

Hostess Brands Policy on Diversity, Equity, Inclusion & Belonging

At Hostess Brands and its subsidiaries, we value the unique characteristics each of us brings to work; leveraging our diverse background, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talents to make us all better. These differences help build both our culture and a better business for our customers, consumers, and partners. We are committed to nondiscriminatory practices, providing equal access and opportunity for all, and creating an inclusive environment that respects the dignity and diversity of all people.

We embrace and encourage the characteristics that make each of us unique, including, but not limited to, differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, union affiliation, and diversity of thought and opinions.

We are on a journey to continuously improve and foster a culture of diversity, equity, inclusion, and belonging, where everyone is comfortable bringing their whole self to work.

We Are Committed to a Productive, Fulfilling Workplace for All

To achieve this, we have implemented or incorporated various DEI&B initiatives into our policies and practices, including, but not limited to, our practices, policies, and resources related to talent sourcing and selection; compensation and benefits policies and practices; and policies as to professional development and training, promotions, transfers, and social and recreational programs, layoffs and terminations. We will pursue ongoing development of a work environment built on the premise of diversity, equity, inclusion, and belonging that encourages and enforces:

- Collaboration at all levels of the company
- Career advancement available to all employees
- Engagement in activities and causes within the communities where we operate, with participation from both employees and the company
- Building a diverse workforce for the future
- Driving innovation and sustainable business growth

We all have a responsibility to treat others with respect and dignity, and we expect everyone to exhibit conduct consistent with our culture, at work functions on or off the work site, and at all other company-sponsored events. All employees are also required to complete annual DEI&B awareness education.

What to Do if You Experience or Witness An Issue

Anyone who believes they have been subjected to any kind of behavior that conflicts with the company's diversity, equity, inclusion & belonging policy, or witnesses such behavior among our employees, contractors, or partners, should report such matter promptly to a supervisor, an HR representative, or the Chief People Officer. Employees can also anonymously report their concerns by calling the company hotline 24 hours a day at 877-222-2105 (English), 800-216-1288 (Spanish), or 855-725-0002 (French).

Employees who are found to have violated this or other policies will face disciplinary action, up to and including termination of employment.