



To: All Post Holdings Employees

Date: Wednesday, May 29, 2024

Subject: Post Holdings Diversity, Equity and Inclusion Update from Rob Vitale, President and CEO

At Post, we are committed to fostering a work environment in which all employees are able to thrive in line with their commitment and skills. We further believe the best ideas and execution occurs when there is diversity of thought and background.

In 2021, we established an enterprise-wide diversity council. It was aimed at creating a consistent foundation across the organization through common training, education, recruitment and engagement. We have had considerable success:

- All employees across the organization have been provided access to training. We will continue to facilitate additional training.
- Employee participation in affinity groups has grown. In June 2023, PCB introduced PCB Pride, a group aimed at fostering an inclusive and equitable environment for LGBTQ+ employees and allies. Following the launch of its successful Women's Development Network and Military Business Resource Group, Bob Evans established its first Inclusion Council, charged with developing and promoting strategic initiatives. All employees are welcome to join these groups.
- The North American Meat Institute recognized Bob Evans as a leader in diversity initiatives.
- We are building more robust talent acquisition processes across the network with consideration towards expanding diversity of our applicant pools. We also are conducting targeted periodic review of new job postings and other hiring practices to attract more diverse applicants.
- In December, we published [our annual ESG report](#), which further highlights initiatives, partnerships and accomplishments across our organization. I encourage everyone to read it.

We continue to be cautious of outcome-based targets or goals. While numbers can tell a story, outcome-driven approaches can serve as false indicators of meaningful progress. Our foundational efforts are consistent with Post's overall business philosophy.

I am extremely proud of our accomplishments thus far and am enthusiastic about what we will achieve together in the next year.

Rob Vitale

President and CEO, Post Holdings