



brands
bellring®

2021 IMPACT REPORT

BRINGING GOOD ENERGY TO THE WORLD



As a fast-growing company, BellRing has become adept at navigating rapid change in all aspects of our business, but the past two years have been unique. While we've prioritized the health and safety of our employees and supply chain partners, we've also managed through unprecedented growth and significant pandemic-related supply disruptions. And like many companies and individuals, these past two years have also been a time of reflection. With BellRing's annual sales passing \$1 billion in 2021, we recognize that we truly have the scale to positively impact the world in a significant way.

With that in mind we revisited and updated our values in 2021, as well as formalized an Executive Sustainability Steering Committee comprised of top company leadership, myself included, to ensure we're discussing and prioritizing Environmental, Social and Governance (ESG) issues at the highest level. While culture has always been a key focus for us, this year we built on learnings we collected in 2020 to create policies that better welcome and incorporate the diverse perspectives that we know are critical to our success.

While we are proud of what we have accomplished to date, we recognize that we are just beginning our journey and that much work lies ahead. In 2022, we've committed to conduct an ESG materiality analysis to make sure we are prioritizing the ESG topics most relevant to our business, calculate our scope 1 and 2 greenhouse gas (GHG) inventory, and screen our scope 3 footprint to understand our largest value chain emission sources. Following these analyses, we will consider ESG goals and strategies to facilitate our progress in becoming a more sustainable business. Our objective is to improve our environmental and social performance, identify risks, and strengthen BellRing for the future. A 2022 Impact report will share the outcomes of these activities.

BellRing's mission is to bring good energy to the world. To achieve this requires more than just delivering category leading products, it means operating our business in a way that positively impacts the people, communities, and environments we interact with along the way. We're excited for the journey ahead and look forward to sharing it with you.

A handwritten signature in black ink, appearing to read 'D H D', is positioned above the name and title of the signatory.

Darcy Horn Davenport

President and Chief Executive Officer

OUR BUSINESS

\$1.2 BILLION

FY21 Net Sales

325

Number of employees

26%

FY21 Year-over-Year Net Sales Growth

120%

Two-year stock price* appreciation

3 BRANDS

Premier Protein, Dymatize, PowerBar

5 YEARS

Number of years voted a Great Place to Work[®]

235,000 Pounds

Packaging materials reduced in FY21

85%

of FY21 units sold contained bio-plastics, lowering our GHG emissions

*As of 9/30/2021

MISSION AND VALUES

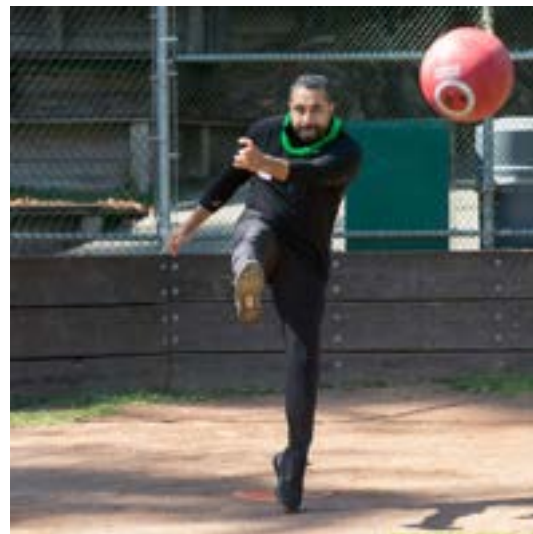
Our mission at BellRing is to bring good energy to the world through convenient nutrition products that support healthy individuals, families and communities.

In 2021, we revisited and updated our values to ensure they align with our fast-growing business and the needs of our stakeholders. By living our values, we hope to stay true to our goals of delivering positive impacts on our people, our planet and our community.



Be a Builder

The status quo doesn't live here. We constantly strive for better ways to solve challenges to make big leaps forward.



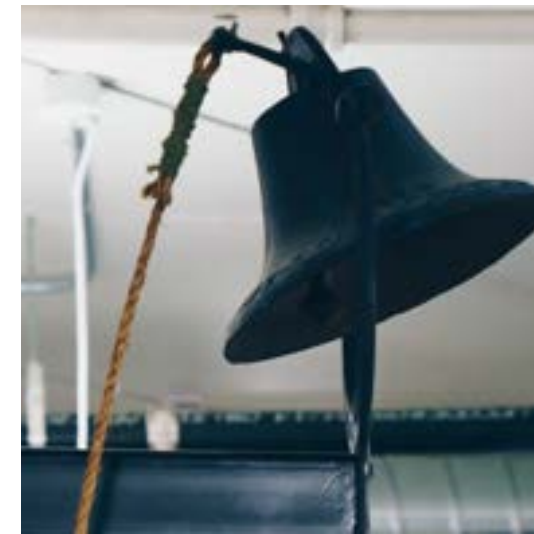
Play to Win

We are motivated by stretch goals. Our competitive spirit drives everyone to work and play hard as a team.



Connect & Belong

All are welcome, and all belong here. We ensure all voices are heard and believe diverse perspectives lead to better results.



Ring the Bell

The bell in our office reminds us to celebrate often and recognize people across the organization. We show appreciation for both effort and achievement.



Pay it Forward

We are committed as a company to giving back, making our communities stronger and protecting our planet.

ESG STRUCTURE

To further our ESG objectives we have established two committees to provide both leadership oversight and engagement as well as integration into everyday operations.

Executive Sustainability Steering Committee

This cross-functional group of senior leaders includes the CEO, CFO, General Counsel, SVP of Operations and VP of People. They provide guidance and leadership alignment on ESG efforts including goal setting, strategy development and resource allocation.

Sustainability Operations Team

Operational leads from procurement, production, logistics and packaging meet monthly to ensure ESG initiatives are making progress and to identify new opportunities. In particular, they work closely with our co-manufacturers and supply chain partners to strengthen sustainability opportunities throughout our value chain.

Our ESG activities are focused on creating impacts that support our business, the communities we live and work in, and our environment.



OUR PEOPLE

We know that one of the secrets to our success is culture. By creating opportunities to connect, develop and grow we unleash the potential for everyone at BellRing to do the best work of their lives.

As a company with almost 50% of our U.S. employees identifying as minorities, we also know that diversity of thought and experience makes us stronger. We seek out ways to encourage diverse and varied perspectives.

Employee Development

Ongoing employee development programs for our U.S. employees include the following:

Builders Workshops

Quarterly all-company trainings feature nationally recognized speakers on topics such as **Innovation Thinking** and **Growth Mindset**.

Leadership Training

Monthly Trainings for people leaders **provide support** in giving feedback, hybrid working, stress management, goal setting and accountability.

Diversity, Equity and Inclusion

An employee-led team sponsored by BellRing's CEO meets regularly to set strategies and oversee diversity and inclusion initiatives. In 2021 we accomplished the following in our U.S. operations:

Updates to job descriptions and the **recruitment processes** to attract a more diverse candidate pool.

Hiring managers were given **Bias Blocker training** to understand how bias impacts the hiring process and how to speak up when they see bias affecting hiring discussions.

The **Pay & Promotion Process** was updated to include cross-functional and peer-review feedback for more well-rounded calibration discussions.



OUR PLANET

Our **Pay it Forward** value inspires us to reduce our impact on the environment. To date, we've lowered our GHG (greenhouse gas) emissions by reengineering packaging, responsibly sourcing raw materials, and optimizing manufacturing and logistics.

In 2021, we took steps to formalize our sustainability structure through the creation of an **Executive Sustainability Steering Committee** and in 2022 we are building a strategic ESG roadmap for the future by investing in the following activities:

- Comprehensive Materiality Analysis
- GHG Inventory for Scope 1, 2 and 3
- ESG Goal and Strategy Development

The red caps on Premier Protein's shake cartons contain **bio-plastic made from sugarcane**. This reduces greenhouse gas emissions compared to plastic made from fossil-fuels.

By partnering with customers and vendors, Premier Protein reduced packaging on pallets by 75%, **eliminating over 235,000 lbs of paper** in 2021.

In 2021, Active Nutrition International, BellRing's European operating subsidiary, switched to **renewable energy** for their manufacturing facility.

The amount of **plastic** in Dymatize's powder scoops **was reduced by 80%** in 2021.

Premier Protein's shake bottles and aseptic cartons are manufactured using **100% renewable energy**.



OUR COMMUNITY

Supporting our local community is a long-standing BellRing tradition. In addition to financial contributions, we hold all-employee and department specific service days to provide a hands-on impact through volunteer hours.

For the fifth year in a row, Premier Nutrition Company (PNC), BellRing's U.S. operating subsidiary, has been named a **Top Corporate Philanthropist by the San Francisco Business Times**. PNC was also recognized by the Oakland-based urban farming non-profit Acta Non Verba for exemplifying their values of "Courage, Integrity and Commitment."

PNC's philanthropic efforts are employee driven with U.S. employees nominating and voting on which local charities will receive annual donations. In 2021, five-figure donations were made to each of the following groups: **Planting Justice, George Mark Children's House, Acta Non Verba and the Presbyterian Night Shelter.**

PNC employees also held **volunteer days** sorting food at the Alameda County Community Food Bank, maintaining an inner-city garden for Acta Non Verba and building playhouses for Habitat for Humanity.

PNC also **matches employee charitable donations** dollar-for-dollar and makes an additional donation to that charity for each hour that employees volunteer.



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