

October 2025

Sustainability@Post Newsletter

www.postholdings.com/sustainability



POST HOLDINGS, INC.

OUR ORGANIZATION



Updates from Post Holdings

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

In the latest newsletters, I shared our framework for sustainability and three core principles: *Maintain Foundation*, *Seek Optimization* and *Work Together*. In addition, we believe our continued success with delivering on our overall approach to sustainability will be determined by maintaining the following characteristics:

- Succeed financially.
- Nail the fundamentals, always.
- Prioritize effectiveness over speed.
- Focus on less to achieve more.
- Collaborate, internally and externally, to make holistic decisions.
- Manage for today with an eye on the future.

The combination of our framework, three core principles and these characteristics position us to focus on actions that are legally required, support business performance and are the right thing to do as a responsible business.

To follow our journey, visit our [Sustainability Website](#) and check out our next Sustainability Report in December!

OUR BUSINESSES



Michael Foods Technical Training Center

A new Technical Training Center was opened by our Michael Foods business in Norwalk, Iowa. The center will allow team members to hone skills for hands-on precision maintenance, electrical wiring and motor control systems which are critical for driving reliability and performance across our operations.



Internship Programs

We have established internship programs across our organization, which continue to expand in terms of number of roles, functions and universities.

In 2025, we had interns from 25 states, 45 colleges and universities and 30 different fields of study across all our businesses! Explore our internship opportunities through the links below.

- Bob Evans Farms [Intern Programs](#)
- Post Consumer Brands [Summer Interns](#)
- Michael Foods [Student Programs](#)
- Weetabix [Careers Website](#)

Many of the internships across our organization are also listed on the Post Holdings [careers page](#).

GHG Assurance

We have partnered with [Sensiba](#), a Certified B Corp that provides accounting, business consulting and tax advisory services, to support our efforts towards third-

party assurance of greenhouse gas (GHG) emissions data and process controls. The partnership is focused on the following:

- Part 1: GHG Assurance Readiness Assessment (Completed)
- Part 2: GHG Assurance Training for Finance and Internal Audit (Scheduled)
- Part 3: GHG Limited Assurance (Planned)

Weetabix Joins The 5% Club

Weetabix joined [The 5% Club](#), an initiative focused on growing opportunities for apprentices, graduates and sponsored students to help more people earn while they learn.



OUR PARTNERS AND STAKEHOLDERS



Weetabix at New Scientist Live

The Weetabix team participated in [New Scientist Live](#) described as the world's greatest festival of ideas and discoveries. The three-day event included over 70 speakers, five dynamic stages, 90 hands-on exhibits (including a Weetabix tractor!), and over 6,000 students interested in STEM-based careers.



Regenerative Agriculture Cohort

Our Michael Foods and Post Consumer Brands businesses, our two largest, are participating in a two-year [Midwest Row Crop Collaborative \(MRCC\)](#) [Regenerative Agriculture Leadership Cohort](#). The program is administered by the Minnesota Environmental Initiative.

Chris Nelson, Associate Director of Sustainability at Post Consumer Brands, using a soil compaction tester at a farm visit during the first MRCC workshop.



World's Best Companies 2025

We were honored to be recognized by TIME and Statista as one of the 2025 World's Best Companies. This ranking is a comprehensive analysis conducted to identify top-performing companies across the globe based on three primary dimensions:

- Employee Satisfaction
- Revenue Growth
- Sustainability

Visit [here](#) to learn more about the ranking and see the full list of companies.

DOING YOUR PART @HOME



Take Your Time With Fall Cleanups

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



Fall is a common time to prepare yards for winter, clear out garages, pull out holiday decorations and transition clothes within closets. Cleanups like these are excellent opportunities to donate, recycle, reuse or compost various items versus defaulting to tossing in the trash. Here are some ideas:

- **Pumpkins** – Start fall cleanup by composting gourds or donating them to local farms for animal feed.
- **Gift Packaging** – The winter holiday period drives an increase in shopping for presents and parties. Recycle as much of the cardboard and other packaging as possible, including using store drop-off options.
- **Catalogs and Mailings** – Holiday catalogs and other mailings are widely recyclable in most geographies. You can also contact companies to be removed from mailing lists if not interested.
- **Yard Cleanup** – Leaves, branches and final mow grass clippings do not belong in the trash! Composting either in your own garden or a local collection point does wonders for soil health.
- **Technology Upgrades** – Many people upgrade personal electronics (i.e., phones, watches, computers) this time of year. Make sure to recycle old devices through certified e-waste programs. You may even make some money!
- **Clothing** – When cleaning out closets, especially for growing children, donate everything you can to local collection programs as there are many people in need of clothing, especially as winter arrives.

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