



Dear Colleagues:

With the launch of an enterprise-wide diversity council in 2021, we sought to better understand and leverage the various efforts across our business. To move quickly (appropriate at the time), we did not fully frame our collective efforts at the enterprise level under one articulated strategy, nor did we take the time to “brand” our efforts in a way that is specific and more meaningful to Post. With the learnings of the past four years, now is the time to do just that.

Each of us brings diverse backgrounds, skills and abilities to the workplace. Post's ongoing commitment is to provide employees with a supportive environment where all are invited to share their talents and succeed. We also believe that each employee is ultimately responsible for their own success.

We have adopted a new mission statement, which articulates our collective viewpoint with respect to this partnership between us:

**All In @Post**

- Post is committed to creating the opportunity to be “All In @Post” where every individual can thrive, reach their potential, feel a sense of belonging and own their success.
- We foster an inclusive environment which values the differences that make everyone unique.
- We invest in each and every employee's potential and invite them to participate fully and with intention to maximize their opportunity and achievement.

This new mission statement does not reflect changes in priorities and imperatives we cherish. Rather, it recognizes the myriad efforts across our businesses, emphasizes Post's dedication to cultivating a sense of belonging and calls on our employees to share equally in these efforts. Our foundational endeavors, which are consistent with our overall business philosophy, will continue. We will provide training, encourage employee resource groups and continue to build more robust talent acquisition processes. Our success stories will continue to be highlighted in our newsletter, “A Post For All,” and our annual Sustainability report.

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 newly branded **All In @Post** mission statement will be updated throughout our messaging over the next few months, used in recruiting materials for new employees and will be included in our Sustainability report later this year.

I applaud our collective accomplishments thus far and look forward to the work and opportunities ahead of us. Together we will continue to achieve great things.

Rob Vitale  
President & CEO, Post Holdings, Inc.