("Plan") in response to the COVID-19 pandemic. The Plan is administered by the Risk Management Department, which maintains the overall authority and responsibility for the Plan. However, leaders and team members are equally responsible for supporting, implementing, complying with, and providing recommendations to further improve all aspects of this Plan. Our goal is to mitigate the potential for transmission of COVID-19 in our stores, distribution centers, and office spaces, and that requires full cooperation among our team members and leaders.

This Plan follows the guidance developed by the Centers for Disease Control and Prevention (CDC), the Occupational Safety and Health Administration (OSHA), and various state and local governments' guidance and recommendations. This Plan is intended to comply with all applicable rules, regulations, executive orders, and proclamations. As such documents change daily, this Plan may change. Further, to the extent anything in this Plan is inconsistent with applicable law, the applicable law shall supersede this Plan and govern in the relevant situation/jurisdiction.

This Plan consists of four main pillars:

1. ensuring sick team members stay home, and prompt identification and isolation of sick and exposed team members;
2. social distancing;
3. hygiene and source controls; and
4. cleaning and disinfection protocol.

Each pillar is discussed in detail below.

1. Ensure Sick Team Members Stay Home; Promptly Identify and Isolate Sick Team Members.

All team members self-screen for signs and symptoms of COVID-19 before working, including taking their own temperature. If the team member's temperature is higher than 100.4, or if they cannot truthfully certify they are free from symptoms of COVID-19, they must leave immediately and cannot work that day.

Casey's has established a COVID hotline for team members to call with questions and to report positive tests. Casey's has implemented leave policies that promote team members staying at home when they

are sick, when household members are sick, or when required by a healthcare provider or public health authority to isolate or quarantine themselves, or a member of their household.

Casey's has also implemented a protocol for contact-tracing and notification when a team member tests positive or has been a close contact of someone with a confirmed positive test result. Team members may not return to work until they meet the CDC's and/or public health authority's criteria for discontinuing quarantine.

2. Social Distancing—Team Members Must Be at Least Six Feet Apart Whenever Feasible.

Social distancing of at least six feet will be implemented and maintained between team members and guests in stores through the following engineering and administrative controls:

- Plexiglass shields at registers
- Floor decals placed six feet apart
- Signage
- Capacity limitations (where applicable).

3. Worker Hygiene and Source Controls

Basic infection-prevention measures are continuously implemented at our stores. Team members are instructed to wash their hands for at least 20 seconds with soap and water frequently throughout the day, but especially at the beginning and end of their shift, prior to touching any food, and after using the restroom.

Hand-sanitizer (containing greater than 60% alcohol) is also available in the stores.

Source controls (barriers to help prevent respiratory droplets from traveling into the air and onto other people when a person coughs, sneezes, talks, or raises their voice) are being implemented at our stores in the form of Plexiglas shields (as noted above) and face coverings.

All team members must wear face coverings. Face masks are required unless a team member has a disability that makes it impossible to wear a face mask, in which case, the team member must wear a face shield, as a reasonable accommodation.

Effective February 1, 2021, guests over the age of 5 are required to wear face coverings (unless they have a disability/medical condition that makes it impossible to wear a face mask), in which case, guests are encouraged to use online or in-app ordering and curbside pickup or delivery.

Signage is posted at entrances advising guests of Casey's face covering policy.

4. Cleaning and Disinfection Protocol

Enhanced practices of cleaning and disinfecting have been implemented, including a schedule for frequent cleaning/sanitizing of high-touch areas and equipment (e.g., handles, touch screens, credit card readers, etc.) and routine cleaning and disinfecting of work surfaces. Appropriate and effective cleaning and disinfecting supplies (sanitizers and disinfectants that meet the EPA's criteria against SARS-CoV-2) have been purchased and are available for use in accordance with product labels, safety data sheets, and manufacturer specifications, and are being used with required personal protective equipment for the product.

In the event a team member tests positive, and has worked in the store while symptomatic during the past 7 days, the store will be closed and deep-cleaned by Casey's third-party cleaning contractor, which implements a biohazard remediation process. If a team member tests positive, and has worked in the store while asymptomatic in the past 7 days, Casey's examines the store's Enhanced Cleaning Daily Logs, and if they are incomplete, the store will be closed and deep-cleaned by Casey's third-party cleaning contractor, which implements a biohazard remediation process.