



POST HOLDINGS, INC.
AUDIT COMMITTEE CHARTER

The Audit Committee of the Board of Directors shall consist of members, including a Chairperson, appointed by the Board. All members shall be independent directors, as determined by the Company in accordance with New York Stock Exchange (“NYSE”) criteria and the rules and regulations of the Securities and Exchange Commission (“SEC”); and further, no member shall have any material relationship, with the Company or otherwise, that in the opinion of the Board would interfere with the exercise of independent judgment as a Committee member. The Committee shall not consist of fewer than three non-employee members. All members of the Committee shall be financially literate, or shall become financially literate within a reasonable period of time after such member’s appointment to the Committee, and at least one member shall be an “audit committee financial expert” as defined by the rules and regulations of the SEC.

No Committee member shall simultaneously serve on the audit committees of more than two other public companies unless the Board determines, in its judgment, that such simultaneous service would not impair the ability of such member to effectively serve on the Committee.

The Board shall appoint an individual to serve as Chairperson, and may also appoint a Secretary for the Committee. A majority of the members of the Committee shall constitute a quorum for all purposes and the act of a majority of the members present at any meeting at which a quorum is present shall be the act of the Committee.

Purpose

The Board appointed the Committee to oversee:

- the quality and integrity of the Company’s financial statements and financial reporting;
- the independence and qualifications of the Company’s independent auditors;
- the performance of the Company’s internal audit function and independent auditors;
- the Company’s systems of internal accounting and financial controls and disclosure controls;
- compliance with legal and regulatory requirements, codes of conduct and ethics programs established by management and the Board; and
- the preparation of an annual report for inclusion in the Company’s proxy statement as the Audit Committee Report.

In discharging its oversight role, the Committee is empowered to investigate any matter brought to its attention with full access to all books, records, facilities and personnel of the Company. The Committee has the authority to retain outside counsel, advisors or other experts, as it deems necessary or advisable. The Company shall provide for appropriate funding, as determined by the Committee, in its capacity as a committee of the Board, for payment of: (1) compensation to any registered public accounting firm engaged for the purpose of preparing or issuing an audit report or performing other audit, review or attest services for the Company; (2) compensation to any advisors employed by the Committee; and (3) ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties. The Board and the

Committee are in place to represent the Company's shareholders; accordingly, the independent auditor is ultimately accountable to the Board and the Committee.

Meetings

The Committee shall meet as often as its members deem necessary to perform the Committee's responsibilities.

The Committee shall meet periodically, with management, the senior-most internal auditor, and the independent auditors in separate sessions to discuss any matters which the Committee or these groups believe should be discussed privately with the Committee. The Committee will also meet at any time that the independent auditors believe communication with the Committee is required.

Authority and Responsibilities

The Committee's job is one of oversight and it recognizes that the Company's management is responsible for preparing the Company's financial statements and that the independent auditors are responsible for auditing those financial statements.

The Committee shall assist the Board in monitoring the Company's financial reporting processes, systems of internal control, the independence and performance of the Company's independent auditors and the performance of the internal auditors, and shall provide an avenue of communication among management, the independent auditors, the internal auditors and the Board. The Committee shall perform any other activities consistent with the Company's Articles of Incorporation (at they may be amended from time to time), Bylaws (as they may be amended from time to time) and governing law as the Committee or the Board deems necessary or appropriate.

The Committee will make regular reports to the Board and will propose any necessary action to the Board. The Committee will review and assess the adequacy of this charter at least annually. The Committee will annually evaluate its own performance.

The following duties shall be the common recurring activities of the Committee in carrying out its oversight function. These duties are set forth as a guide with the understanding that the Committee may diverge from this guide as appropriate given the circumstances.

The Committee's duties are to:

- Appoint or replace the Company's independent auditors.
- Pre-Approve all audit engagement fees and terms as well as permissible non-audit services with the independent auditor.
- Review and pre-approve the services to be provided by the independent auditors for the coming year, including the scope of audits, audit plan and fees therefor.
- Discuss with management and the independent auditors the quality and adequacy of the Company's internal controls, as well as the Company's accounting policies and principles followed on financial and accounting matters, internal audits, legal compliance, and ethical and responsible business conduct; and review the adequacy of programs and procedures for compliance with such policies.
- Review the effect of new or proposed auditing, accounting or reporting standards with management and the independent auditors.

- Review with the independent auditors any audit problems or difficulties and management’s response, and resolve any disagreements between management and the independent auditors regarding financial reporting.
- Review and discuss with management and the independent auditors the annual audited financial statements, including disclosures made under “Management’s Discussion and Analysis of Financial Condition and Results of Operations,” and recommend to the Board whether the audited financial statements should be included in the Company's Annual Report on Form 10-K (or the Annual Report to Shareholders if distributed prior to the filing of Form 10-K).
- Review and consider with the independent auditors the results of the annual audit of the Company’s financial statements and all matters required to be discussed by Auditing Standard (“AS”) No. 16 and other existing professional standards.
- Review and discuss with management and the independent auditors the Company’s interim financial results, including disclosures made under “Management’s Discussion and Analysis of Financial Condition and Results of Operations,” to be included in the Company’s quarterly reports to be filed with the SEC and the matters required to be discussed by AS No. 16; this communication will occur prior to the Company’s filing of Form 10-Q.
- Review and discuss the Company’s earnings press releases, as well as financial information and earnings guidance provided to analysts and rating agencies.
- Receive annually from the independent auditors a formal written statement delineating all relationships between the independent auditors and the Company in accordance with existing professional standards and applicable laws and regulations and rules of the NYSE. Discuss with the independent auditors any such disclosed relationships or non-audit services that may impair their objectivity and independence, and if necessary, recommend that the Board take appropriate action to ensure the independence of the independent auditors.
- At least annually, obtain and review a report from the independent auditors describing: the firm's internal quality-control procedures, any material issues raised by the most recent internal quality-control review, or peer review, of the firm, or by any inquiry or investigation by governmental or professional authorities, within the preceding five years, respecting one or more independent audits carried out by the firm, and any steps taken to deal with any such issues; and (to assess the auditors’ independence) all relationships between the independent auditors and the Company.
- Prepare any reports regarding the Committee’s actions that SEC rules require be included in the Company’s filings.
- Discuss policies with respect to risk assessment and risk management.
- Review information concerning environmental, legal, regulatory and other matters that may represent material financial exposure and/or material risk and appropriate management thereof.
- Develop and recommend to the Board for approval a clear and definitive hiring policy regarding employees or former employees of the Company’s independent auditors.
- Develop and recommend to the Board for approval a code of business conduct and ethics for the Board, consistent with NYSE and SEC rules and regulations, other applicable law, and the Company’s existing business conduct guidelines.
- Review the Company’s codes of business conduct and ethics at least annually and recommend changes as necessary.
- Establish procedures for (1) the receipt, retention and treatment of complaints received by the Company regarding accounting, internal accounting controls or auditing matters and (2) the confidential, anonymous submission by Company employees of concerns regarding questionable accounting or auditing matters.

- Periodically review reports from and consult with management regarding cybersecurity and other technology risks.
- Consider any other matters related to the oversight responsibilities of the Committee, as deemed advisable or necessary by Company management, the Board or the Committee.

Date effective: February 3, 2012

Last update: January 31, 2023