

# Environmental, Social and Governance (ESG) at Post Consumer Brands



## Overview



Post Consumer Brands, a subsidiary of Post Holdings Inc., is focused on providing delicious food choices for every taste and budget. As a company committed to high

standards of quality and our values, Post Consumer Brands is driven by one idea: To make lives better by making delicious food accessible for all.

## Core Brands



**Nicolas Catoggio**

President and CEO, Post Consumer Brands

“Our responsibility as a company is driven by our purpose, to make lives better by making delicious food accessible for all. That is why we are committed to doing the right thing — for our consumers, for our employees, for our communities and for our business. We take this responsibility seriously and are extremely proud of the commitments we have made to operate more sustainably and support our communities.”

## ESG Summary

Post Consumer Brands is home to more than 25 iconic cereals, a beloved peanut butter brand, nutritious and delicious pet food options, and other products that families across North America love, and sometimes depend on for affordable nutrition.

That is a responsibility we take seriously. We are proud of our employee’s efforts to make Post a more equitable and sustainable company that people love to work for. But this is only the beginning.

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

### Empowering People



People — employees, customers and consumers — are at the core of everything we do. We are driven to keep them safe, inspired and empowered by adhering to strict safety protocol, diversity, equity, and inclusion (DEI) training and more.

### Strengthening Communities



We take pride in our local communities, and we support them by giving back through food donations, fundraisers, volunteering and more.



### Protecting our Natural Resources



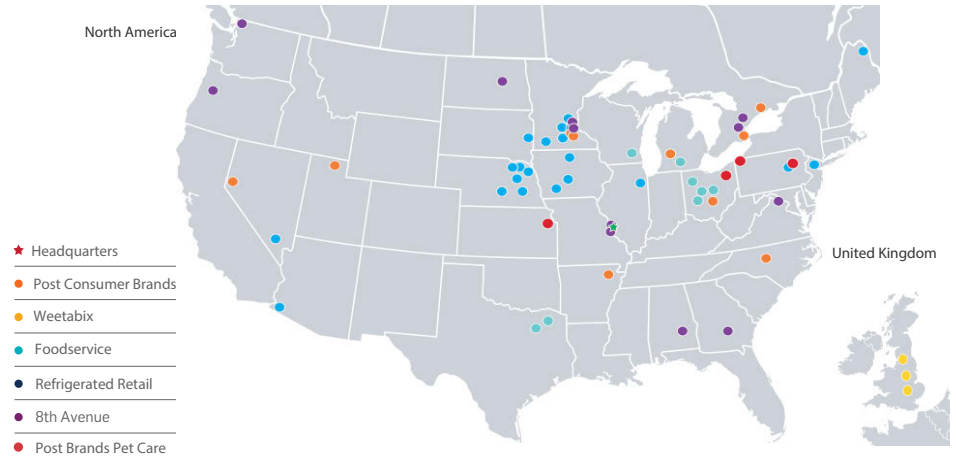
At Post Consumer Brands, we are working to reduce our carbon footprint through sustainable initiatives in our workplace, in the products we make and in the way we operate. We are committed to reducing scope 1 and 2 GHG Emissions 30% by 2030 and achieving 100% recyclable cereal and product packaging by 2025.

## Company Operations

Headquarters:  
**Lakeville, Minnesota**

Employees:  
**4,600+**

Manufacturing Sites:  
**12**



## ESG Performance Data (FY22)

**148,086**

GHG Scope 1 (mtCO<sub>2</sub>e)

**798**

Water Use (million gallons)

**96%**

Landfill Diversion Rate

**122,763**

GHG Scope 2 (mtCO<sub>2</sub>e)

**2,814,230**

Food Donated (pounds)

**1,000+**

Employee Volunteer Hours



**Bob Lambert**

Senior Director – EHS, Post Consumer Brands

“At Post Consumer Brands, the safety of our people, products and the environment are our number one priority. Minimizing our environmental impact and being a good steward of resources in the communities in which we operate are important aspects of how we do business.”

## Our Values:

### Put Safety First

Nothing is worth making if those who make it and those who consume it aren't safe.

### Be Bold

There are no great victories without taking risks. We relentlessly challenge and support each other to strive for great things.

### Win as One

We are fierce competitors determined to win. We can only do that as a unified team, leveraging all our diversity and skills.

### Act Like an Owner

We go to work like we own the place. Each of us is determined to make a measurable difference in our business and our world.

### Do Right

From the way we source ingredients to the way we treat co-workers, we do right by our people, customers, communities and the planet.

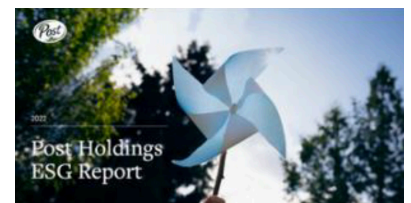
### Bring Joy

We take our work seriously, but never ourselves. We work hard and have fun. In fact, joy is a vital ingredient in food.

## 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:

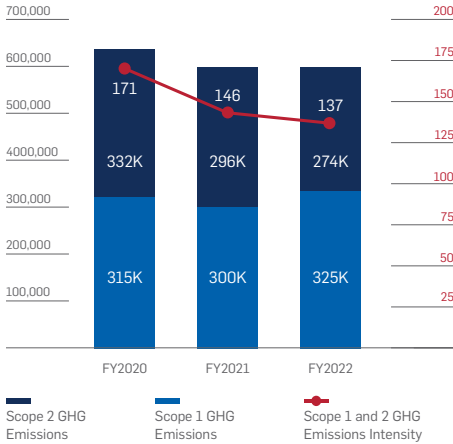
[postconsumerbrands.com/responsibility](https://postconsumerbrands.com/responsibility) [postholdings.com/responsibility](https://postholdings.com/responsibility)



# Post Holdings Performance Snapshot

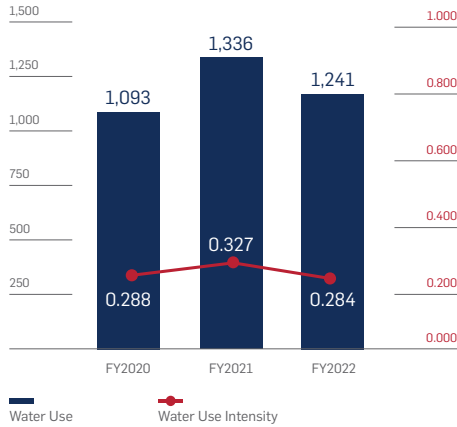
## GHG Emissions and Intensity: Scope 1 and 2

(mtCO2e and production volume intensity)



## Water Use and Intensity

(million gallons and production volume intensity)



## Employees by Ethnicity

56%

Non-Minority

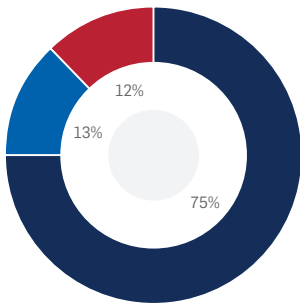
34%

Minority

10%

Not Disclosed

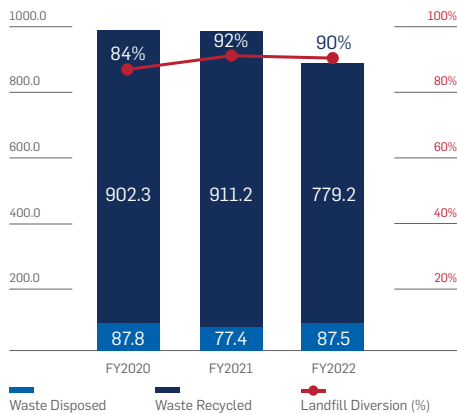
## Ingredient and Packaging Procurement by Region



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

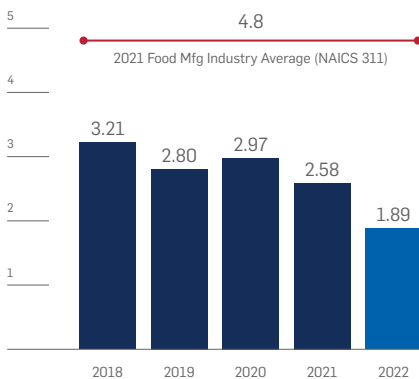
4%

Canada

2%

Other

## OSHA Recordable Rate



## OSHA Lost Time Injury Rate

