



**To:** All Post Holdings Employees  
**Date:** Thursday, March 2, 2023  
**Subject:** Post Holdings Diversity, Equity and Inclusion Update from Rob Vitale, President and CEO

Last January I wrote to you to outline our immediate focus areas to advance our Diversity, Equity and Inclusion (DEI) efforts. Those focus areas were:

- Establishing a DEI reporting category through our employee Speak-Up Line
- Developing DEI training for all employees
- Reviewing job specifications and enhancing our talent selection process
- Sharing successful initiatives across business units

We have made significant progress in these areas and in our entire DEI effort. In February, we announced the creation of a DEI hotline option. In August 2022 we issued our first installment of *A Post For All*, a newsletter dedicated to highlighting DEI related activities across the organization. Post's ESG Report, published in December, underscores our commitment to DEI as a key component of our broader Social Responsibility platform, our demonstrated success in gender equality and broader DEI achievements across our business. Most recently, we launched standardized DEI training to focus on foundational elements of DEI. Additionally, Human Resources has developed the tools necessary to revamp job descriptions to minimize any conscious or unconscious bias, with the goal of attracting broader and more diverse talent pools. We have seen an expansion of employee resource groups, specifically the Women's Business Resource Group at Bob Evans Farms. Finally, to enhance our accountability, all businesses are now reporting on DEI goals and activities during quarterly business reviews.

The DEI Council continues to serve as a platform to share strategies and develop initiatives. The Council has formed working committees dedicated to image, suppliers, talent and culture. These committees will focus on key DEI considerations including continued training, employee awareness and communication, vendor and supplier strategies, overall community impact and investor and media relations.

Progress has undoubtedly been a team effort with dedicated programs at the business unit level, including collaboration with Human Resources and Compliance. DEI considerations will remain a component of our effort to build a stronger and more inclusive company for employees and all stakeholders.

Our DEI efforts and progress to this point are to be applauded, but there remains much work to do. I look forward to continuing this journey.

Rob Vitale  
President and CEO, Post Holdings