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Lucas Family Br
Blessing

2025
IMPACT REPORT

A CULTURE OF GIVING BACK

At Lucas Oil, we are committed to doing the right thing, the right way, for the right reason.

Our mission is to create superior solutions that solve everyday problems. Guided by our core values of Trust, Service, Teamwork, Courage and Passion, we uphold integrity, authenticity and excellence in all that we do.

“Improving and impacting lives” is more than a guiding principle. It reflects who we are and defines the purpose behind every decision and action. As Lucas Oil continues to grow and evolve, our dedication to our customers, our employees and our communities remains unwavering. We will continue to pursue innovation, adapt to change and work together as one team to create lasting impact.

This year, Lucas Oil was honored as a recipient of the 2025 Culture of Good Community Impact Award, recognizing our outstanding contributions to the community and commitment to corporate social responsibility. This award celebrates our efforts in support of women and children’s causes, veterans and first responders and locally-focused community projects. It stands as a testament to the dedication of our employees whose hard work and company values drive our culture of giving back.



WE ARE LUCAS OIL.



MISSION

An unwavering commitment to create superior solutions to solve everyday problems.

VISION

To improve the lives of our people, customers and those in our community.

VALUES

Service
Teamwork
Courage
Trust
Passion

CREED

We are relentless in the pursuit of customer satisfaction.

We are committed to integrity, authenticity and excellence.

We are innovative, inventive and embrace change.

We are invested in the lives of our people.

We are dedicated to improving our communities.

We are strongest when we work together.

We are problem solvers.

We are Lucas Oil.

A LETTER FROM THE PRESIDENT

Lucas Oil Team,

As we look back on 2025, I'm filled with profound gratitude and pride. This year has been a powerful reminder of what happens when a team lives out the community-first values that have shaped Lucas Oil from the beginning. Serving alongside you, right in the communities where we live and work, continues to be one of the greatest honors of my life.

One of the most impactful milestones this year was surpassing \$2 million raised for Peyton Manning Children's Hospital and Ascension St. Vincent Foundation through the Eric Medlen Golf Tournament. This is a testament to the generosity and commitment of our partners, employees and friends.

We also became a co-presenting sponsor of the Drumstick Dash, one of the nation's largest Thanksgiving Day races, helping fund Wheeler Missions's life-changing work serving individuals and families experiencing homelessness and need across Central and South Central Indiana.

But what inspires me most are not just the numbers; it's the heart behind them. This year, you showed what it means to lead with compassion, to take action and to put others first. When we show up together, we create impact that lasts.

As I reflect on 2025, I am filled with deep gratitude, and as we look ahead to 2026, I'm energized by opportunities still ahead filled with new stories of lives changed.

Thank you for making this year meaningful. I cannot wait to see what we will accomplish together next.

Katie Lucas





ERIC MEDLEN MEMORIAL GOLF TOURNAMENT

In 2025, the 17th Eric Medlen Memorial Golf Tournament raised an incredible \$451,000 to support neurological and pediatric care in Indiana. The tournament honors NHRA Funny Car driver Eric Medlen and continues to provide critical funding for programs at Peyton Manning Children's Hospital and the Lucas Family Brain and Spine Hospital at Ascension St. Vincent.

Through this annual event, Lucas Oil and our partners come together to help advance world-class medical care at Ascension St. Vincent. An incredible 2.2 million dollars has been raised over the last 17 years.



**\$451K
RAISED**

The tournament not only celebrates Eric's legacy but also helps enhance pediatric care programs.





**\$200K
RAISED**

For Peyton Manning
Children's Hospital (PMCH)
and Ascension St. Vincent.



LUCAS OIL UNCORKED



Lucas Oil's First Annual Lucas Uncorked fundraiser delivered an unforgettable evening of fine wine, gourmet dining and heartfelt philanthropy, raising more than \$200,000 for Peyton Manning Children's Hospital (PMCH) and Ascension St. Vincent.

The sold-out celebration welcomed more than 200 guests to Prime 47 Carmel in April for an experience that blended luxury with a powerful philanthropic mission. The combination of great food, exceptional wine and heartfelt philanthropy created an atmosphere of camaraderie that highlighted the community's commitment to pediatric health.

LUCAS OIL.
Uncorked



LUCAS FAMILY BRAIN & SPINE HOSPITAL

The Lucas family made a generous donation that helped bring the new Ascension St. Vincent Lucas Family Brain & Spine Hospital to life. Located on the hospital's 86th Street campus, the 109,000 square-foot facility includes 38 ICU rooms and is equipped for advanced care in neurology and spine treatment. The gift supported critical areas such as technology upgrades, patient navigation and research and education initiatives. Having benefited personally from Ascension St. Vincent's care, the Lucases described this donation as their heartfelt "thank you" to the hospital and the community it serves.





CALLED TO CARE

Called to Care is a Circle of Impact to support Peyton Manning Children’s Hospital. They are committed to providing for the health and well-being of the children, families and care team members at the hospital.

This initiative is a meaningful way to see the impact of community involvement firsthand, including two incredible events in 2025:

HOMECOMING

Together the Colts, Pacers, Lucas Oil, Ascension St. Vincent and Called To Care members celebrated the resilience of over 780 patients and families at the first Homecoming event at Lucas Oil Stadium. Smiles and laughter filled the stadium as individuals enjoyed delicious food, fun activities and heartwarming moments.

WINE WOMEN & SHOES

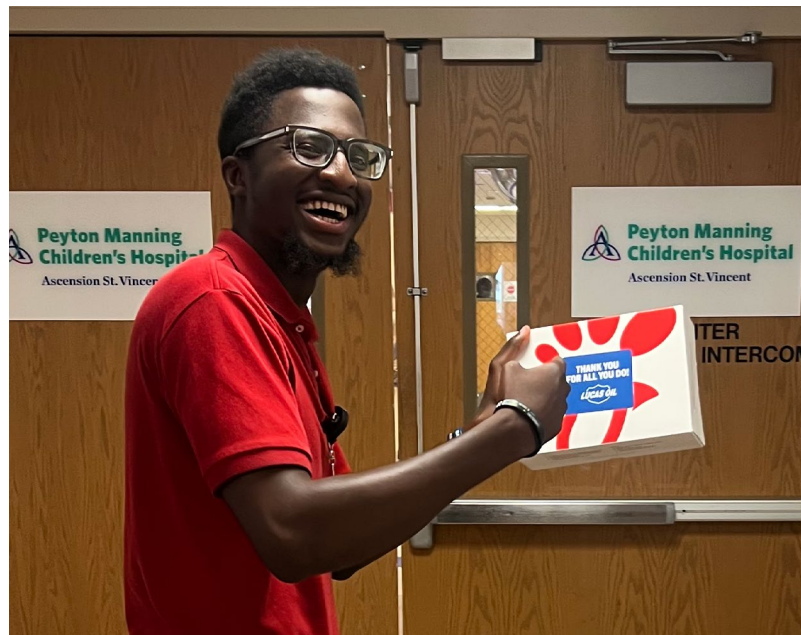
Wine Women & Shoes is a stylish and fun fundraising event. Through sponsorships, marketplace booths and food activations, the event raises funds for local nonprofits while giving attendees a chance to enjoy great wine, fashion shows and social connection. It’s a wonderful way to support the community while having a memorable and engaging experience.



CIRCLE OF IMPACT
Called to Care
Peyton Manning Childrens Hospital



ASCENSION ST. VINCENT GIVE BACK DAYS



Throughout 2025, the Lucas Oil team hosted monthly Give Back Days to show appreciation for the dedicated care team members at Peyton Manning Children's Hospital and the Women & Infants Hospital at Ascension St. Vincent. Each month, employees volunteered their time to serve Java House coffee, Culver's custard or Chick-fil-A lunches, creating moments of gratitude and encouragement for hospital staff. These visits provided meaningful service opportunities for Lucas Oil employees while expressing heartfelt thanks to the healthcare professionals who give so much to the community.



 **Ascension St. Vincent**



WHEELER MISSION

Wheeler Mission is a social services organization that provides emergency care, recovery services and Christ-centered transformation to individuals experiencing homelessness, poverty and need in Central and South Central Indiana.

In 2025, Lucas Oil was honored to serve as the co-presenting sponsor of Wheeler Mission's Drumstick Dash. One of the largest Thanksgiving Day races in the nation, the Dash brings together more than 10,000 participants each Thanksgiving morning to "move our feet so others can eat." Race proceeds directly support Wheeler Mission's vital programs and services.

For the fifth year, Lucas Oil team members, with our families, also joined the virtual Drumstick Dash, walking to raise money for meals and other immediate needs of our neighbors across Indianapolis.



10,000 PARTICIPANTS

Move their feet so others can eat.





NEW SHOE DAY



SHOE BANK OPENED AT WHEELER MISSION

In June 2025, Lucas Oil partnered with New Shoe Day to establish a shoe bank at the Wheeler Mission Center for Women & Children, giving children arriving at the shelter access to brand-new, name-brand shoes. Lucas Oil contributed approximately 150 pairs of shoes, ranging from toddlers to teens, and committed to ongoing quarterly donations to ensure continued inventory. This collaboration supports New Shoe Day's mission to combat shoe insecurity and provides meaningful resources to children and families experiencing crisis. The initiative reflects Lucas Oil's dedication to community support and its efforts to improve health, confidence and mobility for youth in need.





CENTRAL INDIANA POLICE FOUNDATION

With a mission to foster community-wide support for law enforcement, the Central Indiana Police Foundation (CIPF) builds positive partnerships between officers and the communities they serve. CIPF supports police officers across Greater Indianapolis and surrounding counties by providing resources that help keep them and their families safe, healthy and effective.

Lucas Oil is proud to support the Officer of the Month program, recognizing officers for their outstanding dedication and service. We are also honored to support the annual Breakfast with a Cop, which underscores the vital role law enforcement plays in building strong communities.

This year Lucas Oil team members came together to assemble winter kits with the CIPF and Indianapolis Metropolitan Police Department. IMPD officers distribute these kits to individuals experiencing homelessness, providing essential cold-weather items to help during the harsh winter months.





COLTS PLAYGROUND BUILD

Lucas Oil team members joined with 150 volunteers at IPS/Butler Laboratory School to participate in the 17th Annual Indianapolis Colts Playground Build. Together, volunteers built a brand new playground in a space that was once empty, giving children the much needed opportunity to enjoy play during their school day.





BIG BROTHERS BIG SISTERS OF KENTUCKIANA

Lucas Oil team members are proud to serve as mentors in the Big Brothers Big Sisters (BBBS) School to Work program. Through this partnership, students from Corydon High School and South Central Jr-Sr High School regularly meet with Lucas Oil employees to gain firsthand experience in a professional workplace setting. The program helps students develop essential life and career skills, including relationship building, decision-making, financial literacy and college and career readiness.



BOYS & GIRLS CLUB OF CRAWFORD & HARRISON COUNTIES

Lucas Oil is proud to support the Boys & Girls Club of Harrison-Crawford Counties, an organization dedicated to providing a safe, nurturing and enriching environment where children can grow to their full potential. The Club offers high-quality programming that supports academic, social and personal development while prioritizing the overall well-being of each child.

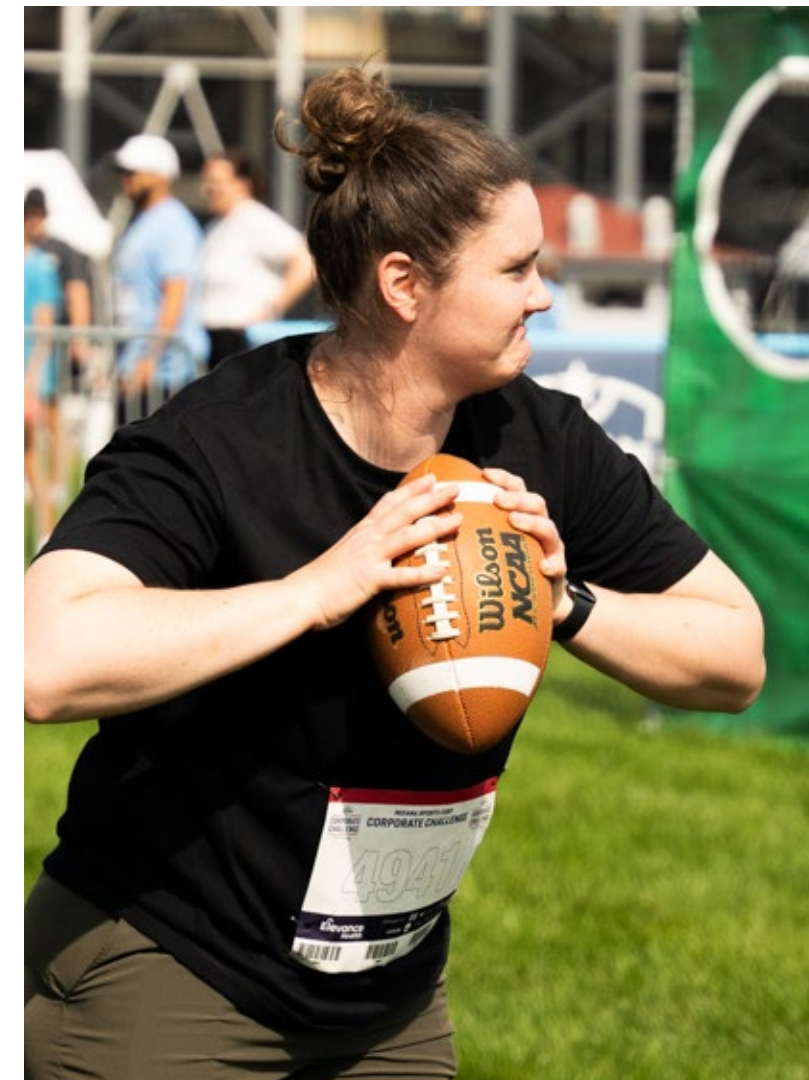
Additionally, Lucas Oil team members actively contributed to the Club's mission by volunteering to clear and prepare outdoor spaces, creating more opportunities for kids to play, learn and thrive.



INDIANA SPORTS CORP

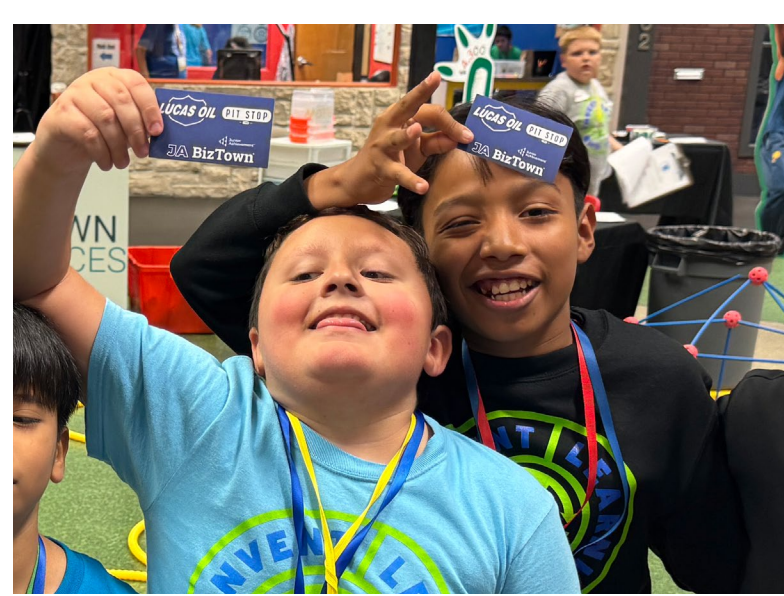
For the past 45 years, Indiana Sports Corp has inspired and strengthened communities across the state through sports. With a mission to create positive impact by hosting world-class sporting events, the organization drives economic growth while fostering community and civic pride.

Lucas Oil is proud to support Indiana Sports Corp's initiatives, helping bring national and international exposure to the state and creating opportunities for youth in local communities. In 2025, Lucas Oil employees also participated in the Indiana Corporate Challenge, joining teams from businesses across the state in friendly competition that promotes wellness, teamwork and community engagement.



JUNIOR ACHIEVEMENT OF CENTRAL INDIANA

Lucas Oil is excited to continue partnering with Junior Achievement (JA) to engage students through experiential learning programs and immersive experiences. A highlight this year was bringing the Lucas Oil Pit Stop to JA BizTown. In this simulated town, fifth-grade students from Indianapolis and surrounding areas step into real-world roles and responsibilities. At the Lucas Oil Pit Stop, students complete a short activity journey to earn their driver's license while learning about responsibility and basic vehicle knowledge. This hands-on experience helps students connect important life skills with real-world responsibilities in a fun and memorable way.





Lucas Oil was proud to continue its partnership with Gleaners Food Bank in 2025, supporting their mission to fight hunger and serve Hoosiers in need. Building on the success of last year's inaugural Huddle Against Hunger, this year's event once again brought awareness to the 1 in 7 Hoosiers facing food insecurity. Through a network of more than 300 partner agencies across 21 counties, including emergency food pantries, soup kitchens and shelters, Gleaners continues to make a powerful impact.



In February Lucas Oil donated nine rugged Dell Latitude laptops to the Corydon Police Department to help outfit every full-time officer's patrol car. This advanced technology will enhance response times, improve communication and support public safety efforts. With our commitment to giving back, Lucas Oil is proud to support first responders in the communities where we work and live. The department expressed deep gratitude, calling the donation a direct investment in the safety and well-being of their community.





AMERICAN HEART ASSOCIATION

Lucas Oil is proud to continue its partnership with the American Heart Association's Go Red for Women initiative to advance research and save lives. With more than 44% of women ages 20 and older living with some form of cardiovascular disease, this movement is dedicated to improving women's heart health through equitable research, inclusive health policies and education that empowers women to take charge of their well-being.



GRIT & GRACE

Grit & Grace equips middle school and high school girls with the courage and tools needed to excel in life and leadership. No matter their background, Grit & Grace Girls are encouraged to stand firm in their convictions and to live lives that honor faith, family and freedom. Through its leadership academy, the organization provides mentorship, positive role models and teaching from women who lead with purpose in every area of life.

In 2025, Lucas Oil was honored to host a group of Grit & Grace girls at the company's headquarters, where they had the unique opportunity to sit down with President Katie Lucas for an inspiring conversation about leadership, courage and pursuing their passions.





Together with Soldier's Wish, Lucas Oil granted the wish of U.S. Marine Corps Sergeant Joshua Lanning. Josh served in multiple combat deployments, leading Marines assisting in humanitarian missions and working alongside Navy SEALs and MARSOC. After surviving an IED blast that caused hearing loss and a TBI, Josh was medically discharged but continued his mission of service, becoming a leader in his community and a steadfast supporter of fellow veterans.

In recent years, Josh faced additional challenges, as his wife battled, and beat, a rare spinal cancer. Through it all, Josh remained a caregiver, protector and hero.

Josh was honored at a home Colts game and surprised with a backyard oasis, which will be built at his home outside of Indianapolis.



The Republic Airways Plane Pull is an exciting opportunity for Lucas Oil team members to showcase their strength, teamwork and determination. Pulling a plane is a unique and challenging experience, and it helps raise funds for children's organizations across Indiana, including A Kid Again, Indiana Wish, Peyton Manning Children's Hospital at Ascension St. Vincent and the Riley Children's Foundation. Through this event, our team combines fun, fitness and community impact in a truly memorable way.



PURPOSEFUL LIVING

Lucas Oil partners with Purposeful Living INC to support their mission of inspiring and transforming the modern woman, inviting women out of isolation and into Christ-like community. Since its founding in 2017, Purposeful Living has supported more than 3,000 women through encouragement, resources and meaningful connection. The organization offers one-on-one coaching, growth groups, community events and dedicated support for women of all ages and stages of life.



A01 - THY KINGDOM CRUMB

Thy Kingdom Crumb (TKC) is a free food truck serving at-risk individuals across Greater Indianapolis. With a mission to remind people that they are seen, valued and loved, TKC provides high-quality meals at no cost while addressing the issue of food insecurity. A highlight of 2025 was sponsoring the Season of Giving, during which TKC distributed 12 special meals throughout the months of November and December.



CONQUER PARALYSIS NOW

Conquer Paralysis Now (CPN) supports individuals affected by paralysis and neurological conditions. Dedicated to finding a cure for paralysis, CPN is a recognized leader in spinal cord injury research and treatment. Through its DRIVEN NeuroRecovery Center, CPN provides personalized, high-quality care that helps individuals regain independence and improve their overall quality of life. In 2025, Lucas Oil continues to be inspired by CPN's mission and the incredible impact they make in the lives of so many.

CONQUER
PARALYSIS NOWSM
25TH ANNIVERSARY

NATIONAL MEDAL OF HONOR MUSEUM FOUNDATION

We are proud to support the creation of the National Medal of Honor Museum in Texas and the National Medal of Honor Monument in Washington D.C. The mission of the monument and museum is to commemorate the service and sacrifice of the bravest and most decorated members of the U.S. Armed Forces. This project will encourage current and future generations to discover, develop and deploy what it takes to rise above and beyond the call of duty.



KICKING THE STIGMA

Across the globe, more than 615 million people are living with a mental health condition, including over a million Hoosiers. Despite these numbers, a significant gap in mental health care remains, with 60 percent of individuals never receiving the treatment they need. Through our partnership with the Indianapolis Colts Kicking The Stigma initiative, Lucas Oil helps raise awareness about the impact of mental health challenges in our community and supports nonprofit organizations that provide direct treatment services.



INDIANAPOLIS ZOO

The Indianapolis Zoo continues to be a cornerstone of Indianapolis, offering state-of-the-art exhibits, engaging educational programs and direct connections to conservation efforts around the globe. The Zoo strives to create meaningful experiences that deepen the bond between people and the natural world. Through innovative conservation initiatives, expansive animal habitats and immersive visitor experiences, the Indianapolis Zoo sets the standard for what a modern zoo can be. In 2025, Lucas Oil remains proud to support the Zoo, helping inspire visitors to care for and protect the world around them.



PROVIDENCE CRISTO REY HIGH SCHOOL

Providence Cristo Rey High School (PCRHS) is a Catholic, coeducational, college and career preparatory school serving students in Indianapolis. The school provides a transformational education for students with economic need, combining rigorous academics with real-world work experience. Lucas Oil is proud to sponsor the PCRHS Corporate Work Study Program, where students spend one day each week working with one of over 100 corporate partners across Indianapolis. By the time they graduate, PCRHS students will have gained at least 1,000 hours of professional work experience, equipping them for success in college and their future careers.



INDIANA MENTAL HEALTH ROUNDTABLE

The Indiana Mental Health Roundtable (IMHR) brings together leaders from healthcare, business, government and nonprofit sectors in Indiana to align, amplify and scale mental-wellness initiatives across the state. In 2025, Lucas Oil was honored to sponsor the Roundtable's important work, helping to advance innovation in behavioral health care, expand access to vital resources and influence meaningful policy change in support of stronger communities.



LIST OF 2025 PHILANTHROPIC RECIPIENTS



717 Street & Strip Car Club
Ace Foundation
American Heart Association
American Legion Post 84 - Crawford County
Andover Firefighters Relief Association
Anna's Celebration of Life Foundation
Arby's Foundation, Inc.
Auburn Shifters Car Club Inc.
Auto Care Association
Benefit for Eva "Dawn" Preston
Bennett's Story
Beyster Family Benefit
Big Brothers Big Sisters of Kentuckiana
Blue River All Stars 4-H Club
Blue River Services, Inc
Blue Star Mothers of Iowa
Boulder Junction Chamber of Commerce

Boys & Girls Club of America, Southwest Region
Brooksville Methodist Church
Bryce Gerlach Memorial Foundation, Inc
BSA Troop 4025
BsideU for Life Pregnancy & Life Skills Center
Cancer Support Community Ohio
Car Show 4 Kids
CARE - Right to Repair
Carmel Fire Department
Carmel Police Department
Center for Global Impact
Central Barren United Methodist Church
Central Hardin Lady Bruin Softball Boosters
Central Indiana Police Foundation
Charlie Johnson Memorial Scholarship
Charter Oak Firebirds and Pontiac Club

Childress Cam Winders
Christel House Indianapolis
Church At Main
Clearwater Horseshoe Club
Comfort House Child Advocacy Center
Community Action of Southern Indiana
Conquer Paralysis Now
Corydon Central High School
Corydon Central Panther Baseball
Corydon Cinemas
Corydon Police Department
Corydon Wrestling Club Inc
Crawford County High School Yearbook
Crawford County Public Library
Crawford County Solid Waste Management District
Crawford County Youth Expo
Cray Thomas Trimble Foundation

Crossroads of America Council
Crusade for Children
Dadcamp
Danville Metropolitan Police Department
Dayspring REC
Decatur Shelby County YMCA, Inc
Derby City Mustang Club
Ducks Unlimited of Licking County
East Barren Volunteer Fire Department
East Crawford Elementary School
Eastern Musketeer Athletic Booster Club
Ekron Elementary School PTO
Embracing Lanesville Families (ELF)
Everton Parent Teacher Student Organization
Ferdinand Heimat Fest Car Show
Fisher Police Corps Seminary
Fraternal Order of Eagles

LIST OF 2025 PHILANTHROPIC RECIPIENTS



Gamma Pi - ESA/Riley Memorial Foundation
Girl Scouts of Kentuckiana
Graham & Courtney Rahal Foundation
Grant's Giants Pompe Awareness Nonprofit
Greater Fort Wayne Crime Stoppers
Grit & Grace Nation Foundation
Hamilton Community Foundation
Harrison Co. Soil & Water Conservation District
Harrison County Agricultural Society
Harrison County Arts
Harrison County Community Services Inc
Harrison County Hospital Foundation, Inc
Harrison County Lifelong Learning
Harrison County Public Library
Harrison County Sheriff's Department
Harrison County Swim Team

Heartland NAPA
Helmetta Volunteer Fire Department
Heritage Christian School
Hero Reward
Hoosier Burn Camp
Hoosier Hope Foundation
Hoosier Pontiac Oakland Car Club
Hoosier Truck Rally
Hope Southern Indiana
ILMA Golf Tournament
Indiana Concerns of Police Survivors
Indiana Mental Health Roundtable
Indiana Sports Corp
Indiana Young Farmers Association
Indianapolis Cars and Coffee INC
Indianapolis Colts - Kicking the Stigma
Indianapolis Fraternal Order of Police, Lodge #86

Indianapolis Zoo
Indy Bar Association
IU Southeast Cheerleading
Jason Chapman Memorial ATV Ride
Jeeps At The Beach
Jim's Journey
Johnson County Christian Bassmasters
Junior Achievement (JA) Job Spark
K&I Fourwheelers
Kiwanis of Perry Townships
Knights of Knights of Columbus/St. Joseph Catholic School
kNot Today
LA Kings Care Foundation
Lanesville Boys Basketball Team
Lanesville Heritage Weekend
Lanesville High School Girls Basketball
Lanesville Wrestling Club

Lawrence County Cancer Patient Services
Leadership Harrison County
League of Terre Haute
Life Span Resources
Live Like Lou Foundation
LLS Light the Night Angels for God Team
Love One Foundation
Love's Travel Stops
Lung Cancer Benefit for Vickie Brown
Mahoning Valley Car Cruises
Main Street Corydon
Maniac Foundation
Maple Glen Elementary School
Marengo Cave
Mercy and Grace on Wheels
Milltown and Crawford Community Events
Milltown Volunteer Fire Department
Mission 22

LIST OF 2025 PHILANTHROPIC RECIPIENTS



Mission Uprising
 Mooresville Christian Academy
 National Fire Safety Council, Inc.
 New Middletown Elementary School PTO
 North Harrison Elementary PTO
 North Harrison High School Athletics
 North Harrison High School PTO
 Northwest Corvette Association
 Old Man's Car Club
 Pal Wow Family Fun Festival
 Perry County 4H Fair
 Pine Barren VENOM Jeep Club Co.
 Posey Township Volunteer Fire Company
 Primetime Baseball
 Project ANGEL of Hendricks County
 Providence Cristo Rey High School
 Purposeful Living
 Putts for Pups Golf Classic

Racers For Christ
 Redlegs OKI
 Rehabilitation Hospital of Indiana
 Foundation
 Riverview Baptist Church Car Show
 Savannah Bettis Memorial Fund
 Savannah Erwin Memorial Scholarship
 Inc.
 SEEN Inc.
 Sellersburg Women of the Moose chapter
 1722
 Shawnee R-3 School Parent/Teacher
 Organization
 Shift Up Now
 Skyway Corvette Club
 Slammin 4 Soldiers
 Soldier's Wish
 South Central High School
 South Crawford Elementary School

South Harrison Community School
 Corporation
 South Harrison Community Swim Team,
 Inc
 Southern Indiana Works
 Southern Knights Cruisers Inc
 Special Olympics Washington County
 Spring Fling & Hot Rod Machines
 St Elizabeth Catholic Charities
 St. Matthews Baptist Church
 Support the Troops MN
 Team Caden Cole
 TG11
 TGL Peterbilt - Louisville
 The Arc of Greater Boone County
 The Leukemia & Lymphoma Society
 The Minneapolis Jewish Federation
 The Samantha and Kyle Busch Bundle of
 Joy Fund

The Sportsdrome Speedway Inc.
 Think Pink
 Todd-Dickey Nursing & Rehabilitation for
 the Alzheimer's Association
 Town of Marengo
 Tunnel Hill Christian Church
 Tyler Trent Foundation
 UAW 933 Veterans Committee
 Veterans of Harrison County Inc
 Vets 4 Hunt & Fishn
 Warrensburg Wheels Car Club
 Washington County 4-H
 Wendell Foster's Campus for
 Developmental Disabilities, Inc.
 West Crawford Elementary School
 Wheeler Mission
 Whitetails Unlimited
 Women in Auto Care



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