

ESG DATASHEET



This ESG datasheet aims to provide a consolidated overview of Mondelez International's non-financial performance. Reporting metrics and performance data are further discussed in our annual Snacking Made Right Report and should be read in conjunction. The latest report is available at www.mondelezinternational.com/Snacking-Made-Right/Reporting-and-Disclosure

	2021	2020	2019	2018
ENVIRONMENT				
GREENHOUSE GAS (GHG) EMISSIONS				
Scope 1 (direct) GHG (metric tonnes CO ₂ e)	838,069	852,548	852,259	883,722
Scope 2 (Energy indirect) GHG emissions (market based) (metric tonnes CO ₂ e)	589,644	674,770	906,349	959,819
Scope 3 (Other indirect) GHG emissions ¹ (metric tonnes CO ₂ e)	24,012,755 ³	23,084,148	22,657,830	22,167,196
Total Emissions (metric tonnes CO ₂ e)	25,440,468 ³	24,611,466	24,416,439	24,010,736
SCIENCE BASED TARGETS (SBTI)				
Scope 1 (direct) GHG (metric tonnes CO ₂ e)	838,069	852,548	852,259	883,722
Scope 2 (Energy indirect) GHG emissions (market based) (metric tonnes CO ₂ e)	589,644	674,770	906,349	959,819
Scope 3: Category 1 & Category 5 ¹ (metric tonnes CO ₂ e)	19,602,703 ³	18,802,626	18,247,123	17,136,115
Total SBTi Footprint (metric tonnes CO ₂ e)	21,030,416 ³	20,329,945	20,005,731	18,979,655
End-to-end CO ₂ e emissions reduction (vs. 2018) ² (%)	In process ³	7%	5%	0%
ENERGY				
Total energy consumed (GJ)	18,051,643	17,967,884	18,089,730	18,460,743
Renewable Energy (%)	32%	23%	8%	6%
WASTE				
Total waste generated in internal manufacturing sites (metric tonnes)	275,203	284,554	325,955	363,050
Total food waste generated in internal manufacturing sites ⁴ (metric tonnes)	174,083	183,576	206,934	243,258
Food waste reduction in internal manufacturing sites by 2025 (vs. 2018) (%)	-28%	-25%	-15%	0%
Food waste reduction from distribution (vs. 2018) (%)	-65%	-36%	-33%	0%
WATER				
Water withdrawal (m ³)	10,276,279	10,326,848	10,362,594	10,534,512
Total incoming water to priority sites (m ³) ⁵ (without borrowed and rainwater, as per our current KPI definition)	5,790,894	5,844,183	5,995,809	6,186,951
Absolute water usage reduction in priority sites (vs. 2018) ⁵ (%)	-6.4%	-5.5%	-3.1%	-
PACKAGING				
Total weight of packaging (metric tonnes)	906,600	902,500	-	-
Eliminated Packaging Material (metric tonnes)	(72,100)	(68,000)	(64,850)	(59,600)
Packaging designed to be recyclable ⁶ (%)	95%	94%	93.3%	92.5%
Recycled plastic content ⁶ (%)	0.5%	-	-	-
Reduction in overall virgin plastic ⁶ (vs. 2020) (%)	4%	-	-	-
Reduction in virgin rigid plastic ⁶ (vs. 2020) (%)	-4%	-	-	-
COCOA				
Farmers in the Cocoa Life program (#)	209,954	188,043	175,017	142,875
Cocoa volume for chocolate brands sourced through Cocoa Life ⁷ (%)	75%	68%	63%	43%
WHEAT				
Number of farmers to have joined the Harmony Wheat initiative (#)	145	125	84	98
Wheat volume needed for Europe business unit biscuits production grown under Harmony charter (%)	91%	76%	65%	60%
PALM OIL				
Palm oil traceable to mill ⁸ (%)	99%	92%	97%	95%
Palm oil traceable to plantation ⁸ (%)	85%	83%	54%	-
Palm oil from suppliers aligned to Palm Oil Action Plan (POAP) ⁸ (%)	100%	97%	99%	-
Palm oil traceable and forest monitored ⁸ (%)	87%	82%	-	-
Palm Oil volume Roundtable on Sustainable Palm Oil (RSPO) certified (%)	100%	100%	100%	100%
DAIRY & EGGS				
Dairy materials purchased from suppliers operating under animal welfare schemes (%)	74%	72%	62%	58%
Cage free eggs excl. Russia & Ukraine (%)	39%	27%	17%	15%

SOCIAL

HUMAN CAPITAL

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Total number of Employees (#)	~79K	~79K	~80K	~80K
Gender & Race Progress				
Board of Directors who are women (%)	25%	25%	25%	23%
Executive management team who are women (defined as the Mondelez Leadership Team plus one level below) (%)	39%	34%	31%	18%
Management positions globally who are women (defined as Associate Director and above) (%)	39%	38%	37%	35%
U.S. Black representation in management	5%	3%	-	-
More than double U.S. Black representation in management by 2024 (2020 base of 3.2%)	5%	-	-	-
Double representation of women in executive leadership (defined as MLT+1) roles by 2024 (2018 base of 18%)	39%	-	-	-
U.S. Based Employee Demographics				
Non Person of Color				
All Mondelez International	63%	64%	-	-
Senior Executives	62%	66%	-	-
Management positions globally who are women (%)	65%	77%	-	-
New Hires - Management	50%	74%	-	-
Person of Color				
All Mondelez International	37%	36%	-	-
Senior Executives	38%	34%	-	-
Management positions globally who are women (%)	35%	23%	-	-
New Hires - Management	50%	26%	-	-

HUMAN RIGHTS

Manufacturing sites completed SMETA audit within the past 3 years ⁹ (%)	38%	100%	100%	-
Prioritized supplier sites completed SMETA audit within the past year ¹⁰ (%)	49%	100%	100%	-
Child Labor Monitoring & Remediation Systems (CLMRS) in Cocoa Life communities in West Africa (%)	61%	28%	27%	-

WELL-BEING

Snacks net revenue from portion control snacks (%)	17%	16%	16%	15%
Snack Mindfully portion icon on packs ¹¹ (%)	18%	14%	-	-

OCCUPATIONAL HEALTH & SAFETY

Reduction in Total Recordable Incidents ¹² (%)	17%	-10%	-22%	-18%
Decrease in lost time Incidents ¹² (%)	30%	-15%	-14%	-15%

PRODUCT QUALITY & SAFETY

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 (%)	97%	94%	91%	94%
Raw material suppliers FSSC 22000 certified and/or GFSI-benchmarked food safety schemes (%)	99.9%	99.9%	99.8%	98%
Food contact packaging suppliers certified (%)	97.9%	97.0%	90.00%	57%
Total notices of food safety violation received (#)	0	0	-	-
Public Recall (#)	3	1	-	-
Employee training on food quality & safety ¹³ (#)	9,574	4,500	-	-
Supplier training on food quality & safety (#)	4,446	2,000	-	-

COMMUNITY ENGAGEMENT

Cash and in-kind donations (USD million)	50,064,740	93,121,135	70,325,936	-
Employee volunteers (#)	4,000	6,190	-	-
Volunteer hours (#)	15,000	20,000	47,000	45,000

GOVERNANCE

Board of Directors Gender Diversity				
Male (#)	9	9	-	-
Female (#)	3	3	-	-
Board of Directors Ethnic Diversity				
White (#)	11	11	-	-
Black (#)	1	1	-	-
Board of Directors Age Diversity				
50s (#)	1	3	-	-
60s (#)	6	4	-	-
70s (#)	5	5	-	-
Board of Directors Tenure Diversity				
0-3 (#)	2	4	-	-
4-6 (#)	4	2	-	-
7-9 (#)	3	3	-	-
10+ (#)	3	3	-	-

FOOTNOTES:

1. 2018 and 2019 results were updated after the re-baseline in 2020.
2. Following the SBTi guidelines, our carbon programs focus on the categories of greenhouse gas (GHG) emissions that are the most impactful for Mondelēz International, representing 21MM metric tonnes CO₂e in 2021 (or 83% of our total value chain GHG emissions footprint). The following GHG emissions are included in our goal setting: Scope 1, Scope 2 and major elements of Scope 3, namely purchased goods and services and waste generated in operations.
3. As part of joining SBTi Business Ambition for 1.5°C, we are currently re-calculating our Scope 3 footprint to capture and reflect the impact of our ongoing mitigation strategies.
4. The food waste generated in 2018 and 2019 was estimated due to lack of data granularity. The estimation was calculated using the contribution of food waste to the total waste indicator in year 2020 (the year we started collecting granular data). An assumption was made that this contribution was constant in the previous years and it was applied to the verified 2018 and 2019 total waste numbers. Waste exceptions apply.
5. This indicator was updated in 2021 to reflect the new baseline (2018) and an expanded list of priority sites, according to an analysis based on the Aqueduct tool from World Resources Institute.
6. Indicators covers Nov 2020 to Oct 2021 period.
7. Our methodology changed as we no longer included a few business units that did not have chocolate brands.
8. Prior to the Snacking Made Right (SMR) 2021 Report, the KPI result reported reflected performance over the full year prior to the reporting year – for example, the SMR 2020 Report KPI result reflected full-year 2019 performance. For this SMR 2021 Report, we have adjusted our process and timeline and the KPI result reflects full-year performance for the reporting year – i.e., SMR 2021 KPI result reflects full-year performance for 2021.
9. Our SMETA audits performance and progress in our manufacturing sites have been impacted by the COVID-19 pandemic over the past three years.
10. Between 2018 and 2020 our SMETA program covered almost 100% of our direct spend (raw materials, packaging and external manufacturing) and all our highest priority suppliers were audited. In 2021, we started a new auditing cycle, using Sedex's Radar risk assessment tool to prioritize suppliers.
11. Reported against a baseline of total active (real-time) number of stock keeping units (SKUs) in our specification system (PLM).
12. Year 2021 performance data reflect varying impacts from the COVID-19 pandemic.
13. We have a comprehensive quality and food safety training curriculum; 5,705 participants across all functions took our top 15 digital courses. In 2021, we upgraded our quality and food safety policies and offered additional training that 3,869 participants completed.

Reported performance against our quantitative ESG goals covers the period from January 1, 2021 to December 31, 2021, and includes manufacturing facilities under our direct and indirect control, and excludes acquisitions since 2018, unless stated otherwise. Where quantitative goals are linked to revenue, coverage is for all Mondelēz International revenue (excluding acquisitions since 2018) except Venezuela, for which results are excluded from our consolidated financial statements. Where quantitative goals are linked to operations, coverage is for all operations under the control of our integrated supply chain function (excluding acquisitions since 2018); data for external manufacturing includes estimations. Our 2015 acquisition of Enjoy Life Foods is included only in our reporting for our packaging innovation goal. In addition, historical, current and forward-looking sustainability-related 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 information included in, and any issues identified as material for purposes of, this document may not be considered material for SEC reporting purposes. In the context of this disclosure, the term "material" is distinct from, and should not be confused with, such term as defined for SEC reporting purposes.