

Daycos, Inc.

**ANNUAL BENEFIT
CORPORATION
REPORT 2024**



daycos4good

Dear Stakeholders,

Welcome to our 2024 review of Daycos' efforts to do business with purpose and be a force for good in the world. Our annual benefit report showcases some of the ways we've impacted our stakeholders—company, customers, employees, and community—this past year. It provides a glimpse into the ways we actively live out our do-good-be-good purpose.

2024 was another exciting year for Daycos and our Daycos4good efforts. It's been eight years since we became a Nebraska Benefit Corporation and a certified B Corp and we continue to grow and evolve our efforts to make a difference and showcase why and how these designations are integral to who we are, what we do, and our continued success.

Some highlights from this year include:

- Daycoskids4good officially launched last year, but in 2024 they hit the ground running. Check out their story in the following pages—it's inspiring the impact the next generation is making!
- The Daycos4good endowment balance ended the year at just shy of \$300,000. The endowment payout now contributes significant dollars to the Community Investment Committee's budget.
- Released *Business for Good: The Daycos Story*, telling the Daycos story and sharing business-for-good strategies that can help companies shift their giving from a reactionary to strategic approach and the positive impact that can have on all stakeholders.
- Started pre-funding the Community Investment Committee budget and created a funding formula to ensure future stability and growth over time.
- Launched a vision insurance program spearheaded by the Employee Investment Committee.
- Hosted the first-ever companywide Pack for Purpose event that had employees participating in a friendly competition to pack suitcases and tote bags filled with essentials for two area nonprofits.
- Welcomed Andrea Libengood, Chief Operating Officer, to the role of Daycos owner as she joined us in owning shares of Daycos.

We hope you're as inspired as we are by all the incredible good accomplished by the Daycos crew in 2024!



Brandon Day
Owner & CEO



Tammy Day
Owner & Benefit Officer



Andrea Libengood
Owner & COO

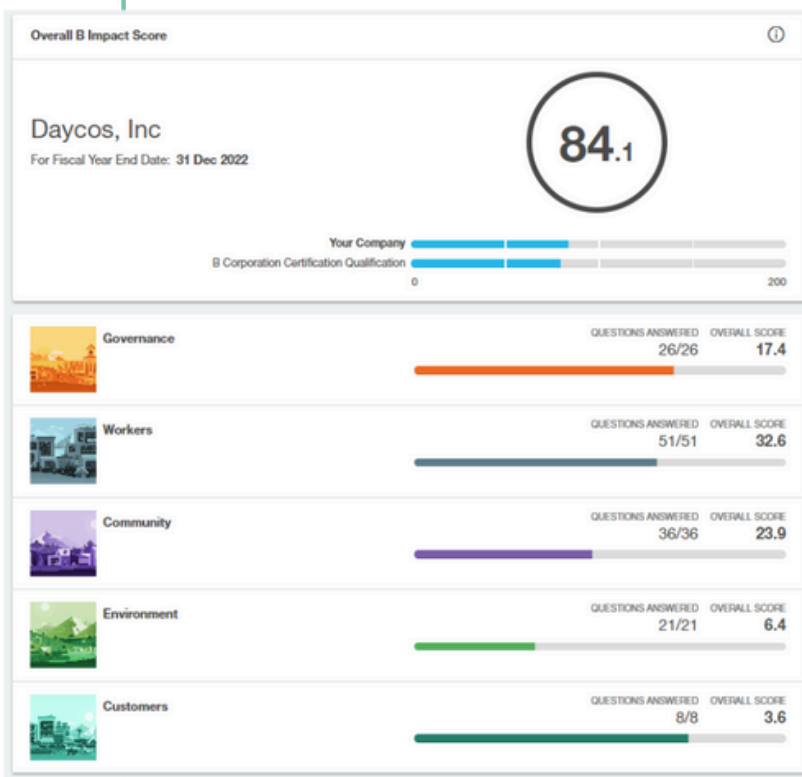
Daycos became a certified B Corp in 2016. A “B Corp” is a for-profit company certified by the nonprofit B Lab as having met rigorous standards of social and environmental performance, accountability, and transparency.

OUR COMPANY IS A FORCE FOR GOOD

HOW TO BECOME A B CORPORATION

Companies must complete an assessment that measures them in governance, workers, community, environment, and customers categories and provides an overall score indicating the company has practices and procedures in place to support the B Corp standards.

The B Impact Assessment is rigorous. To be eligible for certification, businesses must score a minimum of 80 points. According to B Lab, the average score by ordinary companies is 51 points, and many companies don’t receive the required baseline the first time they complete the assessment.



Daycos is proud of our 2018 Best for the World designation, ranking us in the top 10th percentile of all certified B Corps worldwide in how we treat our workers and the overall work environment within the company.

WE FOCUS ON STAKEHOLDERS, NOT SHAREHOLDERS



The customers who hire us to provide excellent services and innovative solutions.

The community where our business is located.

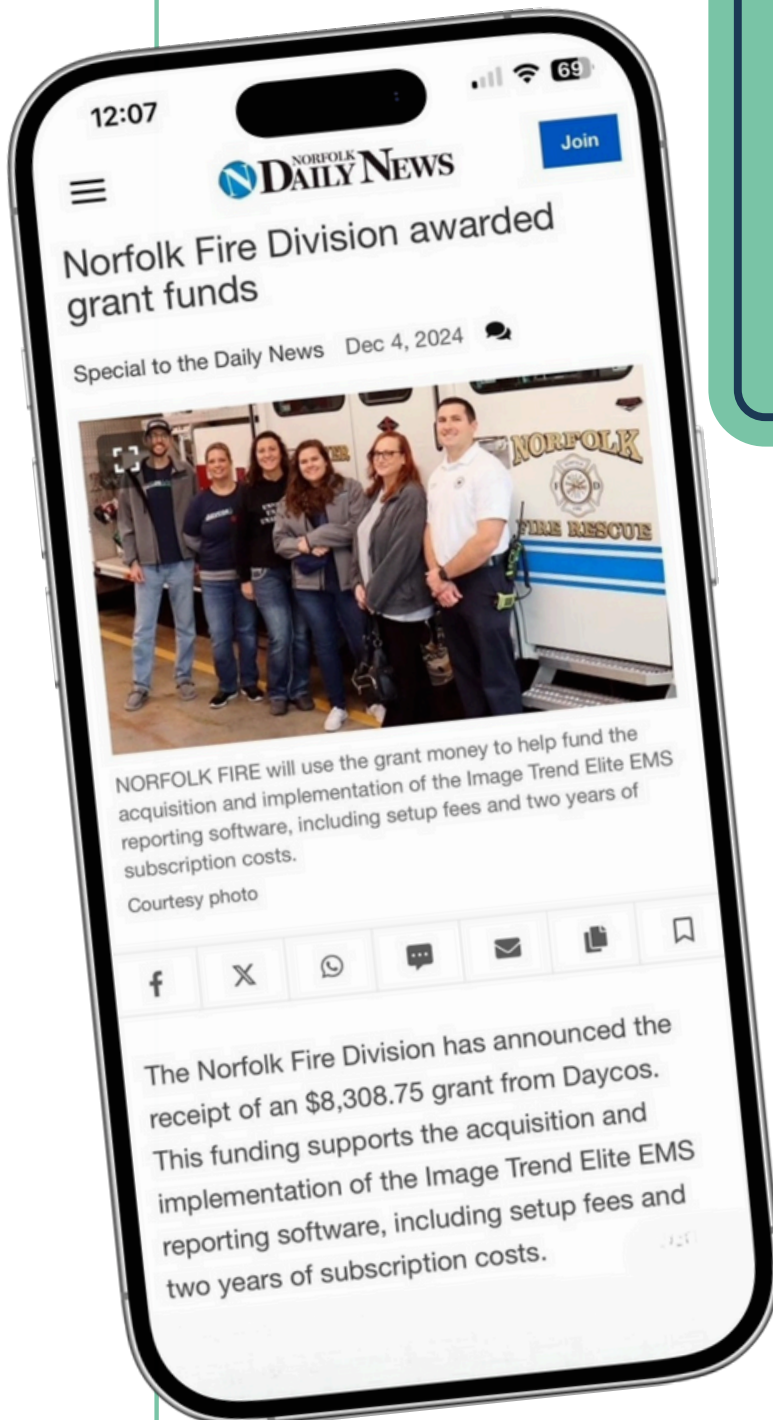
The employees who spend their days doing the work to serve our customers.

The company that makes this all possible.

Our stakeholders not only help us become a force for good but are the reason we do it in the first place.

These stakeholders are interdependent and share equal importance in the system – the better we do at creating and sustaining great services and relationships with our customers, the more revenue that is generated to be invested in our employees and our community. Better business equals more investments in people. More investments in people and the community result in better business.

COMMUNITY STAKEHOLDER



“Norfolk Fire and Rescue is extremely grateful for the opportunity to improve EMS reporting capabilities through grant assistance from Daycos.”

- Trever O'Brien, Assistant Fire Chief

OTHER FACTS

- Total dollars the Community Investment Committee (CIC) invested in 2024: \$47,386.53
- Daycos4good Endowment balance as of 12/31/24 - \$271,621.13
- Employees volunteered 139.5 hours through their one hour of Daycos paid community time per month in 2024
- Other Charitable Giving in 2024 was \$68,219.68
- Employee charitable match was \$1,035.50

COMMUNITY STAKEHOLDER



League of Human Dignity

CIC Grant Recipient

“Thank you so much for the grant that we received through your organization. We are excited to use the contribution towards teaching students who experience a disability between the ages of 16 and 24 to cook healthy meals independently. We will open this class up to those individuals in the 23 county area that we serve. Each student will be given an air fryer, cookbook and safety gloves at completion to continue their journey....”



WASHINGTON ELEMENTARY ROBOT JUDGING

Volunteers from Daycos helped judge a robot building contest at Washington Elementary School. The contest was part of a project that was funded by a CIC grant in 2023.

MOSAIC FACILITY TOUR

Members of the Daycos Community Investment Committee (CIC) tour the new Mosaic facility in Norfolk. The CIC regularly schedules tours and speakers to build relationships with community organizations.



The Zone Afterschool Program

CIC Grant Recipient

“Thank you so much for the \$5,000 grant. I appreciate your support of The Zone.

We are currently serving 30 youths and we are growing!

Blessings!”

COMMUNITY STAKEHOLDER

PANTHER PACKS

Daycos continued our partnership with Jefferson Elementary School to organize and distribute Panther Packs each week. This program provides assistance for families in need by sending students home with packs of food to help with weekend meals.

BIG GIVE

Daycos raised money for 13 local charities during the 2024 Norfolk Area Big Give. Costumed employees delivered purchased treats to fundraise for the cause.

The total raised after the company match and Community Investment Committee Match was \$2,395.



PACK FOR PURPOSE

Employees packed 50 travel-sized suitcases with a variety of hygiene items as well as a blanket, a journal/activity book, and a stuffed animal for Building Blocks Foster Care. Bright Horizons received 25 tote bags each filed with a towel set and hygiene items. The Community Investment Committee also funded a \$1000 donation to each organization.



Employees helped assemble 118 Thanksgiving meals at Midwest Bank for families of Norfolk Public Schools. Daycos also contributed funds for this effort.

ABOUT DK4G

Children of Daycos employees make up one of our newest efforts around philanthropy, Daycoskids4good.

The goal is to introduce youth to philanthropy and giving back at a young age. This group officially launched in 2023 and has continued to make an impact.



MERCY MEALS

Daycos employees and their children helped pack ingredients for Mercy Meals.

TOTAL COMMUNITY INVESTMENT:

\$196,329.20

MEALS ON WHEELS

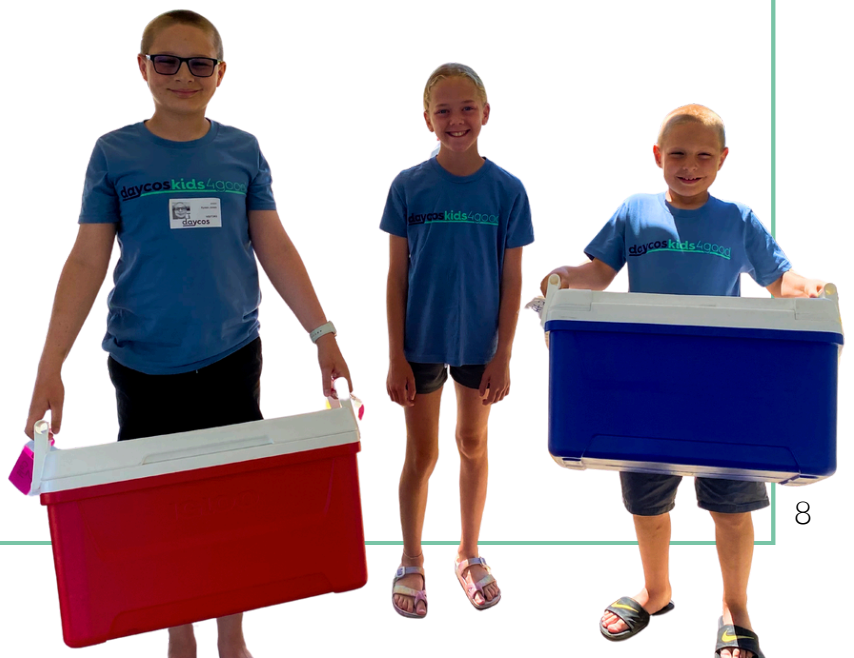
Daycoskids4good worked to deliver Meals on Wheels, which is a program that delivers meals to individuals, often seniors, who are homebound or have difficulty preparing their own meals.

daycos kids4good



PACK THE PANTRY

Volunteers stationed themselves at local grocery stores, handing out shopping bags and lists of the pantry's most needed items. They successfully collected 9 shopping carts of nonperishable food items to help those in need.



EMPLOYEE STAKEHOLDER



DAYCOS WELLNESS COMMITTEE

- During the body fat loss challenge, total company fat loss was 27.45%.
- 59 employees and their spouses participated in our annual biometric screenings (60% of all eligible individuals).
- Year-over-year we saw an aggregate improvement in all 7 categories measured during the biometric screenings.
- Year-over-year, we saw a 22% increase in the number of Daily Wellness Activities executed by employees.

**Total Invested:
\$17,056.28**



CAR MAINTENANCE WORKSHOP

The Employee Investment Committee (EIC) brings in speakers and education workshops throughout the year. This included bringing in a local mechanic to lead a workshop on basic car maintenance such as how to change a wiper blade, check fluid levels and change a tire. The session was recorded for employees to share with their teen drivers.

★ ★ ★ ★ ★ **Cody Ronnfeldt**

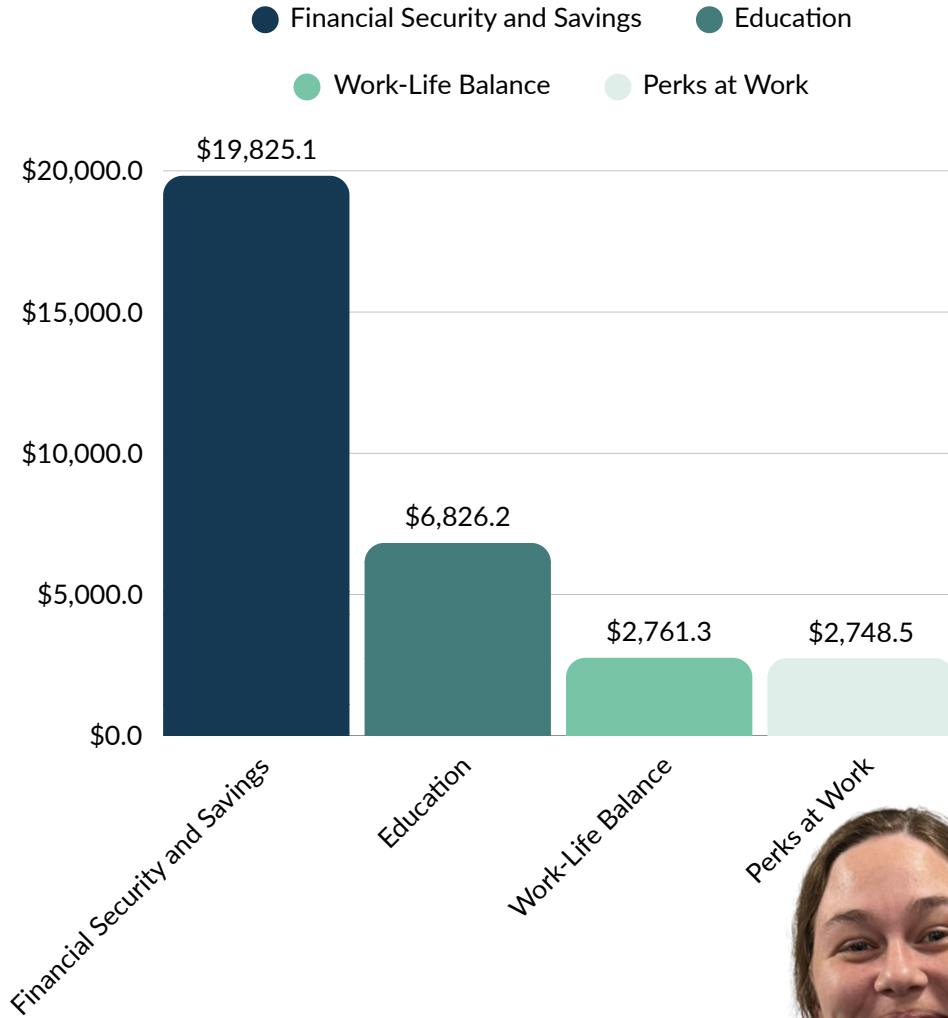
Employee



"I am incredibly thankful for the parental leave benefit the Daycos Employee Investment Committee provides. It allowed me to spend precious time at home with our new baby without having to use personal time. It's not often that dads are included in leave like this, so it was truly amazing to have that opportunity."

EMPLOYEE STAKEHOLDER

DOLLARS SPENT IN EACH FOCUS AREA



Total Invested: \$32,161.20



Lisa Jones
Employee

“Thank you for researching, implementing, and covering a portion of the VSP vision insurance coverage. Both of the boys had eye exams today and we walked out paying almost \$600 less than we would have without this coverage.”

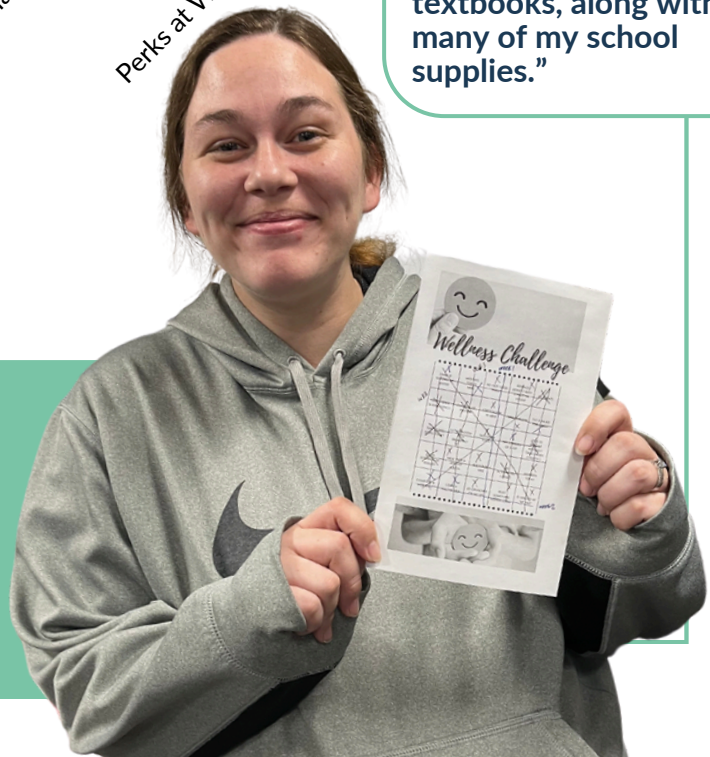


Kaylee Molden
EIC Education Stipend Recipient

“I’m extremely grateful to Daycos for the education stipend I received. I used it to purchase all of my textbooks, along with many of my school supplies.”

Kasie was the winner of the 5-week Wellness Bingo Challenge.

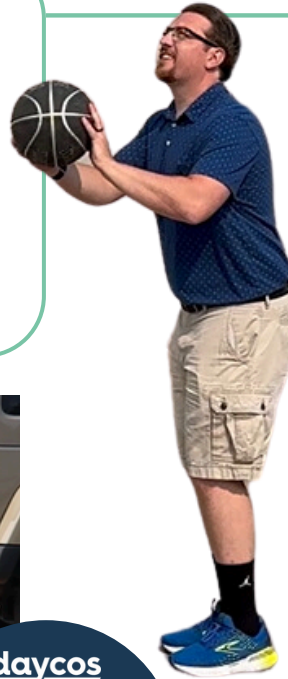
Bingo cards were packed with fun and practical wellness activities, like cooking a healthy meal and taking 10,000 steps in a day.





Karen Christiansen
Employee

"The Office Olympics were a blast! A HUGE thank you to Connect! Thanks for making last week extra fun!"



CONNECT COMMITTEE EVENTS

- Minute to Win It
- Murder Mystery Show at District Event Center
- Online Games
- Door Sign Painting for the Vets Home
- Daycos Office Olympics
- Omaha Henry Doorly Zoo visit
- Christmas Party
- Holiday Craft Fair
- Remote Family Feud
- Online Escape Room

Total Invested: \$20,671.91

DAYCOS ANNUAL CHRISTMAS PARTY



**TOTAL EMPLOYEE INVESTMENT:
\$103,304.68**



HENRY DOORLY ZOO TRIP

COMPANY STAKEHOLDER



DAYCOS OWNERSHIP STRUCTURE

Chief Operating Officer, Andrea Libengood, purchased shares of Daycos stock and is now an owner with Brandon and Tammy Day.

Business philanthropy can be about more than just Little League sponsorships, building project pledges, and corporate social responsibility offices.

Chief Purpose Officer, Tammy Day, published an excerpt from her book “Philanthropy for All” that focuses on how businesses can do good without sacrificing profits.

This book was made available to customers and industry partners for free.



CUSTOMER STAKEHOLDER



NEW DAYCOS ADVISORY BOARD MEMBER

Industry leader Chuck White joined the Daycos Advisory Board this year. Chuck brings years of experience in the household goods moving industry to the advisory board.



LOVE+ RELO PODCAST APPEARANCE

Tammy and Brandon were featured on an industry podcast discussing how they use their business as a force for good and how others could replicate what they've accomplished.

WHERE DO WE GO FROM HERE?

As Brandon Day notes in the forward of *Business for Good: The Daycos Story*, “People sometimes believe that doing good with a business comes at the expense of profits.” But we have not found this to be true. The reality is that doing business with purpose positively impacted our profitability, productivity, turnover rates, and ability to hire and retain quality employees. We have experienced first-hand how making a conscious decision to use your business for purpose, in addition to profit, creates positive impacts AND is good for the bottom line.

As 2025 progresses, we’ll continue looking for ways to lean into this do-good-be-good business model we’ve created and evolve what it means to do business with purpose in an ever-changing world. Some things on the horizon are:

- Assessing and defining our role in and approach to sustainability and environmental impact.
- Launching a career progression program that gives employees a path for growth. As a company that operates in a flatter, distributed leadership framework, the traditional hierarchical opportunities to advance are not part of our structure.
- Exploring what long-term succession looks like for Daycos. As a company focused on purpose, we’re working to find a way to carry out purpose-driven efforts into the future so the work of Daycos can live on for a long time to benefit its stakeholders.

Cheers to an impactful 2025!

With gratitude!



Tammy Day
Owner and Benefit Officer