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ANTRODUCTION

FROM OUR MD



OUR STRONG COMMITMENT TO SUSTAINABILITY



This is my second update at the helm of Weetabix, and I'm really proud of the progress we've made on our sustainability goals over the last year.

Our wheat farmers faced significant challenges from the weather this year, so I am incredibly proud of the progress we have maintained through partnership. Together, we have taken a vital step on our path to lower carbon wheat. Specifically, 14 farms have embarked on an award-winning project to cut greenhouse gas emissions by up to half during wheat cultivation - a critical step in reducing the overall carbon footprint for our Weetabix Original biscuits.

This has also been a landmark year for our own team. For the first time in our history, we have achieved a negative gender pay gap, a testament to our ongoing commitment to creating an inclusive and equitable workplace for everyone.

These achievements are underpinned by a clear strategy, and 2025 is a milestone year in which we have had our ambitious Net-Zero targets validated by the Science Based Targets Initiative. It's the energy and collaboration of our people and partners that make this progress possible, and I look forward to the great strides we will continue to make together.

I hope you enjoy exploring our latest report and welcome any feedback you might have that will help us improve.

Colm O'Dwyer

Managing Director
Weetabix Food Company UK & Ireland

AT A GLANCE: OUR PROGRESS





14 FARMS

involved in our lower carbon wheat project to cut greenhouse gas emissions during wheat cultivation.



STRETCHING TARGETS

Our new scope 1 & 2 science based targets are now targeting an ambitious 54.6% reduction target by 2033.



EQUAL PAY

We achieved a negative gender pay-gap for both mean and median pay for the first time in our history.



A successful trial at our Corby plant achieved a reduction in the Greenhouse Gas emissions of our packaging of 40%, with the potential to extend across our business.



GREAT STARTS

We hit the milestone of more than 25 million breakfast servings donated via Fareshare since 2021, against our original target of 3 million a year for both Fareshare and Magic Breakfast.



100% of our suppliers are now signed up to our ethical terms and conditions - another first for us in 2024/25.





OUR BUSINESS IN NUMBERS





The number of years
Weetabix has been creating
nutritious breakfasts.

2%

The mean average extra we pay to our female team members.

2987
The number of charities and community groups we supported this year.

The number of wheat farmers in the Weetabix Growers' Group.

+25 MILLION

The number of breakfasts we have provided to school children through FareShare since 2021.

50

The maximum distance farms that supply our wheat can lie from our factory where we make our Weetabix Original biscuits.





OUR STRATEGY:

2025 marks a key milestone in our sustainability strategy, as it is the year by which we committed to have our near-term, Net-Zero and FLAG (Farming, Lands and Agricultural) targets validated by the Science Based Targets Initiative (SBTi). The end of this year is also the deadline by which we committed to reduce our Greenhouse Gas emissions by 20% against a baseline of 2018.

Achieving these milestones requires sustained effort and progress across four key areas – **Sourcing, Product, Operations** and **Social**.

This annual report, which covers the period up to September 2025, gives us the chance to review and set new stretching targets against our long-term commitment to reach netzero greenhouse gas emissions across our value chain by our financial year 2050.

Our framework for action is at the heart of our strategy, but it is the hearts and minds of our people and partners that make these changes possible and continue to deliver shared value for our colleagues, communities and customers.

You can find more about our strategy, the governance structure we have in place and how we turn our commitments into action on our website.

Pilar 1 SOURCING RESPONSIBILITY



PRODUCT RESPONSIBILITY

OUR REFRESHED 2023 COMMITMENTS

OUR PROGRESS IN 2024/25

Extend our Carbon Footprint study to cover more wheat growers over multiple years.

Our Lower Carbon Wheat Pilot Project now involves 14 of the 120 farms within our Weetabix Growers Group and was awarded the Food and Drink Federation Net Zero Initiative Award.

Develop a roadmap to source Carbon Neutral Wheat.

Our low emissions wheat trial has 185 hectares of wheat committed, expected to deliver approximately 60 million biscuits at 50% reduced carbon footprint.

Maintain RSPO certification for Palm Oil, transition to Rainforest Alliance certified Cocoa and maintain our membership of the Roundtable of Sustainable Soy.

Removed Palm Oil and Soy from the majority of our products.

Cocoa continues to be Rainforest Alliance Certified.

Work with our ingredient suppliers to ensure they sign up to our ethical terms and conditions.

Up from 98% of ingredient suppliers in 2023 to 100% in 2025.

We have committed to no deforestation across our primary deforestation-linked commodities (e.g. removing palm oil and soy, and reducing packaging material usage) by December 2025.

OUR REFRESHED 2023 COMMITMENTS

OUR PROGRESS IN 2024/25

Achieve an 18% reduction in plastic packaging.

We have exceeded our target of an 18% reduction in plastic packaging against a 2022 benchmark achieving a 19% reduction - equivalent to 122 tonnes.

Implement a Wheat Traceability programme to allow consumers to know where the wheat was grown.

This was launched to consumers as part of the Weetabix packaging refresh at the end of 2023.

Reduce the carbon footprint of our packaging by 15%.

We are on track to achieve our target of a 15% reduction in the carbon footprint of our packaging against a 2022 benchmark. We are currently at by 13% having achieved a 1,319.4T reduction in packaging footprint.

100% of our packaging meets the criteria for recycling.

A change in the methodology for recyclability assessment both within the UK and across the EU has seen us move from 100% recyclable packaging by volume to 95.01%. We are working on solutions to return to 100% in the near future.

Pilar 3 OPERATIONAL RESPONSIBILITY

SOCIAL RESPONSIBILITY

OUR REFRESHED 2023 COMMITMENTS

OUR PROGRESS IN 2024/25

OUR REFRESHED 2023 COMMITMENTS

OUR PROGRESS IN 2024/25

Set and submit Science-Based Targets to SBTI.

Our near-term, Net-Zero and FLAG (Farming, Lands and Agricultural) targets have all been validated by the Science Based Targets Initiative (SBTi) since July 2025.

These include:

- ♦ A commitment to reach net-zero greenhouse gas emissions across the value chain by FY2050.
- ♦ A commitment to reduce absolute scope 1 and 2 GHG emissions by 90% by 2050 from a 2022 base year 53692 tCO2e.

Continue with achieving our target of 20% reduction of Scope 1 and Scope 2 emissions by 2025, per tonne of product.

- Back in 2018 we committed to set a near-term company-wide emission target of Scope 1 & 2 emissions against our baseline year of 2018.
 - ♦ To the end of 2024 we have achieved a 10% reduction in our absolute scope 1 and 2 GHG emissions.
 - ♦ We have identified a further 10% of savings through the Energy Saving Opportunity Scheme.

Continue financial year reporting of carbon footprint.



Continue to support local and our chosen national charities.

Donate 3 million breakfasts to FareShare and Magic Breakfast.

Continue to onboard new manufacturing and engineering apprentices into our scheme maintaining our intake numbers as a minimum.

In 2022 we set ourselves the target to support the mental health of our manufacturing and engineering functions with MHFA training.

Our employment picture

We supported 2,870 charities between Oct 24 and Jul 25 April and June 2025 with food donations - equivalent to 1.96 million breakfasts.

Since 2021 we have redistributed 25 million breakfast servings via Fareshare - diverting surplus food away from waste towards people that can use it.

In the last year we provided 1.3 million bowls of cereal to Magic Breakfast.

We welcomed nine trainees for 12-month placements, up from six new manufacturing and engineering apprentices in 2024. We have also added HR and IT apprenticeships to our programme.

Between 2023 and 2024 we increased the number of trained Mental Health First Aiders from 41 to 70 achieving representation in every department of our business.

We employ around 1,100 individuals (actual 1061) of which around nine in ten are full time employees.

Our gender pay gap for mean pay was -2% improving on last year's 0.5%. Our median pay gap was -0.1% against 2.3% in 2023 which reflects against the national average of 7.7%.







Working with our growers to help them understand how to reduce nitrogen inputs to wheat production and assessing the potential for carbon sequestration present the biggest opportunities for emissions reductions, as well as water quality and biodiversity improvements.

Peter Chandley, Head of Quality and Food Safety, Pillar Leader

WORKING TOWARDS LOWER CARBON WHEAT

At Weetabix, we are committed to helping our farmers produce net-zero carbon wheat while enhancing soil quality and improving crop resilience.

Building on our initial carbon footprint studies, our work has expanded significantly. Our pioneering lower carbon wheat project, which started in 2022, now involves 14 farms from our Weetabix Growers Group. These farms have been scientifically assessed by Map of Ag, providing a robust baseline to measure our progress. This trial was awarded the Food and Drink Federation Net Zero Initiative Award in 2024. Separately the 2024/25 season saw 185 hectares of wheat grown with reduced nitrogen application. Together these projects are a major step in our journey to source lower carbon wheat.

Our focus remains on the two areas with the biggest potential for impact: optimising nitrogen fertiliser application and understanding carbon sequestration (absorbing carbon into the soil). These methods not only reduce greenhouse gas emissions but also improve local water quality and biodiversity.

From this work, we will better understand our growers' ability to produce lower-carbon wheat and how we can close the gap to achieving our netzero goals.





WHAT WE'VE DONE





Carbon trials

Continued our carbon footprint study to cover 14 farms within our Weetabix Growers Group, assessing their emissions over multiple years.



lower emissions

We have grown wheat across 185 hectares of land using reduced nitrogen fertiliser.



Responsible ingredients

Removed Palm Oil and Soy from the majority of our products and maintained Rainforest Alliance certification for our cocoa.

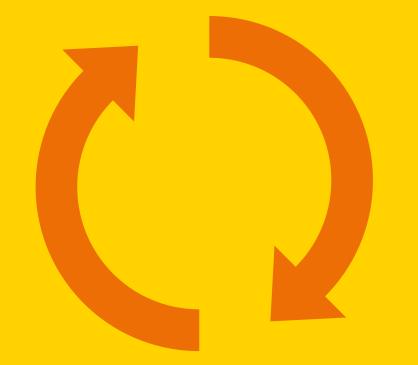


Shared values

Ensured that 100% of our ingredient suppliers are signed up to our ethical terms for procurement, up from 98% in 2023.

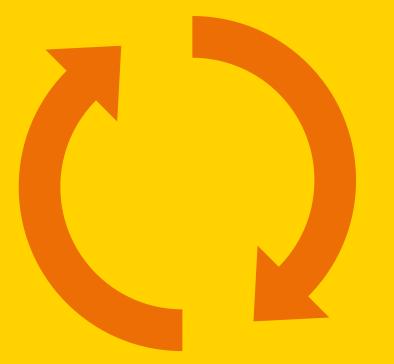
WHAT WE'RE DOING





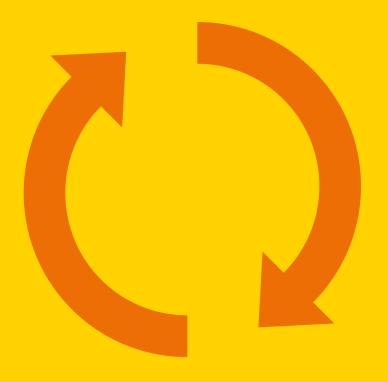
Science backed

Continuing our journey to source Net-Zero Carbon Wheat by validating our data collection process for use in official company Carbon Footprint studies.



Forest focus

Working towards our commitment to have no deforestation across our primary deforestation-linked commodities by December 2025.



50 mile commitment

Maintaining our commitment to source wheat from farms within a 50-mile radius of our factory.



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IMAGE TO BE REPLACED







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By successfully introducing new recyclable films to our packaging over the past year, we have made sure there is no compromise on product freshness, meaning that our consumers can be confident of the same great Weetabix quality and taste whilst knowing they are using their purchasing power for the good of the planet.

Mark Tyrrell,
Packaging Development Manager, Joint Pillar Leader



TARGETING 100% RECYCLABILITY

The improvements we make to our packaging play an important role in helping us minimise waste, improve recyclability, and lower our overall carbon footprint.

While we previously met our 100% recyclable packaging target in 2023, new EU laws requiring a minimum of 30% recycled content in food packaging have affected the recyclability of our paper wrap. This also affects Alpen Inner Bags and Ready Brek sachets. This has temporarily shifted our figure from 100% recyclable packaging by volume to **95.01%**. We are already testing a new wrap with a reduced plastic coating and anticipate its introduction will bring us back on target, with a **renewed commitment to return to 100% recyclable packaging by 2026**. We are currently exploring new options to meet both regulatory and sustainability goals.







REDUCING OUR PACKAGING FOOTPRINT

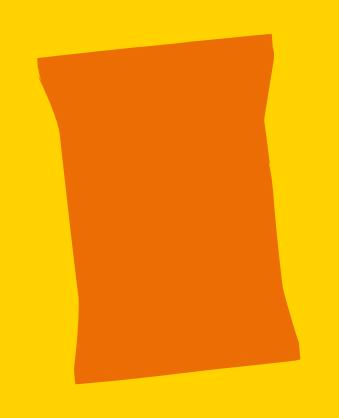
Despite setbacks to pack recyclability due to recent legislative changes, we are making significant progress toward our goal of reducing the carbon footprint of our packaging by 15% against a 2022 benchmark. We are currently at a **13% reduction**, having achieved a **1,319.4 tonne reduction** in our packaging footprint. A key contributor was a successful trial at our Corby plant which cut the carbon footprint of products packaged there by **40%**; this is now being extended to our main production lines at Burton Latimer.

We have also exceeded our target of an 18% reduction in plastic packaging, achieving a **19% reduction - equivalent to 122 tonnes**. This was accomplished through several initiatives:

- ♦ We have reduced the amount of plastic on our Weetabix wrap by 12%, equating to 29.2 tonnes each year.
- ♦ We have moved to a new pallet stretch wrap material containing 30% recycled plastic, which has reduced our stretch wrap plastic use by 24%, representing 19 tonnes per annum.
- ♦ Following a switch to a new glue for our boxes, we have successfully reduced the amount of glue required by **55%**, a saving of **13.05 tonnes**.

WHAT WE'VE DONE





Reduced plastic

Exceeded our plastic reduction target, achieving a 19% reduction in plastic packaging against a 2022 benchmark.



Better packaging

Reduced the carbon footprint of our packaging by **13%**, well on track for our 15% reduction target.



Field to spoon

Launched our Wheat
Traceability programme
on Weetabix Original
packaging, allowing
consumers to trace their
breakfast back to
the growers.



Factory pilot

Successfully trialled packaging changes at our Corby plant, achieving a 40% reduction in its carbon footprint.

WHAT WE'RE DOING



Return to 100%

Working to return to 100% recyclable packaging by 2026 by testing a newly engineered paper wrap.

Extend pilot

Extending the successfulpackaging trial from
our Corby plant to our
main production lines in
Burton Latimer.

Clear target

Continuing to work towards our target of a 15% reduction in the carbon footprint of our packaging by 2030.

FOCUS ON...FRANCESCO BALDUCELLI, CENTRAL QUALITY MANAGER

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IMAGE TO BE UPDATED





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Securing SBTi validation was the starting gun, not the finish line. It solidifies our net-zero commitment and empowers our team to focus on the critical engineering work ahead – from pioneering new energy sources to building a truly low-carbon supply chain.

Matthew Lawrence, Infrastructure Manager, Pillar Leader

DATA DRIVEN ACHIEVEMENTS

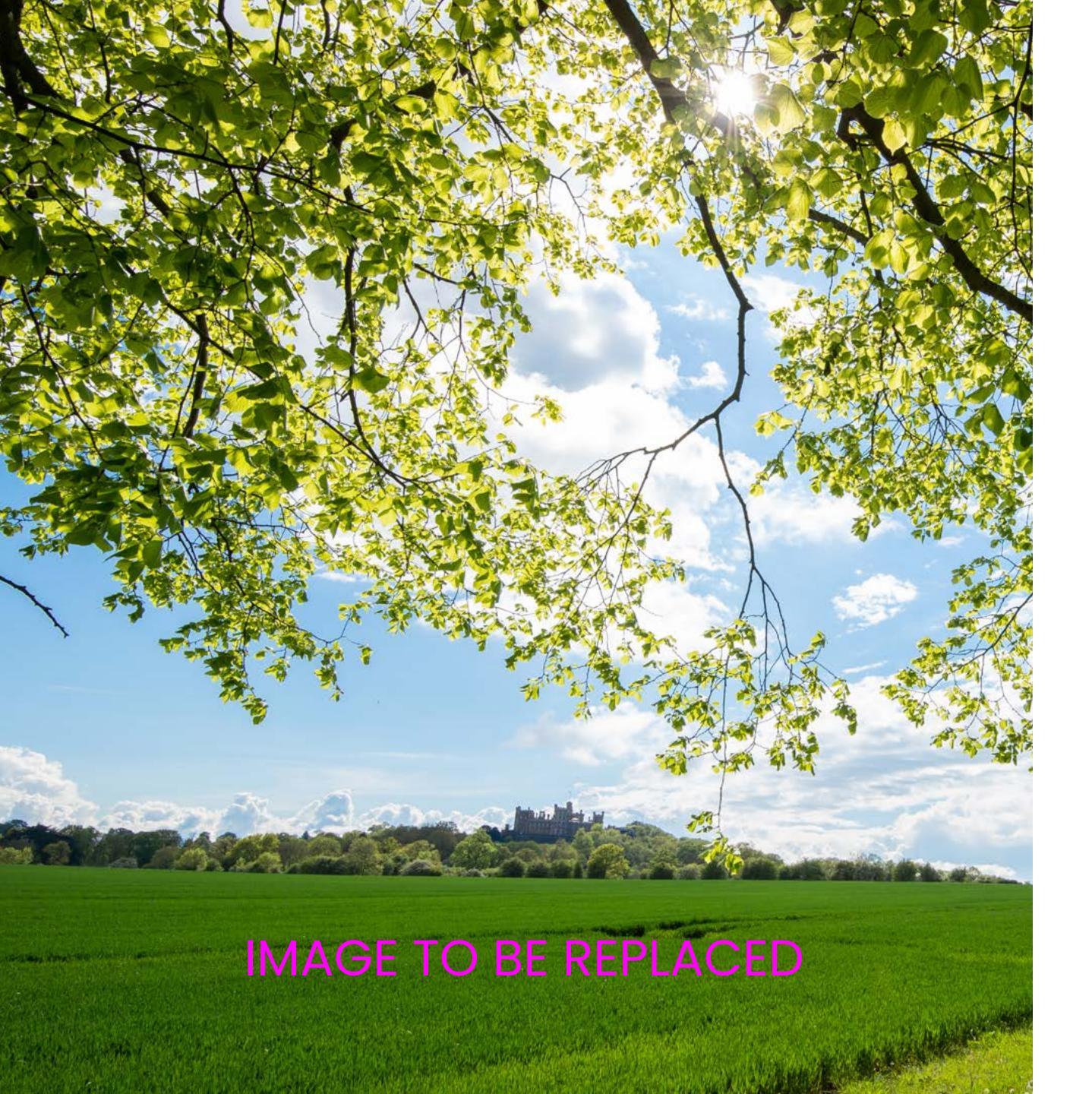
A pivotal moment in our sustainability journey arrived in july 2025, when we had our near-term, Net-Zero, and FLAG (Farming, Lands, and Agricultural) targets formally validated by the **Science Based Targets Initiative (SBTi)**. This independent validation confirms that our long-term goals are ambitious, credible, and aligned with climate science.

Our validated commitments include:

- ♦ A commitment to reach **net-zero greenhouse gas emissions** across our entire value chain by FY2050.
- ♦ A commitment to reduce our absolute Scope 1 and 2 GHG emissions by 54.6% by 2033 and by 90% by 2050, from a 2022 base year.
- ♦ A commitment to reduce our absolute **Scope 3 GHG emissions by 90% by FY2050**, from a 2022 base year.
- ♦ We are committed to reduce our absolute Scope 3 FLAG GHG emissions by 54.6% from a 2022 base year, in line with our ambition to achieve a 72% reduction by FY2050.

Recognising that Scope 3 emissions (those outside our direct control) account for the majority of our carbon footprint, our sustainability steering group is working closely with our procurement teams to make emissions a key factor in all supplier decisions. We are also improving efficiency in our logistics; following successful trials, we have increased the volume of product transported in each delivery vehicle by **25%**.







PROGRESS ON EMISSIONS REDUCTION

In 2018, we set a target to reduce our Scope 1 and 2 emissions by 20% by 2025. To the end of 2024, we have achieved a **10% reduction in our absolute Scope 1 and 2 emissions**, and through the Energy Saving Opportunity Scheme, we have already identified a path to a further 10% of savings.

The validation of our new Science-Based Targets gives us the confidence to set a more ambitious goal for the next five years: to reduce our absolute **Scope 1 & 2 GHG emissions by 54.6% by 2030** (from a 2022 base year).

Key initiatives we are exploring to achieve this include evolving our energy sources. While our onsite Energy Centre which first came on line in 2004 and has since been proven to have generated 85% of our electricity at Burton Latimer since 2023, we are now assessing alternative energy sources such as solar, hydrogen, or biogas to further reduce our Scope 1 emissions. We have already addressed our Scope 2 emissions by shifting to 100% renewable grid electricity.

To enhance our emissions reporting, we have also adopted the "How-Good" software system, bringing us into line with our parent company, Post, and helping us to more effectively identify suppliers with lower emission factors.

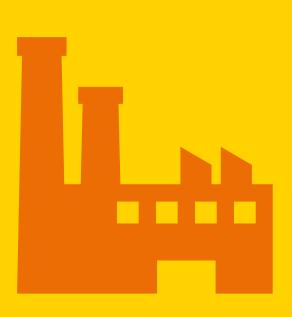
WHAT WE'VE DONE





Science backed

Achieved a major milestone by having our near-term, Net-Zero, and FLAG targets validated by the Science Based Targets Initiative (SBTi) in July 2025.



On target

Reduced our absolute
Scope 1 and 2 GHG
emissions by 10%
towards our 2025 target.



Smart-loading

Increased the efficiency of our logistics, enabling **25% more product** to be transported in each delivery vehicle.

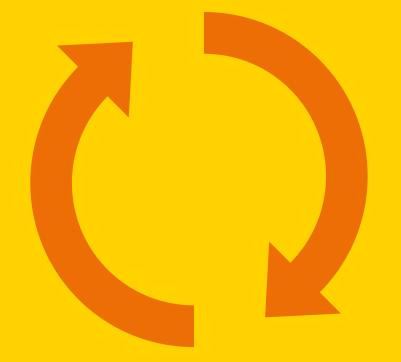


Smarter systems

Adopted the "How-Good" software system to improve carbon footprint reporting and supplier selection.

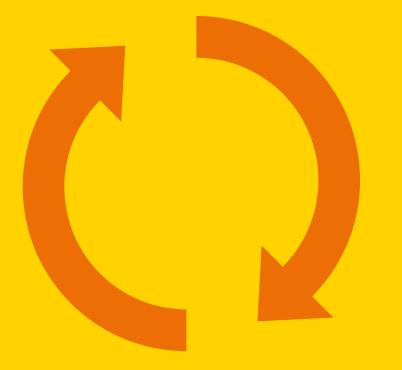
WHAT WE'RE DOING





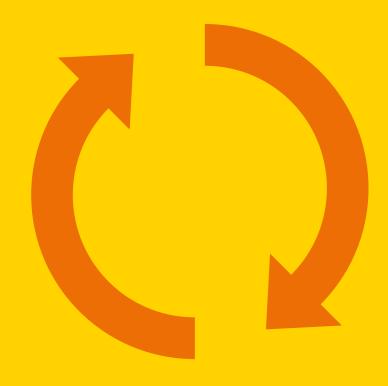
Data driven

Working towards our new, ambitious SBTi-validated target to reduce **Scope 1 & 2 GHG emissions by 54.6% by 2033**.



Alternative energy

Actively assessing
alternative energy
sources, including solar,
hydrogen, and biogas, to
power our sites.



Supplier partnerships

Continuing to use our procurement process to influence and reduce our **Scope 3 emissions** across our supply chain.



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IMAGE TO BE REPLACED







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Ensuring everyone has an equal opportunity to achieve greatness is a philosophy that runs through our business. We are committed to doing the right thing, and developing an environment where everyone can make a difference.

Sarah Roberts,
Communication & Engagement Manager, Pillar Leader





OUR PEOPLE: A SNAPSHOT

Our team is the foundation of our business. We employ 1,061 people, the vast majority of whom are permanent (1,022) and full-time (948) employees. Our workforce is dynamic; in the last year, we welcomed 87 new starters with a turnover rate of approximately 15% which is in line with our peers within the food manufacturing industry.

Our vision is to foster an environment of "inclusion without exception." We are delighted that this work is having a real impact. Our sixth annual survey of business inclusivity saw 74% of our colleagues agreeing that Weetabix is an inclusive place to work. This represents a 5% increase year-on-year and reflects the success of our leadership training and awareness programmes.



PROMOTING EQUALITY

Over the past 90 years, the Weetabix business has grown thanks in large part to the strong supplier relationships we have built. We understand that one of the best ways we can improve the sustainability of what we do is to encourage and support our suppliers to progress along their own sustainability journeys. We are committed to playing an active part in ensuring their progress by sharing best practice, setting high standards and recognising outstanding achievements.

During the past year, we have ensured 98% of our ingredient suppliers are signed up to our ethical terms and conditions or have equivalent policies in place.

Our "Inclusion Without Exception" program won the Food and Drink Federation Equality, Diversity & Inclusion Initiative in 2025.



FOSTERING TALENT AND DEVELOPMENT

Our success is built on the ambition and talent of our team. We are committed to nurturing the next generation through our highly successful apprenticeship scheme.

In 2024, we hired six new manufacturing and engineering apprentices. We also expanded our programme to include HR and IT apprenticeships for the first time. Through our membership of MDS, the UK's foremost provider of management training for the food industry, we also welcomed nine trainees for 12-month placements.

Reinforcing our commitment to inspiring the next generation, Weetabix participated in 22 early careers events this year. This focus on development extends to our entire team and through our Weetalearn platform, 30,489 individual pieces of learning have taken place, and 38,352 eLearning modules have been completed. This equates to an average of 16 hours of training per person across the business.







HEALTH, SAFETY AND WELLBEING

The health, safety, and wellbeing of our people is our highest priority. We continue to offer a robust programme of support, including free pension advice sessions, wellbeing webinars, and new policies on health and welfare issues.

A key focus has been our mental health support. We have 60 trained Mental Health First Aiders (MHFAs) across the business, with 13 in our support teams and 17 in manufacturing, ensuring there is representation in every department.

Our commitment to physical safety is driven by our Goal Zero communications programme, which aspires for zero accidents and zero environmental incidents. While we were not able to achieve the former, with 65 total accidents and 15 lost-time accidents across all sites and contractors, we did succeed in zero environmental incidents. Our formal processes for safety improvement are robust, involving our unionised workforce, site-level Safety Representatives, an EHS Committee, and a 'T Card' process for raising concerns.

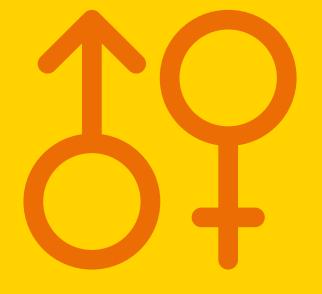
COMMUNITY ENGAGEMENT

Our connection with our communities is vital. While we continue our flagship grassroots football partnership with The English FA and Football Association of Wales, our support for those facing hardship has grown significantly. We have now redistributed 25 million breakfast servings via Fareshare since 2021, diverting surplus food to those who need it most. In the last year alone, we provided 1.3 million bowls of cereal to Magic Breakfast. Our food donations have a wide reach; between October 2025 and July 2025 we supported 2,870 charities with food donations - equivalent to 1.96 million breakfasts - this benefited 18 mental health organisations, 57 asylum seekers & refugees charities, 822 children and young people (aged 18-25 years) groups and 91 olderpeople's community groups.



WHAT WE'VE DONE











Equal pay

Achieved a **negative gender pay gap** for both mean (-2%) and median (-0.1%) pay for the first time in our history.

Fair access

Hit the milestone of donating **25 million breakfast servings** via FareShare since 2021.

Fresh talent

Expanded our apprenticeship scheme to include HR and IT and welcomed nine new trainees through our MDS partnership.

Employee support

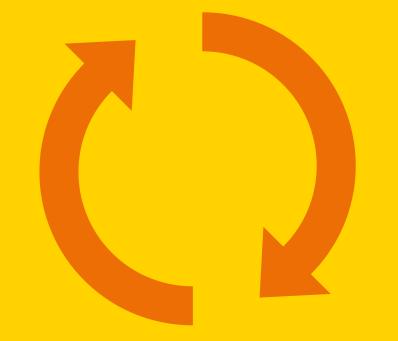
Increased our number of trained
Mental Health First
Aiders to 70, with representation in every department.

Inclusive employer

Improved our inclusivity score by 5%, with **74%**of colleagues now agreeing Weetabix is an inclusive place to work.

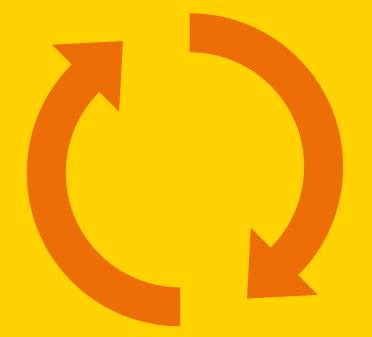
WHAT WE'RE DOING





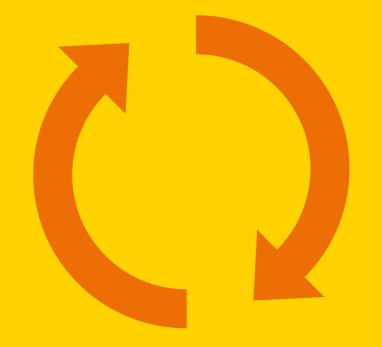
Apprentice starts

Continuing to extend our apprenticeship programme.



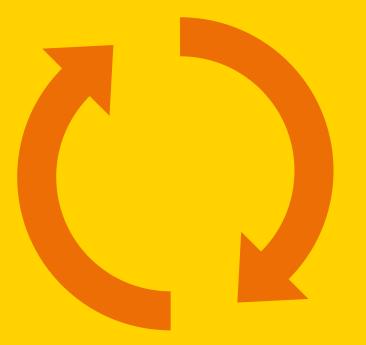
Extend pilot

Working to maintain gender parity for pay across our business.



Charity support

Continuing to support our chosen charities, targeting 1,750 national and local charities in 2025/26.



Breakfast commitment

Committing to donate a further 3 million breakfasts via FareShare in 2025/26.



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IMAGE TO BE REPLACED



OUR RENEWED COMMITMENTS



Pilar 1 SOURCING RESPONSIBILITY

- Maintain our commitment to source wheat within 50 miles from our Growers Group.
- Continue our Greenhouse Gas assessments of protocol farms building on the 14 farms we currently work with.
- Validate the data collection process so that the new emission factors can be used in our company Carbon Footprint studies.
- Maintain Rainforest Alliance Certification for our cocoa.
- Maintain 100% of our suppliers signed up to our ethical terms and conditions or have equivalent policies in place.

Pilar 2 PRODUCT RESPONSIBILITY

- Return to 100% recyclable packaging by 2026.
- Reduce the carbon footprint of our packaging by 15% by 2030.
- Achieve an 18% reduction in plastic packaging by 2030.

OUR RENEWED COMMITMENTS



Pilar 3 OPERATIONAL RESPONSIBILITY

Pilar 4 SOCIAL RESPONSIBILITY

- Our Science Based Target Commitments cover active annual sourcing of 100% renewable electricity through FY2030.
- No deforestation across our primary deforestation-linked commodities, with a target date of December 31, 2025.
- Reach net-zero greenhouse gas emissions across our value chain by 2050.
- Reduce our absolute scope 1 and 2 GHG emissions by 54.6% by 2033.
- Reduce our absolute scope 1 and 2 GHG emissions by 90% by 2050 (FY2022 base year).
- Reduce our absolute scope 3 FLAG GHG emissions by 39.4% by 2033 (FY2022 base year).
- Reduce absolute scope 3 FLAG GHG emissions 72% by FY2050 (FY2022 base year)Reduce our absolute scope 3 GHG emissions from purchased goods and services, fuel- and energy- related activities, upstream and downstream transportation and distribution, business travel, and employee commuting by 54.6% by FY2033 (FY2022 base year).
- Reduce absolute scope 3 GHG emissions from purchased goods and services, capital goods, fueland energy related activities, upstream and downstream transportation and distribution, waste generated in operations, business travel, and employee commuting by 90% (FY2022 base year).

- Continue to extend our apprenticeship programme.
- Maintain gender parity for pay across our business.
- Continue to support our chosen national charities and local communities targeting 1750 national and local charities in 2025/26.
- Donate a further 3 million breakfasts via Fareshare in 2025/26.

Q&A WITH LEE ORBELL - ENVIRONMENT MANAGER AND CHAIR OF THE SUSTAINABILITY STEERING TEAM

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GRI DISCLOSURE INDEX

LOREM IPSUM	LOREM IPSUM	LOREM IPSUM
XXXXXX	XXXXXX	XXXXXX

Weetabix Food Company is a wholly owned subsidiary of Post Holdings Inc which is listed on the New York Stock Exchange.

Weetabix is led by Colm O'Dwyer and employs XXX.

Sustainability oversight is provided by a steering team chaired by Lee Orbell, with individual pillar owners for Sourcing, Product, Operations and Social. This team reports quarterly to two members of Weetabix's Executive Leadership Team.

Executive management remuneration is not currently governed by sustainability target performance.

