It started with a gas station.

My grandfather Tony and my father, Bill, and a simple, two-pump operation in Hampton, Iowa. Population: 4501. They called it Hampton Oil Company, a small station with full-service gas and unbeatable customer service. No one could have imagined 60 years later (well maybe Bill...) where we would be today. Our Renzo Piano-designed building in downtown Des Moines is headquarters to not only our 400-strong chain of convenience stores, but a growing list of best-in-class companies – wineries, soccer, real estate, agriculture, transportation – all under the umbrella of its parent company: Krause Group.

As chairman and CEO, I have much for which to be grateful. In 2019, we celebrated our diamond anniversary as a family-run company. The global scope and scale we have achieved while holding onto those same values first displayed in Hampton in 1959 is nothing short of remarkable. None of this would be possible however without our purpose, which guides us not only as a business, but as a family. Krause Group companies are about more than selling wine or fuel, more than soccer or agriculture. They are about how we leave the world a better place than when we found it. That simple credo imbues the day-to-day operations of our business across 14 states, two countries, and 5,476 Associates worldwide. That is our ‘why,’ and this corporate social responsibility (CSR) report spotlights our ‘how.’

Our CSR work is part and parcel of a 60-year legacy of giving back to the communities we serve, while focusing on the sustainability of our outputs. For as long as I can remember, we have given 10 percent of our profits in our philanthropic efforts. I am proud that as our footprint has grown, our charitable contributions have grown alongside it. Sustainability has also always been a part of our philosophy at Krause Group. Being a family-owned and operated company, now in its fourth generation, means we can afford to look down the road and make the right decisions for our business – and our people. Our second-ever CSR report provides a holistic look across what Krause Group companies have achieved – and where we aim to go from here. From our work in food rescue to our efforts in waste reduction; from our community programs with the Des Moines Menace to our sustainable and organic cultivation work in Italy; from establishing our diversity, equity and inclusion platform, to enhancing representation at all levels – there is much to celebrate. There is also much still to do. I am reminded of something Marc Benioff wrote:

"Companies can truly thrive only when our communities succeed as well: when our public schools prepare our children for a digital economy; when people are treated equally, regardless of race, gender, sexual orientation or gender identity; when we protect our environment from pollution and climate change; when our residents are no longer forced out of their homes and onto the streets.

We march onward.

Kyle J. Krause
<table>
<thead>
<tr>
<th>Krause Group in Numbers</th>
<th>2.76 Billion</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Countries</strong></td>
<td><strong>Revenue 2019</strong></td>
</tr>
<tr>
<td>U.S. &amp; ITALY</td>
<td>59 Organizations</td>
</tr>
<tr>
<td>14</td>
<td>Board &amp; Committee Service Organizations</td>
</tr>
<tr>
<td>US States</td>
<td>395 Kum &amp; Go stores</td>
</tr>
<tr>
<td>5,476</td>
<td>6,435 Acres of farm land (U.S.)</td>
</tr>
<tr>
<td>Associates</td>
<td>126 Hectares of farm land cultivated (Italy)</td>
</tr>
<tr>
<td>56% Women</td>
<td>35 Hectares of farm land managed (Italy)</td>
</tr>
<tr>
<td>44% Men</td>
<td>40 Wines produced (Italy)</td>
</tr>
<tr>
<td>14,787</td>
<td>193 Residential units</td>
</tr>
<tr>
<td>Attendees to nine Des Moines Menace soccer games</td>
<td>18,492 Retail square footage</td>
</tr>
<tr>
<td>Solar semi-tractor trucks in the fleet</td>
<td>722,154 Commercial rentable square footage</td>
</tr>
</tbody>
</table>
Awards

Four Pillars of Social Responsibility

We have established four pillars to use as filters for decision-making and continuous improvement. These pillars harness these values into real-world actions which guide our operating philosophy.

**Purpose-Based**
- We focus our WHY in everything we do: to inspire and energize our Associates and to engage our customers.

**People First**
- We create a culture where our Associates have a sustainable quality of life and stakeholders feel welcomed and valued. This pillar incorporates diversity, equity & inclusion, and Associate well-being.

**Planet**
- We implement sustainable practices to reduce our impact on the environment and provide for future generations.

**Philanthropy**
- We give back and enrich the communities we serve. We focus on charitable giving and a culture of community service.

---

### Kum & Go

- 2019 Business Recycling Program of the Year – Iowa Recycling Association
- 2019 United Way of Central Iowa Impact Maker Award

### Solar

- 2019 IMTA Grand Trophy Safety Award
- 2019 IMTA Fleet Safety Award – Tank Truck
- 2019 Transport Topics Top Tank Truck Bulk Carriers
- 2019 SC Fuels – Carrier Distinguished Service Award

### Krause Gateway Center

- 2019 • Master Builders of Iowa Masters Award
- 2019 • Architectural Digest Best-designed building in Iowa

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Source: Kum & Go survey conducted in August 2019, among 3,000 adults.

- **48%** of people are “Extremely” or “Very” likely to shop at convenience stores that share their values, care about causes they care about
- **84%** of people strongly agree or somewhat agree that “we have a responsibility to preserve our environment”
- **56%** of people would pay more for products which are more sustainable
For 60 years, Kum & Go has been dedicated to the communities it serves, sharing 10 percent of its profits with charitable causes. For four generations, the family-owned convenience store chain has focused on providing exceptional service and delivering more than customers expect. Established in Hampton, Iowa, in 1959, the chain has since grown to employ thousands of Associates in hundreds of stores across Iowa, Arkansas, Colorado, Minnesota, Missouri, Montana, Nebraska, North Dakota, Oklahoma, South Dakota, and Wyoming.

Krause+ develops and operates real estate in downtown Des Moines and the Langhe area in the Piedmont region of Italy. The company takes a multi-faceted approach to the planning, design, and management of real estate; leveraging the local community’s cultural energy, assets, inspiration, and potential to create spaces that are sustainable, engaging, and endure the test of time.
Des Moines Menace

Des Moines Menace is a soccer team based in Des Moines, Iowa. Founded in 1994, the team plays in USL League Two, the fourth tier of the American Soccer Pyramid.

60 ticket and merchandise donations were fulfilled to support silent auctions and community events.

31 player, mascot and/or staff community appearances at schools and community events.

$2,500 in Kicks 4 Kids donations to the Menace Soccer Foundation, resulting in 250 free tickets for underprivileged youth in Iowa.

In partnership with Tyson Fresh Meats, Menace players coached a free soccer camp for over 50 players in Perry, Iowa.

Solar Transport

Founded in 1963, Solar Transport has grown to become one of the country’s leading fuel transport companies, while earning a reputation as an award-winning leader in driver and road safety.

2019 Registered EPA SmartWay Carrier Partner
Total accidents per million miles decreased by 9.7%
DOT reportable accidents per million miles decreased by 23.9%
Enrico Serafino

Founded in 1878 in Canale, Italy, Enrico Serafino is one of the oldest wineries in the Piedmont region. The winery has continued to thrive in its original location for over 140 years, with its critically acclaimed still and sparkling wines remaining prominent in Italy and throughout the world. Enrico Serafino believes in giving back to their community by investing in youth and their education. The winery created a program for primary school children to educate them about the wine-making process and its environmental impact. The program was introduced to two groups in 2019 and will be scaled further in the coming years. The paper used for both cardboards and labels is a mix of recycled (where possible) and FSC certified origin.

100% power comes from renewable sources
100% of grapes from sustainable vineyards
Located in the heart of the Langhe hills of Italy, the Vietti wine cellar was founded in the late 1800s by Carlo Vietti. The estate has gradually grown over the course of time, and today the vineyards include some of the most highly-prized terroirs within the Barolo and Barbaresco wine-growing area. The 2019 vintage of Vietti’s owned vineyards will be the first organic vintage in the company’s history. Adhering to European Union standards of organic certification, Vietti implemented the necessary protocols and produced three harvests before being able to achieve organic certification. To achieve this certification, Vietti followed the EU’s key principles including the prohibition of GMOs and artificial fertilizer, herbicides and pesticides. Vietti planted green crops to prevent the growth of weeds and maintain soil fertility, and clear weeds meticulously by hand from their vineyards. This rigorous process, which has been implemented over many years, will first be tasted when the 2019 vintage is released in 2023.

100% of Vietti’s owned vineyards are organic, which represents 50% of their total production.

100% wines are certified vegan

100% grapes are bio- and organic-certified
Dalla Terra Ranch proudly practices sustainable agriculture on 225 acres of rolling hills in central Iowa. Organic pastures feed the flock of free-range Katahdin sheep and conservation efforts target the restoration of native fields and woodlands and contribute to improved water quality. The use of solar and wind power virtually eliminate the need for traditional electricity.

Teamwork Ranch farms, located in south-central Iowa, are managed with a keen focus on conservation agriculture. Working closely with tenant partners, Teamwork farming practices minimize topsoil loss, minimize nutrient loss, and strive to continuously improve the quality of the soil.

- 1100 acres seeded with cover crops
- Soil loss modeling reports completed on all tillable acres – modeling informs the practices needed to minimize annual topsoil loss
- Soil sampling completed on 25% of tillable acres – results aid tenants regarding proper nutrient application and conservation practices to retain nutrients and avoid unnecessary loss

- 70 acres of native Iowa prairie burned for invigoration and to minimize weed pressure
- Historic oxbow – dating back to pre-1930 – cleared of invasives and seeded down with native grasses and forbes
- 10 acres of invasive cedars cleared
- 10 native Iowa hardwood trees planted
- 3 acres of quail habitat preserved
Our People

Overview

- 65% Living Wage U.S, National - Full-Time Associates
- 208,546 Training Hours for Store Hourly Associates
- 48% Associates Highly Engaged, According to 2019 Associate Voice Survey
### Years of Service

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 1</td>
<td>60%</td>
</tr>
<tr>
<td>2 - 5</td>
<td>27%</td>
</tr>
<tr>
<td>6 - 10</td>
<td>8%</td>
</tr>
<tr>
<td>11+</td>
<td>5%</td>
</tr>
</tbody>
</table>

### Benefits

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>41%</td>
<td>Total Associates Eligible for Medical Plan in 2018</td>
</tr>
<tr>
<td>2019</td>
<td>64%</td>
<td>Total Associates Eligible for Medical Plan in 2019</td>
</tr>
<tr>
<td>2018</td>
<td>26%</td>
<td>Total Associates on Medical Plan in 2018</td>
</tr>
<tr>
<td>2019</td>
<td>28%</td>
<td>Total Associates on Medical Plan in 2019</td>
</tr>
</tbody>
</table>

### Diversity, Equity & Inclusion

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018 Minority Associates</td>
<td>20%</td>
</tr>
<tr>
<td>2019 Minority Associates in Leadership**</td>
<td>9%</td>
</tr>
<tr>
<td>2018 Female Associates</td>
<td>56%</td>
</tr>
<tr>
<td>2019 Female Associates in Leadership**</td>
<td>52%</td>
</tr>
<tr>
<td>% of Senior Leadership Team Members Identifying as Female</td>
<td>27%</td>
</tr>
</tbody>
</table>

*U.S.-based Associates only

** Director Level & Above, including General Managers
Age 2019 Associate Voice Survey

80% Favorable
Everyone here is treated fairly regardless of race, gender, age, ethnic background, disability, sexual orientation or other differences

69% Favorable
Workforce diversity is valued at our organization

85% Favorable
I feel accepted by my immediate coworkers
One of the many development opportunities available to Krause Group Associates is the Women’s Network. 2019 marked the fifth year of the KG Women’s Network. The goal of the group is to promote growth of Associates, with a focus on women who are aspiring to become leaders in the company. All Associates are welcome and invited to attend events throughout the year.

The three pillars for the Women’s Network are Professional Development, Personal Development, and Community Service. The group’s mission is to provide annual programming and events with topics that align with each of our three pillars. These events range from keynote speaker lunches, small group discussions, book clubs, themed sanity breaks, volunteer opportunities, and happy hours.

Women’s Network

85 Members

4 Major events in 2019

40 Average attendance at quarterly events
Store Structure

“Store Structure has helped work/life balance for both the General Managers (GMs) and the team members. Now that there is a leader in the store opposite of the GM, we are able to truly be off from work. One of the greatest things for me is to see my Associates having the ability to take time off and not having to miss pay with their newly added paid time off.”

—Billie Hayes, Kum & Go Store Associate

Building a happy, healthy workforce is one of Kum & Go’s highest priorities. In 2019, the company embarked on the biggest personnel shift in its 60-year-history. Dubbed “store structure,” the program’s primary aim was to improve the lives of Associates by providing better work-life balance, consistent schedules, pay, and benefits. Secondary benefits to the company are increased retention, increased Associate engagement, and an improved customer experience.

By November 2019, over 1,800 Associates went from part-time to full-time employment at Kum & Go. Today, more than 3,000 full-time Associates have predictable incomes, robust benefits packages, and paid leave.

This new structure also includes:

- Expanded benefits to more Associates (skills training, PTO, health)
- Consistent and predictable scheduling for store Associates so they know their income
- Career pathing and more opportunity for internal promotions
- Leadership development for store Associates
- Assigned ownership to tasks inside the store so they can have pride in their work and better engagement
- A flex pool so Associates can add the hours they want

“Today, 70% of all hours worked are worked by full-time Associates.

“The goal is to do right by our people. We know that our full-time Associates are more likely to be happier at work and see a future for themselves with Kum & Go. Knowing you get the same paycheck 52 weeks a year, removes major stress from our Associates’ lives.”

—Kum & Go President Tanner Krause
In 2019, Kum & Go successfully diverted 33.7% of waste from landfills, up from 31.3% in 2018. By year end, 76% of stores had some form of back-end recycling program for cardboard or single-stream service. As a convenience retailer faced with the dynamic and unpredictable nature of receiving external waste, Kum & Go remains committed to providing education and responsible options for Associates and customers to divert waste from the landfill. The company is continuing to launch and test innovative programs in food rescue (see Philanthropy) and composting, with an intent to expand in the future.

### Our Planet

<table>
<thead>
<tr>
<th>Year</th>
<th>Stores</th>
<th>Total Estimated Waste Diversion Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>398</td>
<td>31%</td>
</tr>
<tr>
<td>2019</td>
<td>395</td>
<td>34%</td>
</tr>
</tbody>
</table>

In 2019, Kum & Go successfully diverted 33.7% of waste from landfills, up from 31.3% in 2018. By year end, 76% of stores had some form of back-end recycling program for cardboard or single-stream service. As a convenience retailer faced with the dynamic and unpredictable nature of receiving external waste, Kum & Go remains committed to providing education and responsible options for Associates and customers to divert waste from the landfill. The company is continuing to launch and test innovative programs in food rescue (see Philanthropy) and composting, with an intent to expand in the future.

*All estimations are based off volume-to-weight conversions provided by U.S. EPA and assumes full dumpsters for each pick-up.*
Replenysh Pilot Program

In May 2019, Kum & Go initiated a 15-store pilot program in Springfield, Missouri to reduce contamination by shifting from single-stream recycling service to multiple dedicated streams for both cardboard and bottles/cans. By focusing on these two large reclaimable items, Kum & Go hopes to see gains in waste diversion from landfill. This is a partnership with PepsiCo Recycling and Replenysh, a company committed to helping companies gain transparency into the material recovery process. This program allows Kum & Go to offer recycling programs in stores that lack current service options. This includes at-the-pump recycling of cans and bottles for customers. Associates also break down cardboard boxes and place them in designated toters instead of a dumpster.

New Construction

Kum & Go works to identify new waste reduction opportunities when designing new stores. In 2019, a test to eliminate paper towels in new store restrooms was conducted. Building restrooms without paper towel dispensers diverts approximately 500 lbs. of waste each year per store from landfills. The Dyson Airblade 9kJ was chosen since it provides an efficient 10 to 12 second hand-drying process. It includes a HEPA filter that captures 99.97% of bacteria and viruses from the surrounding air and reduces CO₂ emissions by 85% over paper towels.

Green Packaging

By year end of 2019, more than 75% of Kum & Go stores had introduced coffee machines that reduce waste, water usage, and Associate labor. Bean-to-cup coffee machines now deliver fresh, made-to-order coffee with the touch of a few buttons. Since the bean-to-cup pilot in July 2017, approximately 17,000 fewer cases of coffee were delivered to Kum & Go stores in 2019 thanks to bean-to-cup equipment. This led to a savings of over 630,000 gallons of water and kept over 1 million coffee packets from the landfill. It also resulted in a labor savings of 8-10 hours per week for store Associates.

“We knew our customers wanted hot, fresh coffee to always be available. Bean-to-cup has helped us deliver on that promise,” said Kum & Go Category Manager Connie Kelehan. “Saving on our waste and water is also an important benefit as we continue to seek out ways to reduce environmental impact.”
Alternative Fuels

Ethanol and Biodiesel Blending

Kum & Go was one of the first retailers to begin offering E85 in the 1990s.

The company started adding E15 to its product offering in 2015, and currently offers it at about 40% of stores. Today, Kum & Go builds all new stores with both E85 and E15 at the pump. In 2019, Kum & Go sold more than 72 million gallons of ethanol.

E15 and E85 are used to describe a range of gas products containing higher blends of ethanol, a renewable biofuel. For example, E15 is a gasoline blended with 15% ethanol. Similarly, B5 and B20 are used to describe a range of diesel products containing biodiesel, which is another renewable biofuel. A B20 product contains 20% biodiesel.

<table>
<thead>
<tr>
<th>Year</th>
<th>Ethanol Blended in Gas</th>
<th>Biodiesel Blended in Diesel</th>
<th>Total Renewable Fuels Blended</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>12.49%</td>
<td>6.30%</td>
<td>11.47%</td>
</tr>
<tr>
<td>2019</td>
<td>12.08%</td>
<td>7.51%</td>
<td>11.31%</td>
</tr>
</tbody>
</table>
Stores by Fuel Type

<table>
<thead>
<tr>
<th>Fuel Type</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>E15</td>
<td>143</td>
<td>158</td>
</tr>
<tr>
<td>E85</td>
<td>229</td>
<td>245</td>
</tr>
<tr>
<td>Biodiesel</td>
<td>246</td>
<td>241</td>
</tr>
</tbody>
</table>

Electric Vehicle (EV) Charging

Kum & Go stores will begin incorporating direct current fast charging spaces. The charging speed of district current fast charging (DCFC) systems has increased, allowing customers to garner a significant charge during a routine stop. In 2021, Kum & Go stores will begin incorporating EV charging spaces planned for future use with conduits installed and outlined designated parking. Kum & Go has accelerated its own EV charging installation plans and currently plans the addition of another 15.

Compressed Natural Gas (CNG)

Kum & Go is continuing to evaluate alternative offerings in its quest to offer fuels of the future to customers. The Alternative Fuels Data Center estimates that compressed natural gas (CNG) reduces greenhouse gas emissions by 6-11% compared to traditional gasoline. In 2015, Kum & Go’s first CNG station was installed at Store 414 in Springdale, Arkansas. Since then, Kum & Go has sold over 377,000 gasoline gallon equivalents (GGE) of CNG and continues to monitor trends to identify opportunities to support and enable future fuel solutions.
Minimizing environmental impact is an essential guiding principle in store construction. Between 2008-2019, Kum & Go certified 109 of its stores using the Leadership in Energy & Environmental Design (LEED) program. Since improving its design specifications, they have continued to use what they have learned to build an additional 69 efficient and responsible stores. Kum & Go is working to define an internal “green” standard in place of LEED moving forward.

Kum & Go’s current Marketplace design uses 44% less energy per square foot than its Legacy store model. The building uses remote heating, cooling, and refrigeration to reduce energy use while still conditioning the retail space for customers and Associates. In 2016, Kum & Go switched to 100% high-efficiency LED (light-emitting diode) lighting, with 67 stores now meeting this criteria. Kum & Go is actively switching to LED lighting on existing stores, with the goal of having 100% of stores LED-lit by 2024.

<table>
<thead>
<tr>
<th>Kilowatt-hour per square foot (kWh/ft²)</th>
<th>Cost (dollar/ft²)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legacy (2004-2009 stores built)</td>
<td>129.7</td>
</tr>
<tr>
<td>5K (2010-2015 stores built)</td>
<td>98.5</td>
</tr>
<tr>
<td>Marketplace (2016-2019 stores built)</td>
<td>72.8</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Overall Electric Use Intensity (kWh/ft²)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
</tr>
<tr>
<td>2019</td>
</tr>
</tbody>
</table>
Solar Photovoltaic (PV) Energy

In December 2011, Kum & Go installed its first solar photovoltaic (PV) project on a fuel canopy expansion at Store 927 in New Castle, Colorado. The panels produce slightly over 5% of total energy demand and allowed Kum & Go to upgrade its fuel canopy design to hold future installations on new and rebuilt stores. The next solar PV installation is planned for 2020 in Denver, Colorado.
# Our Philanthropy

## Food Rescue

Kum & Go's food rescue program has increased meals donated by 54% since 2018 to continue helping families and individuals in need. Associates and volunteers across nine states and 295 stores work to donate meals to over 150 agencies. These agencies include food shelters, school pantries, low-income housing, domestic abuse shelters, youth and adult homeless shelters, elderly and disabled community centers, and after-school community programs serving low-income communities.

<table>
<thead>
<tr>
<th>Year</th>
<th>Meals</th>
<th>% Change</th>
<th>YOY Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>1,066,369</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>1,949,145</td>
<td>+54%</td>
<td>+882,776</td>
</tr>
</tbody>
</table>

"Thank you for your generous gift of 334,615 lbs. of various fresh and shelf-stable food items throughout 2019. Your generous contribution makes it possible for Eat Greater Des Moines to fulfill our mission to connect communities through food."

**Eat Greater Des Moines**

"As a Food Bank, we cannot do what we do without tremendous partners like you. Please extend this thank you to your hardworking staff at each of your stores that make an impact within our region."

**Hawkeye Area Community Action Program**
Stores Participating in Food Rescue by State

- Arkansas 40
- Colorado 63
- Iowa 77
- Missouri 48
- Nebraska 18
- North Dakota 4
- Oklahoma 35
- South Dakota 1
- Wyoming 9

Total stores participating in 2019: 295

Where We Give

$1.1 million+
collected/donated by in-store fundraisers

Krause Group and the Krause Family actively pursue opportunities for giving back time, talent, and resources. Their purposeful, strategic philanthropy demonstrates company and family values. Through these efforts, they aspire to create a legacy of generosity, strategic vision, and community impact.

In 2019, the Krause Family Foundations supported 77 organizations in the areas of arts and culture, education, faith, community betterment, and human service. Kum & Go awarded 105 grants and sponsorships, supported nearly 200 organizations with gift card and product donations, and raised over $1.1 million for 16 different non-profit organizations.

Personal giving is also an important component of Krause Group’s culture. Krause Group Associates sit on 59 boards and committees across the country, demonstrating the value of giving back time and talent. Volunteer opportunities are encouraged as team-building activities. In addition to the contributions given toward the $1.1 million, Associates participated in three blood drives with LifeServe Blood Center; donated books, literacy kits, and birthday bags to United Way; collected hundreds of toys for Toys for Tots; and donated diapers, socks, gloves, and pantry items for Ronald McDonald House and local shelters.

- Habitat for Humanity
  - $368,429
  - (over $600,000 with corporate contribution)
- American Red Cross
  - $52,454 + $10,000 company match
- United Way of Central Iowa
  - Over $475,000 in family and Associate contributions

Where We Give $1.1 million+
collected/donated by in-store fundraisers
2019 Kum & Go and Family Foundation Gifts

Alzheimer’s Association Greater Iowa Chapter • American Red Cross • America’s Family Coaches • Anawim Housing Foundation • Animal Rescue League of Iowa • Inc. • Arbor Day Foundation • Arkansas Arts Center Foundation • Arkansas Foodbank • Arkansas Single Parent Scholarship Fund Program • Beacon Historical Society • Bentonville Child Care and Development Center Inc. • Big Brothers Big Sisters of Central Iowa • Blank Center and Blood Disorder Center • Blank Park Zoo Foundation • Boy Scouts of America, Mid-America Council • Boys & Girls Clubs of Cedar Rapids • Boys & Girls Clubs of Central Iowa • Boys & Girls Clubs of Springfield Inc. • Boys & Girls Clubs of the Midlands • Brain Injury Alliance Iowa • Bravo Greater Des Moines • Brenton Arboretum • By Degrees • Care and Share Inc. • Catholic Diocese of Des Moines • Central Iowa Shelter & Services • Chicks with Checks • Child Saving Institute Inc. • Children & Families of Iowa • Children’s Literacy Center Inc. • ChildServe • City Sounds • Colonial Manor Health & Welfare Foundation • Colorado Springs Conservatory of Music • Community Foundation of Greater Des Moines • Community Youth Concepts • Crisis Intervention & Advocacy Center • Des Moines Area Religious Council • Des Moines Art Center • Des Moines Arts Festival • Des Moines Community Playhouse • Des Moines Performing Arts • Des Moines Social Club • Des Moines Urban Experience • Des Moines Wine Festival Foundation • Dibs For Kids • DMARC • Domestic Violence Intervention Program • Dowling Catholic High School • Downtown Events Group • Downtown Springfield Association • Drake University • Dream Factory, Inc. • Iowa Dress for Success • East High School Alumni Foundation • Eat Greater Des Moines • Elks Green Country Inc. • Everybody Wins Iowa • Fisher Center for Alzheimers Research Foundation • Food Bank of Iowa • Food Bank of Northeast Arkansas • For the Kids Foundation • Springfield Public Schools • Friends of Des Moines Parks Foundation • Friends of Iowa CASA and ICFCRIS • Genesis Development • German American Heritage Center • Golden Hills Resource Conservation and Development Area • Greater Des Moines Botanical Garden • Greater Des Moines Habitat for Humanity • Greater Des Moines Leadership Institute • Guts Gear • Habitat for Humanity International, Inc. • Hampton United Methodist Church • Harmony Project Tulsa Inc. • Harrison County Community Hospital Foundation Inc. • Hoyt Sherman Place • Icia Inc. • In Our Backyard • Iowa Architectural Heritage Foundation • Iowa Arts in Education • Iowa Automotive Heritage Foundation • Iowa Catholic Radio • Iowa College Foundation • Iowa Environmental Council • Iowa Great Lakes Association • Iowa Historical Foundation • Iowa Homeless Youth Center • Iowa Motor Carriers Foundation • Iowa Safe Schools • Iowa Sports Foundation • Iowa Stage Theatre Company • Iowa State Fair Foundation • Iowa State University Foundation • Italian American Cultural Center • Jewish Federation of Omaha Inc. • Junior Achievement of Central Iowa Inc. • Junior League of Cedar Rapids Inc. • Kick It Forward • Kinnickinnic River Land Trust • La Luz Hispana • Latino Resources, Inc. • Least of These Inc. • Living History Farms • Loras College • Loyola Men’s Soccer • Lutheran Services in Iowa • Madison County Foundation for Environmental Education • Make-A-Wish Oklahoma • MercyOne Foundation of Des Moines • MercyOne North Iowa Hospice • MOMA • NAMI Nebraska • National Gallery of Art • Neosho Arts Council • New Leaders Council • New York Public Radio • Newman Catholic Student Center • Newton Dollars for Scholars • No Foot Too Small • Northwest Arkansas Children’s Shelter, Inc. • Oakridge Neighborhood Services • Omaha Home for Boys • Omaha Theater Company • Opportunity on Deck • Orchard Place • Ozarks Food Harvest Inc. • Pikes Peak United Way • Pillars of Sacred Heart • Regina Foundation • Rescue Inn • Ronald McDonald House Charities of Arkansas • Ronald McDonald House Charities of Central Iowa, Inc. • Roosevelt High School Foundation • Ronett County United Way • Ruth Harbor Ministries • Sacred Heart Church and School • Sarcoxie Youth Sports Inc. • Saving Grace Perishable Food Rescue Inc. • Science Center of Iowa • Seasons Center for Behavioral Health • Sherman Hill Association, Inc. • Simpson College • Sister Friends United Incorporated • South Hardin High School • St. Ambrose Cathedral + University • St. Hyacinth’s Church • St. John’s Lutheran Church • St. Mary’s Catholic Church • St. Thomas More Center • Catholic Youth Camps • St. Vincent DePaul St. Williams Catholic Church • Summer of the Arts Inc. • The Catamount Institute • The First Tee of Central Iowa • The Kitchen, Inc. • The National Center on Addiction and Substance Abuse • The Nature Conservancy • The New Bohemian Innovation Collaborative Inc. • Tri Lakes Cares • United Way of Central Iowa • United Way of the Midlands • UnityPoint Health Foundation • University of Iowa Center for Advancement • University of Northern Iowa • US Soccer Foundation • Year One Inc. • Young Women’s Christian Association • Youth Emergency Services and Shelter • YouthZone
Krause Group looks forward to continued progress and reporting on our CSR efforts. This is a journey, not a destination. As we travel along this path, we see opportunities to further express our four pillars of purpose, people, planet, and philanthropy.

For our 2020 CSR Report, we are excited to be working on the following goals:

- Identify shared CSR metrics across all Krause Group companies
- Identify custom CSR metrics for each company driven by purpose, culture, and industry
- Review industry guidance on custom CSR metrics from the Sustainability Accounting Standards Board (SASB)
- Identify performance goals within people, planet, and philanthropy