

Environmental, Social and Governance (ESG) at Michael Foods



Overview



With a history in food that dates back over 100 years, we know what it takes to be First in Food: Real People. Making Real, Great Food. Whether it is our industry leading brands and product portfolio, exceptional customer service, or superior supply chain, our entire team is dedicated to putting

your food needs first. Michael Foods is the nation's largest processor of value-added eggs; producing and distributing value-added egg and potato products to the foodservice and food ingredient markets for over 100 years.

Core Brands



Mark Westphal
President, Michael Foods

“We cannot ignore the last couple of years and how it has emphasized the opportunities sustainable operations provide. Business models are ever changing to keep up with current environments, and ESG is no exception. We look forward to demonstrating our progress toward being a better business and to being held accountable for it.”

ESG Summary

At Michael Foods, our commitment to corporate responsibility and ESG is built on three pillars—Environmental Sustainability, Community and Animal Well-Being. What's our secret recipe to be First in Food? Great

people, make real great food. Not only in our farms, facilities and offices across the country, but in the communities where we live and work.

Our commitment to corporate responsibility and ESG is built on three pillars:

Environmental Sustainability



We are committed to reducing our environmental impact by creating smarter processes that generate less waste, reduce water usage and increase our use of carbon-free and renewable power. We are committed to reducing scope 1 and 2 GHG Emissions 30% by 2030, and participate in the Department of Energy (DOE) Better Plants Program.

Community



As a corporation and as individual volunteers, we are proud to support the communities in which we do business—in powerful, life-changing ways including: Corporate Giving, Volunteerism, Employment Leadership and Diversity, Equity and Inclusion (DEI).

Animal Welfare



Our team goes to great lengths to care for our hens. Using protocols that are strictly adhered to by everyone in our care chain, we optimize the health and well-being of our laying hens with improvements to: Environment, Nutrition and Disease Prevention.



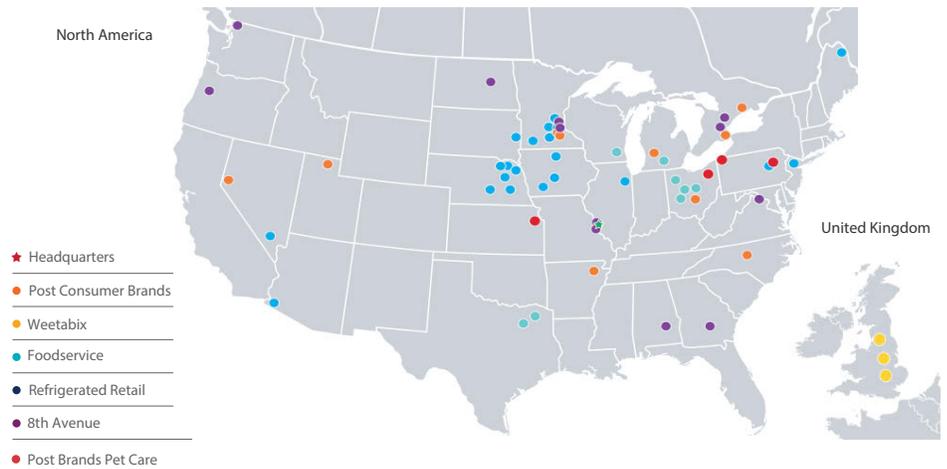
Company Operations

Headquarters:
Hopkins, Minnesota

LEED Gold building

Employees:
3,700+

Manufacturing Sites:
24



ESG Performance Data (FY22)

89,474

GHG Scope 1 (mtCO₂e)

218

Water Use (million gallons)

94%

Landfill Diversion Rate

95,406

GHG Scope 2 (mtCO₂e)

0.22

lbs CO₂e/lb of product

2,500,000+

Food Donated (pounds)



Katie Miller

Senior Environmental Specialist - Michael Foods

“We recognize our responsibility to care for and protect nature’s resources and the environment. As visibility around sustainability continues to build throughout multiple aspects of our business, we are ready and eager to highlight our current initiatives, and to continue pushing forward on our long-term sustainability strategy.”

Our Values:

Integrity

We take responsibility for our actions, adopt an unbiased approach to all colleagues, do the right thing, deliver what we promise and are considerate of individual differences and cultures.

Impact

We measure everything, commit to excellence and question if the job can be done quicker, better or more efficiently.

Interdependence

We take ownership of our successes and mistakes, encourage the wisdom of the unconventional, trust each other and respect and value our differences.

Insight

We learn from others, leverage strengths, seek to develop a deep understanding, look for creative solutions and make them happen.

Imagination

We have the courage to dream big, are open and proactive to change, are positive and inspiring, peer around the corner and change the landscape.

Learn More:

From farms where ingredients are grown to our products on the grocery shelf or served in restaurants, Post Holdings and our businesses are focused on acting responsibly in everything we do. To learn more about our commitments and join our ESG journey, please visit:

michaelfoods.com/corporate-responsibility postholdings.com/responsibility

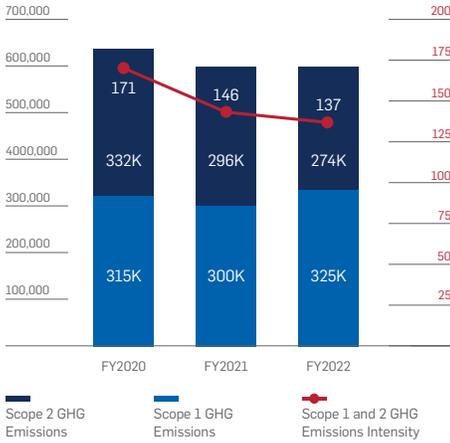




Post Holdings Performance Snapshot

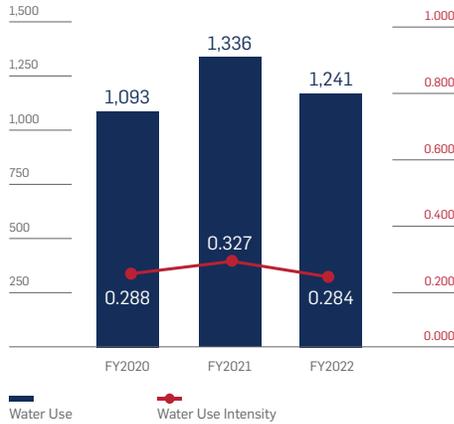
GHG Emissions and Intensity: Scope 1 and 2

(mtCO2e and production volume intensity)



Water Use and Intensity

(million gallons and production volume intensity)



Employees by Ethnicity

56%

Non-Minority

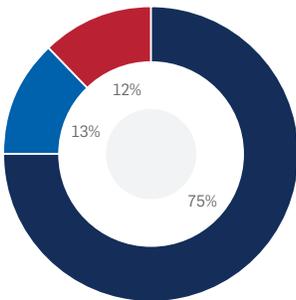
34%

Minority

10%

Not Disclosed

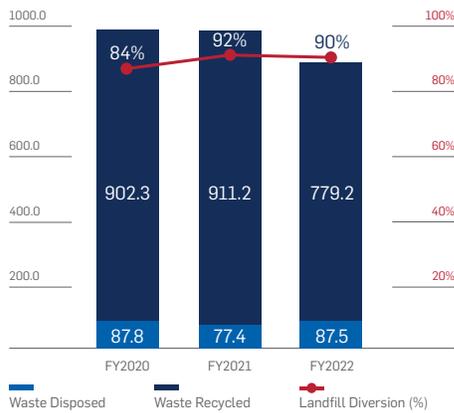
Ingredient and Packaging Procurement by Region



North America	75%
Europe	13%
Rest of the world	12%

Non-Hazardous Waste and Landfill Diversion

(million pounds and percent diversion from landfill)



Employees by Geographic Location

84%

United States

10%

United Kingdom

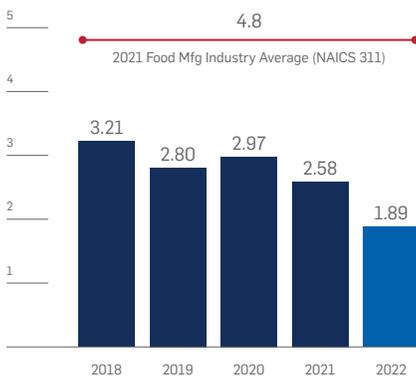
4%

Canada

2%

Other

OSHA Recordable Rate



OSHA Lost Time Injury Rate

