

Environmental, Social & Governance Newsletter



OUR ORGANIZATION



ESG News and Updates from Post Holdings

Nick Martin, Senior Director of ESG

Building a viable approach to ESG is a challenging endeavor for any organization. Our holding company structure offers unique complexities but also distinct advantages. It's exciting to see our businesses share social and environmental learnings, best practices and technical expertise as they implement our enterprise ESG strategy and tailor actions to their unique organizational

structure, business processes and stakeholders. The ability for multiple companies to collaborate within the same organization is a significant advantage of our business model.

This collaboration occurs through formal mechanisms (e.g., ESG Operations Council, DEI Council, Packaging Share Group and

Diversity, Equity and Inclusion (DEI) – To learn more about our DEI progress, read our newsletter, [A Post for All](#).

Employee Resource Groups) and informal peer networking. While this further enhances our enterprise-wide ESG approach, it is also invaluable as each of our businesses defines its complementary and unique ESG identity.

OUR BUSINESSES & PLANTS



Recent Product Launches Demonstrate Commitment to Responsible Marketing and Nutritious Options

At Post Holdings, we are committed to product responsibility. It's a key component of our ESG Strategic Framework. Our responsibility as a global food provider is to promote transparency and empower consumers with healthier choices. Our recent product launches and collaborations demonstrate our dedication to these values.

MASHED CAULIFLOWER

One example of our commitment to responsible products is the recent launch of Bob Evans Farms' [Mashed Cauliflower](#). This innovative offering was recognized as a 2023 Product of the Year USA award winner. Not only does it provide a delicious alternative to traditional mashed potatoes, but it also demonstrates our dedication to providing innovative meal solutions for our consumers.



SNOOP CEREAL

PCB is manufacturing a new breakfast cereal line in June 2023 for Snoop Dogg and [Broadus Foods](#). With this product, Broadus aims to build economic empowerment and add diversity to grocery stores with a Black-owned breakfast cereal brand. Additionally, a portion of each sale will go to charities that fight homelessness and food insecurity, such as [Door of Hope](#). This collaboration demonstrates our commitment to diversity, equity, and inclusion and giving back to the communities we serve.



ANY-WHICH-WAY-A-BIX

Weetabix UK has provided high quality breakfast cereals since 1932 and is committed to offering a portfolio of products that deliver taste, health and value. To support consumers with a delicious start to their day, Weetabix developed the [Any-Which-Way-A-Bix Recipe Book](#) filled with recipes that are affordable and healthy.

CHILDREN'S FOOD AND BEVERAGE ADVERTISING INITIATIVE

As a [Children's Food and Beverage Advertising Initiative \(CFBAI\)](#) member, we strive to market our products responsibly, especially to children. We ensure our advertising and marketing practices adhere to the guidelines set forth by the CFBAI to promote a better and healthier future for young customers.



Stay tuned for more developments and initiatives from Post Holdings as we assess and grow our responsible marketing efforts and products.



OUR BUSINESSES & PLANTS

ENVIRONMENTAL SPOTLIGHT

Post Holdings Packaging Share Group

In late 2022, Post Holdings established a Packaging Share Group with relevant functional leaders and representatives from each of our businesses. The purpose of the group is to promote the sharing of knowledge and best practices across the enterprise about current and emerging topics impacting the food packaging industry.

Topics include:

- Regulatory changes, like the rapidly evolving extended producer responsibility (EPR) legislation throughout the US and Canada

- Insights from industry and trade associations, such as the Consumer Brands Association, Sustainable Packaging Coalition or UK WRAP
- Stakeholder requests and priorities from retail customers, investors, packaging supplier partners and more

During meetings, our businesses also share their packaging-related strategies, challenges and achievements. These discussions are a great way for technical leads to tap into an internal network and get feedback and support from their peers.

BENEFITS OF POST'S HOLDING COMPANY STRUCTURE

An internal network for sharing knowledge and best practices across industries and categories.

OUR STAKEHOLDERS

Post Holdings Joins Scope 3 Collective Action Initiatives

Stakeholder: Suppliers

Post Holdings recently joined [CDP Supply Chain](#) and the [Supplier Leadership on Climate Transition](#) (Supplier LOCT) programs, which are both collaboratives of companies focused on more efficiently engaging suppliers to reduce Scope 3 greenhouse gas (GHG) emissions.

Michael Foods Team Participates in DOE Better Buildings, Better Plants Summit

Stakeholder: Government

A team from Michael Foods participated in U.S. Department of Energy's (DOE) annual [Better Buildings, Better Plants Summit](#), which provided the opportunity to explore emerging technologies and share innovative strategies in energy efficiency, decarbonization, water and waste reduction. Michael Foods joined the U.S. DOE Better Plants Program in 2022.

Bob Evans Farms Publishes 2021-2022 Annual Giving Report

Stakeholder: Communities

The [Annual Giving Report](#) highlights how the company is delivering on the philanthropic mission to "support inclusive environments and programs that provide a positive impact on our employees and surrounding communities." In 2021-2022, Bob Evans Farms donated over \$15.8 million in monetary contributions and fair market value product.

DOING YOUR PART: Composting at Home

Laura Bothe-Berndt, Office Assistant, Post Holdings, Inc.

A lot of people see composting as too hard, smelly or not worth it. I assure you, it's none of those or I wouldn't do it. Plus, the "black gold" is wonderful and helps slow [climate change](#)!

Start Small

All you need is a bowl or small container. Place it in a convenient spot in the kitchen and start with coffee grounds, tea bags, eggshells and paper.

Go Big!

Get a larger container with a lid and try composting different greens (fruit and vegetable scraps) and browns (bread and paper towel rolls). Print a [list](#) as a reminder. You can help keep away gnats and odors by layering dry and wet scraps and following the "no food showing rule" and/or get a container with a filter. Some local organizations provide bins or offer curbside composting programs.



Cleaning out the refrigerator is the perfect opportunity to compost, and don't forget the yard waste (grass clippings, small twigs, leaves). Lastly, adding junk mail to your compost pile is so fulfilling!

ESG Questions? Contact Nick Martin

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