

ESG DATASHEET



This ESG datasheet aims to provide an approximate overview of Mondelēz International's non-financial progress and challenges. Reporting metrics and data are further discussed in our annual Snacking Made Right Report and should be read in conjunction with the annual Snacking Made Right Report, available at <https://www.mondelezinternational.com/snacking-made-right/reporting-and-disclosure/>

ENVIRONMENT

GREENHOUSE GAS (GHG) EMISSIONS	2023	2022	2021	2020
Science Based Target Initiative (SBTI) GHG Emissions				
Scope 1 (direct) GHG (metric tonnes CO ₂ e) ¹	779,000	862,000	-	-
Scope 2 (Energy indirect) GHG emissions (market based) (metric tonnes CO ₂ e) ¹	406,000	512,000	-	-
Scope 3 (Other indirect) GHG emissions (metric tonnes CO ₂ e) ¹	29,793,000	30,942,000	-	-
Total Emissions (metric tonnes CO ₂ e) ¹	30,978,000	32,316,000	-	-
End-to-End GHG Emissions				
Scope 1 (direct) GHG (metric tonnes CO ₂ e) ²	779,000	862,000	-	-
Scope 2 (Energy indirect) GHG emissions (market based) (metric tonnes CO ₂ e) ²	406,000	512,000	-	-
Scope 3 (Other indirect) GHG emissions (metric tonnes CO ₂ e) ²	32,450,000	33,600,000	-	-
Total Emissions (metric tonnes CO ₂ e) ²	33,635,000	34,974,000	-	-
Other				
CO ₂ e emissions reductions across our manufacturing operations (vs. 2018) (%) ³	(34)	(24)	(19)	-
35% end-to-end CO ₂ e emissions reduction by 2030 (vs. 2018) (%) ¹	(3.7)	0.4	-	-
ENERGY				
Total energy consumed (GJ) ⁴	16,771,000	17,134,000	17,382,000	-
Renewable Electricity (%) ⁴	48	40	33	-
WASTE				
Total waste generated in internal manufacturing sites (metric tonnes) ⁵	287,000	275,000	270,000	-
Total food waste generated in internal manufacturing sites (metric tonnes) ⁵	179,000	180,000	169,000	-
Food waste reduction in internal manufacturing sites (vs. 2018) (%) ⁵	(28)	(27)	(30)	-
Food waste reduction from distribution (vs. 2018) (%)	(69)	(58)	(68)	(36)
WATER				
Total incoming water (without borrowed and rainwater, as per our current KPI definition) (m ³) ⁶	9,167,000	9,257,000	9,886,000	-
Total incoming water to priority sites (without borrowed and rainwater, as per our current KPI definition) (m ³) ⁶	5,092,000	5,121,000	5,621,000	-
Absolute water usage reduction in priority sites (vs. 2018) (%) ⁶	(15)	(14.5)	(6.2)	-
PACKAGING				
Total weight of packaging (metric tonnes) ⁷	915,500	941,000	906,600	902,500
Packaging designed to be recyclable (%) ⁷	96	96	95	94
Recycled plastic content (%) ⁷	1.4	1	0.5	-
Reduction in overall virgin plastic (vs. 2020) (%) ⁷	(2.3)	(1.5)	4	-
Reduction in rigid virgin plastic (vs. 2020) (%) ⁷	9	7	(4)	-
COCOA				
Farmers in the Cocoa Life program (#) ⁸	243,000	230,000	209,954	188,043
Cocoa volume for chocolate brands sourced through Cocoa Life (%) ⁹	85	80	75	68
WHEAT				
Wheat volume needed for Europe business unit biscuits production grown under Harmony charter (%) ¹⁰	99	98	91	76
PALM OIL				
Palm oil traceable to mill (%)	99	99	99	92
Palm oil traceable to plantation (%)	90	88	85	83
Palm oil from suppliers aligned to Palm Oil Action Plan (POAP) (%)	100	100	100	97
Palm oil traceable and forest monitored (%)	97	76	87	82
Palm Oil volume Roundtable on Sustainable Palm Oil (RSPO) certified (%) ¹¹	100	100	100	100
DAIRY & EGGS				
Dairy supply sourced from suppliers with formal animal welfare standards (%) ¹²	67	73	74	72
Cage free eggs excl. Russia, Ukraine & Vietnam (%) ¹³	52	43	39	27

SOCIAL

HUMAN CAPITAL	2023	2022	2021	2020
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Total number of Employees (#)	~91K	~91K	~79K	~79K
Gender & Race Progress				
Executive management team who are women (defined as the Mondelez Leadership Team plus one level below) (%) ¹⁵	42	40	39	34
Management positions globally who are women (defined as Director and above) (%) ¹⁶	42	41	39	38
Double representation of women in executive leadership (defined as Mondelez Leadership Team +1) roles by 2024 (2018 base of 18%) (%) ¹⁵	42	40	39	-
U.S. Black representation in management (%) ¹⁷	6.3	5.5	5	3
Double U.S. Black representation in management by 2024 (2020 base of 3.2%) (%) ¹⁷	6.3	5.5	5	-
U.S. Based Employee Demographics				
Non Person of Color¹⁸				
All Mondelez International (%)	57	60	63	64
Senior Executives (%)	64	62	62	66
Management positions (defined as Director and above) (%)	61	66	65	77
New Hires - Management (%)	57	64	50	74
Person of Color¹⁸				
All Mondelez International (%)	44	40	37	36
Senior Executives (%)	36	39	38	34
Management positions (defined as Director and above) (%)	39	34	35	23
New Hires - Management (%)	44	36	50	26
Other Key KPIs				
Eligible Managers Completion of Leadership Program (%)	64	-	-	-
Filled Gigs Provided Cross-Functional Experiences for Employees (%)	50	-	-	-
Annual spend with minority- and women-owned businesses (USD million) ¹⁹	880	510	329.3	-

HUMAN RIGHTS	2023	2022	2021	2020
Manufacturing sites completed SMETA audit within the past 3 years (%) ²⁰	90	62	-	-
Prioritized supplier sites completed SMETA audit within the past 3 years (%) ²¹	91	87	-	-
Child Labor Monitoring & Remediation Systems (CLMRS) in Cocoa Life communities in West Africa (%) ²²	75	-	-	-

WELL-BEING	2023	2022	2021	2020
Net revenue through Mindful Portion Snacks, those in either individually wrapped mindful portion serving sizes or with mindful portion labeling (%) ²³	62	45	-	-

OCCUPATIONAL HEALTH & SAFETY	2023	2022	2021	2020
Reduction in Total Recordable Incidents (year-on-year) (%)	(35)	(5)	17	(10)
Decrease in Lost Time Incidents (LTI) (year-on-year) (%)	(18)	(8)	30	(15)

PRODUCT QUALITY & SAFETY	2023	2022	2021	2020
Manufacturing sites FSSC 22000 certified and/or GFSI-benchmarked food safety schemes (%)	100	100	100	100
External manufacturing sites FSSC 22000 certified and/or GFSI-benchmarked food safety schemes (%)	99	99	97	94
Raw material suppliers FSSC 22000 certified and/or GFSI-benchmarked food safety schemes (%)	100	100	100	100
Food contact packaging suppliers GFSI certified (%)	97	97	97.9	97
Total notices of food safety violation received (#)	0	0	0	0
Public Recall (#)	12	6	3	2
Employee training on food quality & safety (#)	8,800	6,800	9,574	4,500
Supplier training on food quality & safety (#)	4,200	2,200	4,446	2,000

COMMUNITY ENGAGEMENT	2023	2022	2021	2020
Cash and in-kind donations (USD)	56,000,000	54,000,000	50,064,740	93,121,135
Employee volunteers (#)	8,000	10,000	4,000	6,190
Volunteer hours (#)	29,000	19,000	15,000	20,000

GOVERNANCE

BOARD OF DIRECTORS	2024	2022	2021	2020
Board of Directors who are women (%) ¹⁴	36	33	25	25
Board of Directors Gender Diversity²⁴				
Male (#)	7	6	9	9
Female (#)	4	4	3	3
Board of Directors Ethnic Diversity²⁴				
White (#)	7	8	11	11
Black (#)	3	2	1	1
Asian (#)	1	-	-	-
Board of Directors Age Diversity²⁴				
50s (#)	3	1	1	3
60s (#)	7	6	6	4
70s (#)	1	3	5	5
Board of Directors Tenure Diversity²⁴				
0-3 (#)	6	3	2	4
4-9 (#)	3	6	7	5
10+ (#)	2	1	3	3

FOOTNOTES:

1. Reported information following Science Based Targets initiative (SBTi) guidelines for near-term target excludes Capital Goods, Upstream Transportation and Distribution of Raw Materials, Business Travel Accommodation, Employee Commuting, Downstream Transportation at Customer, Consumer Use of Sold Products and End of Life Treatment. The long-term target excludes these same categories, except for Capital Goods, Upstream Transportation and Distribution of Raw Materials and Employee Commuting. The footprint includes all acquisitions and divestitures to date except for Chipita and Ricolino (subject to future data integration).

In the reporting year 2023, our annual GHG emissions were accounted following the GHG Protocol Corporate Standards and using the operational control approach. We have recalculated our base year 2018 and most recent years 2022 and 2023 inventory following the GHG Protocol Corporate Standards. For more details, please see the Carbon Accounting Manual at <https://www.mondelezinternational.com/snacking-made-right/climate-action/>. Reported information based on latest estimate; independent, third-party verification in-progress. Any updates, if needed, to be included in the ESG Datasheet. Once completed, SGS verification can be found in our ESG Reporting & Disclosure Reporting Archive at <https://www.mondelezinternational.com/snacking-made-right/reporting-and-disclosure/reporting-archive/>.

2. In the reporting year 2023, our end-to-end annual GHG emissions were accounted following the GHG Protocol Corporate Standards and using the operational control approach. The end-to-end footprint contains 100% of our CO2e emissions including all acquisitions and divestitures to date except for Chipita and Ricolino (subject to future data integration). We have recalculated our base year 2018 and most recent years 2022 and 2023 inventory following the GHG Protocol Corporate Standards. For more details, please see the Carbon Accounting Manual at <https://www.mondelezinternational.com/snacking-made-right/climate-action/>. Reported information based on latest estimate; independent, third-party verification in-progress. Any updates, if needed, to be included in the ESG Datasheet. Once completed, SGS verification can be found in our ESG Reporting & Disclosure Reporting Archive at <https://www.mondelezinternational.com/snacking-made-right/reporting-and-disclosure/reporting-archive/>.

3. Please see the Carbon Accounting Manual at <https://www.mondelezinternational.com/snacking-made-right/climate-action/> for conversion factors applied. Reported information excludes developed-market gum brands, which were divested as of October 1, 2023 (which differs from previous years). We have recalculated our base year 2018 (where applicable) and most recent years 2021, 2022 and 2023 for year-over-year comparison. Reported information based on latest estimate; independent, third-party verification in-progress. Any updates, if needed, to be included in the ESG Datasheet. Once completed, SGS verification can be found in our ESG Reporting & Disclosure Reporting Archive at <https://www.mondelezinternational.com/snacking-made-right/reporting-and-disclosure/reporting-archive/>.

4. Reported information excludes developed-market gum brands, which were divested as of October 1, 2023 (which differs from previous years). We have recalculated our base year 2018 (where applicable) and most recent years 2021, 2022 and 2023 for year-over-year comparison. Reported information based on latest estimate; independent, third-party verification in-progress. Any updates, if needed, to be included in the ESG Datasheet. Once completed, SGS verification can be found in our ESG Reporting & Disclosure Reporting Archive at <https://www.mondelezinternational.com/snacking-made-right/reporting-and-disclosure/reporting-archive/>.

5. Reported information excludes developed-market gum brands, which were divested as of October 1, 2023 (which differs from previous years). We have recalculated our base year 2018 (where applicable) and most recent years 2021, 2022 and 2023 for year-over-year comparison. Reported information based on latest estimate; independent, third-party verification in-progress. Any updates, if needed, to be included in the ESG Datasheet. Once completed, SGS verification can be found in our ESG Reporting & Disclosure Reporting Archive at <https://www.mondelezinternational.com/snacking-made-right/reporting-and-disclosure/reporting-archive/>.

6. Priority sites are defined as sites that are located in a high or extremely high water risk zone defined as of 2021. This metric is measured in accordance with our internal Water Supply Management Health Safety and Environment System for priority sites. Reported information excludes developed-market gum brands, which were divested as of October 1, 2023 (which differs from previous years). We have recalculated our base year 2018 (where applicable) and most recent years 2021, 2022 and 2023 for year-over-year comparison. Reported information based on latest estimate; independent, third-party verification in-progress. Any updates, if needed, to be included in the ESG Datasheet. Once completed, SGS verification can be found in our ESG Reporting & Disclosure Reporting Archive at <https://www.mondelezinternational.com/snacking-made-right/reporting-and-disclosure/reporting-archive/>.

7. Reported information covers the period from November 1, 2022 through October 31, 2023.

8. Reported information for the period from January 1, 2023 to December 31, 2023 covers Brazil, Cameroon, Côte d'Ivoire, Dominican Republic, Ecuador, Ghana, Indonesia, India, and Nigeria unless otherwise stated (which differs from prior years). This data is provided by third parties. Reported information based on latest estimate; independent, third-party verification in-progress. Any updates, if needed, to be included in the ESG Datasheet.

9. Goal and reported information for cocoa volume sourced is based on a mass balance approach, which means that the equivalent volume of cocoa needed for the products sold under our chocolate brands is sourced from the Cocoa Life program. Reported information for the period from January 1, 2023 to December 31, 2023 includes volumes from cocoa producing countries Brazil, Côte d'Ivoire, Dominican Republic, Ecuador, Ghana, Indonesia, India, and Nigeria unless otherwise stated (which differs from prior years). Excludes markets where Mondelez International does not sell chocolate brands. Reported information based on latest estimate; independent, third-party verification in-progress. Any updates, if needed, to be included in the ESG Datasheet.

10. Goal and reported information for wheat volume sourced under Harmony is partially based on a mass balance approach, which means that, for a portion of our wheat flour volume needed to produce products under our biscuit brands in Europe, the equivalent volume of wheat needed for that portion is grown under the Harmony program.

11. Excludes palm oil procured by third-party external manufacturers & co-packers for use in manufacturing Mondelez International finished goods.

12. Excludes materials procured by third-party external manufacturers & co-packers for use in manufacturing Mondelez International finished goods.

13. Goal and reported information excludes Russia, Ukraine and Vietnam. Russia and Ukraine to be determined, Vietnam by 2030. Cage-free egg goals exclude eggs procured by third-party external manufacturers & co-packers for use in manufacturing Mondelez International finished goods. The term "egg(s)" means egg(s) produced by hens (female chickens).

14. Four out of the eleven Director nominees for the 2024 Annual Meeting of Shareholders are women (See Notice of 2024 Annual Meeting of Shareholders and Annual Proxy Statement at https://ir.mondelezinternational.com/financials/sec-filings?field_nir_sec_form_group_target_id%5B%5D=491&field_nir_sec_date_filed_value=2024#views-exposed-form-widget-sec-filings-table).

15. Reported information includes acquisitions/ventures globally, which were announced in 2021 or earlier, and is based on self-identification by employees for diversity and inclusion metrics. The Company's representation goals are aspirational in nature; Mondelez International will continue to hire and promote the best qualified candidates through employment practices that are consistent with applicable laws. Reported information for 2023 excludes employees from the total population who did not self-identify (which were included in prior years). Mondelez Leadership Team +1 comprises of CEO, Executive Positions directly reporting to the CEO, and positions reporting to these Executives.

16. Reported information includes acquisitions/ventures globally announced in 2021 or earlier and is based on self-identification by employees for diversity and inclusion metrics.

17. Management is defined as Director and above. Reported information against our Black management representation goal in the U.S. includes acquisitions/ventures in the U.S., which were announced in 2021 or earlier, and is based on self-identification by employees for diversity and inclusion metrics. The Company's representation goals are aspirational in nature; Mondelez International will continue to hire and promote the best qualified candidates through employment practices that are consistent with applicable laws. Reported information for 2023 excludes employees from the total population who did not self-identify (which were included in prior years and would result in a difference of 0.1pp in the 2020 base).

18. Reported information in the U.S. includes acquisitions/ventures in the U.S., which were announced in 2021 or earlier, and is based on self-identification by employees for diversity and inclusion metrics.

19. Reported information from January 1, 2023 to December 31, 2023 includes the following acquisitions: Chipita, Enjoy Life Foods, Give & Go, Perfect Foods, Tates, and EPTA America-7 Days. Also includes Clif (which was not included in prior years). Reported information includes businesses that are majority owned and controlled by women, racial/ethnic minorities, LGBTQ+ individuals, individuals with disabilities, and veterans.

20. Excludes closed manufacturing sites. Reported information includes our manufacturing sites for developed market gum brands that were divested as of October 1, 2023.

21. Prioritized supplier sites are defined as Tier-1 Direct material supplier sites, and excludes suppliers that are not registered on Sedex, have not yet received a risk score or received a risk score other than High Risk, or have not yet made audit results available to Mondelez International. Registration and Mondelez International visibility to applicable supplier sites on Sedex is the responsibility of and provided by suppliers.

22. Reported information for the period from January 1, 2023 to December 31, 2023 includes a Cocoa Life community in Ghana, Côte d'Ivoire, or Nigeria as covered by CLMRS if one or more household(s) in the community were visited and interviewed to identify children, if any, in or at risk of child labor, at least once over the last 2 years (January 1, 2022 through December 31, 2023), even if any appropriate remediation and post-remediation follow-up has not yet occurred. CLMRS data is collected and provided to MDLZ by third parties. An independent, third-party assurance process is underway, and any subsequent findings may result in changes to reported information if the underlying criteria, estimates, or available evidence change, as we continue to enhance our processes. Any updates, if needed, will be included in the ESG Datasheet.

23. This goal and reported information for the period from January 1, 2023 to December 31, 2023 measures the percentage of net revenue that comes from products that are either individually wrapped mindful portion units (≤ 200 calories) or have a mindful portion label/information per stock keeping unit, and includes any products with verified product specifications within biscuits and baked snacks, chocolate, and candy categories, and does not include Halls products, semi-final products not sold to consumers, bulk products for wholesale, beverages, meals, gums, seasonal or festive products, licensing/royalty revenue, private label products and products with small printable areas.

24. This chart reflects the slate of eleven Director nominees for the 2024 Annual Meeting of Shareholders (See Notice of 2024 Annual Meeting of Shareholders and Annual Proxy Statement at https://ir.mondelezinternational.com/financials/sec-filings?field_nir_sec_form_group_target_id%5B%5D=491&field_nir_sec_date_filed_value=2024#views-exposed-form-widget-sec-filings-table).

Information about our ESG goals, unless otherwise stated, (i) covers the annual reporting period from January 1 to December 31 of the stated year, (ii) includes manufacturing facilities under our direct and indirect control, (iii) excludes acquisitions since 2018, (iv) excludes Venezuela, and (v) excludes developed-market gum brands, which were divested as of October 1, 2023, in the United States, Canada and Europe. Where quantitative goals are linked to revenue, information is for Mondelez International revenue (excluding acquisitions since 2018 unless stated otherwise) except Venezuela, for which results are excluded from our consolidated financial statements. Where quantitative goals are linked to operations, information is for operations under the control of our integrated supply chain function (excluding acquisitions since 2018 unless stated otherwise); unless stated otherwise, data for external manufacturing includes estimates. Due to rounding, numbers presented in this report may not add up precisely to the totals provided and percentages may not reflect the absolute figures. Although the numbers presented in this report for this year's performance are rounded, some of the prior years' numbers were not rounded. Estimation is used in the reporting of some ESG data points, e.g., external manufacturing. The development of ESG reporting requires the use of estimates, judgments and assumptions that may affect the reported figures at the date of publication during the reporting period. Historical, current and forward-looking sustainability-related information and statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. The Company's goals are aspirational in nature. We caution you that this information is approximate, that these statements and information are not guarantees of future performance, nor promises that our goals will be met, and are subject to numerous and evolving risks and uncertainties that we may not be able to predict or assess. In some cases, we may determine to adjust our commitments or goals or establish new ones to reflect changes in our business, operations or plans.