

February 2025

Sustainability@Post Newsletter

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OUR ORGANIZATION

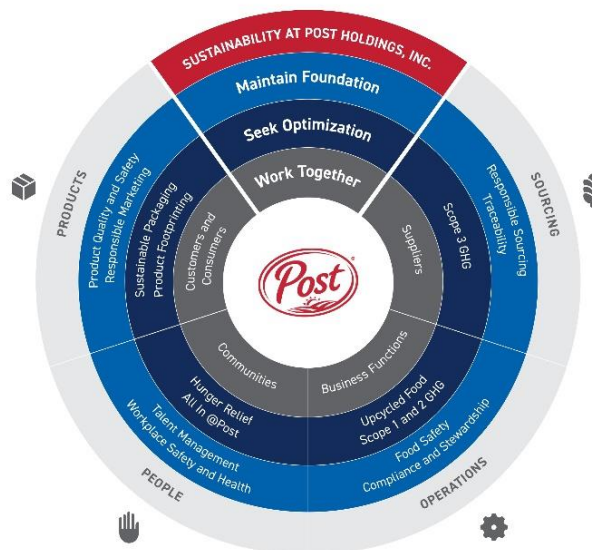


Updates from Post Holdings

Nick Martin, Vice President - Corporate Sustainability, Post Holdings, Inc.

In December, we published our latest [Sustainability Report](#). The report details our enterprise-wide approach and progress with sustainability efforts across four strategic pillars: Sourcing, Operations, People and Products.

During fiscal year 2024, our Steering Committee and Operations Council developed an evolved framework that captures our company-specific approach to sustainability and focus areas within each pillar. This framework was used as the foundation for our latest report.



OUR BUSINESSES



Post Consumer Brands Becomes Founding Partner of Battle Jacks



Post Consumer Brands is excited to open a new chapter [supporting the Battle Creek Battle Jacks baseball team](#) throughout the 2025 season and beyond. "Joining forces with Post as a founding partner is a game-changer for the Jacks. We are thrilled to have such an iconic, historical, and innovative brand like Post on board," said Brody Conaty, Battle Jacks General Manager. "This partnership marks the beginning of an exciting

new chapter for our team and our community. Together, we are building something special, and I cannot wait to see what is ahead!"

Michael Foods Journey to a High Performance EHS Culture

Post is committed to the vision of a workplace free of injuries and environmental incidents. This vision is driven by leadership who are committed to maintaining a safe workplace and integrating a proprietary continuous improvement program called the Safety and Risk Management Process (SRMP).

The SRMP is a teams-based approach for systematically improving our environmental, health and safety (EHS) performance. For this program to be effective, participation from all levels of the organization is essential. "SRMP has really changed the culture

from responsibility primarily falling on the shoulders of people working in safety to everyone's responsibility," said Kristy Mackeprang, Bloomfield Human Resources Manager. "That shift has allowed both hourly and salaried employees to be involved in audits, inspections and decisions that affect them every day, and that has been a positive change."

Michael Foods has achieved a 55% improvement in audit scores and a 67% reduction in injury rates since beginning their SRMP journey shortly after Post's acquisition in 2014. "SRMP sparks ideas for our hourly employees that they bring to our management team or their element team meetings that they would not have brought up prior to SRMP," said Joe Brown, Big Red Farms Operations Manager. Learn more about Post's commitment to health and safety [here](#).

OUR PARTNERS AND STAKEHOLDERS



Sustainable Growth 2025 Recognition by TIME

Post is proud to be included in TIME's inaugural list of the World's Best Companies in Sustainable Growth 2025. The ranking is aimed at identifying companies that demonstrate outstanding performance in sustainable development while maintaining strong financial health. The analysis is based on three key dimensions: revenue growth, financial stability and environmental impact. Post is one of only 117 U.S.-based companies to make the inaugural list. Review the full rankings [here](#).

Supplier LOCT Launches New Season

The [Supplier Leadership on Climate Transition \(Supplier LOCT\)](#) program, which Post is a member of, is launching the Spring 2025 season in April. The program is an online climate school to support global suppliers with accelerating their greenhouse gas (GHG) and climate efforts. There are 28 member companies supporting over 1,450 participating global suppliers. The program was recognized with the [2024 Innovative Partnership Award by The Climate Registry](#).

Post Joins the Environmental Initiative

Post has joined the [Environmental Initiative](#) (EI) in Minnesota as a Partnership Circle Member. EI is a non-profit organization that brings communities, businesses, nonprofits and government together to further environmental solutions. Chris Nelson, Associate Director for Sustainability & Environmental Compliance at Post Consumer Brands, is Chair of the EI Board of Directors.



DOING YOUR PART @HOME



It is almost time to ... spring into action!

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



While it may not feel quite like it yet, spring is right around the corner. Now is a good time to start thinking about and planning for spring cleaning. If tackled effectively, this annual tradition can reduce a lot of stress, help people in need of donations and be good for the planet! Here are 4 tips for tackling spring cleaning:

- 1) **Donation Treasure Hunt** – Go on a hunt for items that you no longer need (be honest, we all have things we have not used in years!) and can be easily donated. Make it a game, or even better yet a family competition! Many neighborhoods have annual community yard sales, which is a fantastic way to make some cash and for someone to reuse your lost treasures.
- 2) **Easy Button Recycling** – Set up a process in your house to make recycling as easy and efficient as possible. Consider printing out a list or poster of items that can be recycled locally and adding an easy to carry bin or basket to collect daily recyclables. Remember, the system will fail if it is easier to throw something away than recycle.
- 3) **Can-Do Compost Attitude** – A lot of people view composting as too hard, smelly or not worth it. I assure you, it is none of those or I would not do it! Start small with coffee grounds, tea bags, eggshells and paper.
- 4) **Plan a Trip to Garden City** – It is never too early to start planning your spring yard clean-up and prepping your gardens. Planting trees, flowers or vegetables has so many benefits for your health and well-being. Reflect on what grew well and what didn't last season, and also check [planting calendars](#) as they vary by location.

Questions or Story Ideas? Contact Nick Martin at nick.martin@postholdings.com.