

ESG DATASHEET*



This ESG datasheet aims to provide an approximate overview of Mondelez 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	2024	2023	2022	2021
Science Based Target Initiative (SBTi) GHG Emissions				
Scope 1 (direct) GHG (metric tonnes CO ₂ e) ¹	875,000	826,000	-	-
Scope 2 (Energy indirect) GHG emissions (market based) (metric tonnes CO ₂ e) ¹	372,000	447,000	-	-
Scope 3 (Other indirect) GHG emissions (metric tonnes CO ₂ e) ¹	29,223,000	32,149,000	-	-
Total Emissions (metric tonnes CO ₂ e) ¹	30,470,000	33,422,000	-	-
End-to-End GHG Emissions				
Scope 1 (direct) GHG (metric tonnes CO ₂ e) ²	875,000	826,000	-	-
Scope 2 (Energy indirect) GHG emissions (market based) (metric tonnes CO ₂ e) ²	372,000	447,000	-	-
Scope 3 (Other indirect) GHG emissions (metric tonnes CO ₂ e) ²	32,194,000	35,067,000	-	-
Total Emissions (metric tonnes CO ₂ e) ²	33,441,000	36,340,000	-	-
Other				
CO ₂ e emissions reductions across our manufacturing operations (vs. 2018) (%) ³	(37)	(33)	-	-
35% end-to-end CO ₂ e emissions reduction by 2030 (vs. 2018) (%) ¹	(12)	(3.4)	-	-
ENERGY	2024	2023	2022	2021
Total energy consumed (GJ) ⁴	18,528,000	18,464,000	-	-
Renewable Electricity (%) ⁴	54	45	-	-
WASTE	2024	2023	2022	2021
Total waste generated in internal manufacturing sites (metric tonnes) ⁵	319,000	332,000	-	-
Total food waste generated in internal manufacturing sites (metric tonnes) ⁵	196,000	207,000	-	-
Food waste reduction in internal manufacturing sites (vs. 2018) (%) ⁵	(30)	(26)	-	-
Food waste reduction from distribution (vs. 2018) (%) ⁶	(47)	(69)	-	-
WATER	2024	2023	2022	2021
Total incoming water (without borrowed and rainwater, as per our current KPI definition) (m3) ⁷	10,376,000	10,119,000	-	-
Total incoming water to priority sites (without borrowed and rainwater, as per our current KPI definition) (m3) ⁷	5,778,000	5,715,000	-	-
Absolute water usage reduction in priority sites (vs. 2018) (%) ⁷	(15)	(16)	-	-
PACKAGING	2024	2023	2022	2021
Total weight of packaging (metric tonnes) ⁸	875,800	915,500	941,000	906,600
Packaging designed to be recyclable (%) ⁹	96	96	96	95
Recycled plastic content (%) ¹⁰	1.6	1.4	1	0.5
Reduction in overall virgin plastic (vs. 2020) (%) ¹¹	(4.6)	1.7	2.9	4
Reduction in rigid virgin plastic (vs. 2020) (%) ¹¹	1.4	10	5.4	-
COCOA	2024	2023	2022	2021
Farmers registered in the Cocoa Life program (#) ¹²	208,000	243,000	230,000	209,954
Cocoa volume for chocolate brands sourced through Cocoa Life by 2025 (%) ¹³	91	85	80	75
WHEAT	2024	2023	2022	2021
Wheat volume needed for Europe business biscuits production grown under Harmony charter by 2022 (%) ¹⁴	100	99	98	91
PALM OIL	2024	2023	2022	2021
Palm oil traceable to mill (%) ¹⁵	99	99	99	99
Palm oil traceable to plantation (%) ¹⁵	89	90	88	85
Palm oil from suppliers aligned to Palm Oil Action Plan (POAP) (%) ¹⁵	100	100	100	100
Palm oil forest monitored (%) ¹⁵	97	97	76	87
Palm Oil volume Roundtable on Sustainable Palm Oil (RSPO) certified (%) ¹⁶	100	100	100	100
DAIRY & EGGS	2024	2023	2022	2021
Dairy supply sourced from suppliers with formal animal welfare standards (%) ¹⁷	67	67	73	74
Cage free eggs excl. Russia, Ukraine, Morocco, China & Vietnam (%) ¹⁸	66	52	43	39

SOCIAL

WORKPLACE CULTURE & SUPPLIER COLLABORATION	2024	2023	2022	2021
Total number of Employees (#)	90K	91K	91K	79K
Increased representation in management and executive leadership by the end of 2024 ¹⁹	Attained	-	-	-
Enterprise-wide economic inclusion and diverse supplier spending goal by the end of 2024 ²⁰	Attained	-	-	-
HUMAN RIGHTS	2024	2023	2022	2021
Manufacturing sites completed SMETA audit within the past 3 years (%) ²¹	96	91	62	-
Prioritized supplier sites completed SMETA audit within the past 3 years (%) ²²	98	90	87	-
Tier 1 SMETA suppliers audited (#) ²³	649	-	-	-
Child Labor Monitoring & Remediation Systems (CLMRS) cover 100% Cocoa Life communities in West Africa by 2025 (%) ²⁴	89	-	-	-
WELL-BEING	2024	2023	2022	2021
Net revenue through Mindful Portion Snacks, those in either individually wrapped mindful portion serving sizes or with mindful portion labeling (%) ²⁵	84	62	45	-
OCCUPATIONAL HEALTH & SAFETY	2024	2023	2022	2021
Total Recordable Incidents (#) ²⁶	297	-	-	-
Lost Time Incidents (LTI) (#) ²⁶	217	-	-	-
Severity 1 Incidents (#) ²⁶	9	-	-	-
Total Incident Rate (TIR) (#) ²⁷	0.24	-	-	-
Lost Time Injury Frequency Rate (LTIFR) (#) ²⁶	0.86	-	-	-
PRODUCT QUALITY & SAFETY	2024	2023	2022	2021
Internal manufacturing certified GFSI (%) ²⁸	100	100	100	100
External manufacturing certified GFSI (%)	98	99	99	97
Raw material supplier certified GFSI (%) ²⁹	99	100	100	100
Food contact packaging suppliers certified GFSI (%) ³⁰	94	97	97	98
Total notices of food safety violation received (#) ³¹	3	0	0	0
Public Recall (#) ³¹	13	12	6	3
Employee training on food quality & safety (#)	13,000	8,800	6,800	9,574
Supplier training on food quality & safety (#) ³²	3,000	4,200	1,900	4,200
COMMUNITY ENGAGEMENT	2024	2023	2022	2021
Cash and in-kind donations (USD million) ³³	48,000,000	56,000,000	54,000,000	50,064,740
Employee volunteers (#) ³⁴	9,000	8,000	10,000	4,000
Volunteer hours (#) ³⁴	40,000	29,000	19,000	15,000

GOVERNANCE

BOARD OF DIRECTORS	2025
Board of Directors Age Diversity³⁵	
50s (#)	1
60s (#)	9
Board of Directors Tenure Diversity³⁵	
0-3 (#)	5
4-9 (#)	3
10+ (#)	2

FOOTNOTES:

1. In the reporting year 2024, our annual GHG emissions were accounted following the GHG Protocol Corporate Standards and using the operational control approach. Reported information following Science Based Targets initiative (SBTi) guidelines for near-term target excludes Capital Goods, Upstream Transportation and Distribution of Raw Materials, Employee Commuting, Downstream Transportation at Customer, and End of Life Treatment. The long-term target excludes these same categories, except for Upstream Transportation and Distribution of Raw Materials and Employee Commuting.

We have recalculated our base year 2018 and most recent years (2023 and 2024) inventory following the GHG Protocol Corporate Standards. Recent updates incorporate acquisitions Chipita and Ricolino. The footprint includes all acquisitions and divestitures to date except for Evirth. For more details, please see the Carbon Accounting Manual at <https://www.mondelezinternational.com/snacking-made-right/climate-action/>. Reported information is verified by an independent third-party and available in our ESG Reporting & Disclosure Reporting Archive at <https://www.mondelezinternational.com/snacking-made-right/reporting-and-disclosure/reporting-archive/>.

In the context of the Science Based Targets initiative (SBTi), an "absolute target" refers to a reduction in total greenhouse gas (GHG) emissions by a specific percentage or amount, measured against a baseline year, rather than a reduction per unit of production or activity.

2. In the reporting year 2024, our end-to-end 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 2023 and 2024 inventory following the GHG Protocol Corporate Standards. Recent updates incorporate acquisitions Chipita and Ricolino. The footprint includes all acquisitions and divestitures to date except for Evirth (subject to future data integration). For more details, please see the Carbon Accounting Manual at <https://www.mondelezinternational.com/snacking-made-right/climate-action/>. Reported information is verified by an independent third-party and available 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 includes all divestitures to date and the following acquisitions (which were not included in previous years): Chipita, Clif bar, Give & Go, Gourmet Foods, Ricolino and Tate's Bake Shop except for Evirth (subject to future data integration). We have recalculated our base year 2018 (where applicable) and most recent years (2023 and 2024). Reported information is verified by an independent third-party and available in our ESG Reporting & Disclosure Reporting Archive at <https://www.mondelezinternational.com/snacking-made-right/reporting-and-disclosure/reporting-archive/>.

4. Reported information includes all divestitures to date and the following acquisitions (which were not included in previous years): Chipita, Clif bar, Give & Go, Gourmet Foods, Ricolino and Tate's Bake Shop except for Evirth (subject to future data integration). We have recalculated our base year 2018 (where applicable) and most recent years (2023 and 2024) for year-over-year comparison. Reported information is verified by an independent third-party and available in our ESG Reporting & Disclosure Reporting Archive at <https://www.mondelezinternational.com/snacking-made-right/reporting-and-disclosure/reporting-archive/>.

5. Reported information includes all divestitures to date and the following acquisitions (which were not included in previous years): Chipita, Clif bar, Give & Go, Gourmet Foods, Ricolino and Tate's Bake Shop except for Evirth (subject to future data integration). We have recalculated our base year 2018 (where applicable) and most recent years (2023 and 2024) for year-over-year comparison. Reported information is verified by an independent third-party and available in our ESG Reporting & Disclosure Reporting Archive at <https://www.mondelezinternational.com/snacking-made-right/reporting-and-disclosure/reporting-archive/>.

6. 2024 actuals includes all acquisitions except North America Ventures, Give & Go and Evirth. The baseline year (2018) has not yet been restated to match such recent acquisitions. We aim to complete re-baselining in 2025. Reported information includes estimation of volume based on cost to ton conversion.

7. Priority sites are defined as sites that are located in a high or extremely high water risk zone defined as of 2021. In 2024 all sites for the following acquisitions were assessed: Chipita, Clif bar, Give & Go, Gourmet Foods, Ricolino and Tate's Bake Shop except for Evirth (subject to future data integration). These sites were assessed using the Aqueeduct tool from World Resources Institute and the priority sites identified were included in this metric. We have recalculated our base year 2018 (where applicable) and most recent years (2023 and 2024) for year-over-year comparison. Reported information is verified by an independent third-party and available in our ESG Reporting & Disclosure Reporting Archive at <https://www.mondelezinternational.com/snacking-made-right/reporting-and-disclosure/reporting-archive/>.

8. 2024 reported information covers the period from December 1, 2023 through November 30, 2024. Our annual reporting cycle for this metric differs from previous years as we migrate to calendar year reporting.

9. 2024 reported information covers the period from December 1, 2023 through November 30, 2024. Our annual reporting cycle for this metric differs from previous years as we migrate to calendar year reporting. Reported information utilizes forward looking volume estimates. Reported information is verified by an independent third-party and available in our ESG Reporting & Disclosure Reporting Archive at <https://www.mondelezinternational.com/snacking-made-right/reporting-and-disclosure/reporting-archive/>.

10. 2024 reported information covers the period from December 1, 2023 through November 30, 2024. Our annual reporting cycle for this metric differs from previous years as we migrate to calendar year reporting. Reported information is verified by an independent third-party and available in our ESG Reporting & Disclosure Reporting Archive at <https://www.mondelezinternational.com/snacking-made-right/reporting-and-disclosure/reporting-archive/>.

11. 2024 reported information covers the period from December 1, 2023 through November 30, 2024. Our annual reporting cycle for this metric differs from previous years as we migrate to calendar year reporting. We have recalculated our base year 2020 due to data improvements. We have restated 2023 and 2022 metrics for year-over-year comparison. Reported information is verified by an independent third-party and available in our ESG Reporting & Disclosure Reporting Archive at <https://www.mondelezinternational.com/snacking-made-right/reporting-and-disclosure/reporting-archive/>.

12. Reported information for the period from January 1, 2024 to December 31, 2024 covers Brazil, Cameroon, Côte d'Ivoire, Ecuador, Ghana, Indonesia, India, and Nigeria unless otherwise stated (which differs from prior years). This data is provided by third parties. Reported information is verified by an independent third-party and available in our ESG Reporting & Disclosure Reporting Archive at <https://www.mondelezinternational.com/snacking-made-right/reporting-and-disclosure/reporting-archive/>.

13. 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, 2024 to December 31, 2024 includes volumes from cocoa producing countries Brazil, Côte d'Ivoire, Ecuador, Ghana, Indonesia, India, and Nigeria unless otherwise stated (which differs from prior years). Excludes markets where Mondelez International does not sell chocolate brands. Excludes organic certified consumer offers for Green & Black's. Reported information is verified by an independent third-party and available in our ESG Reporting & Disclosure Reporting Archive at <https://www.mondelezinternational.com/snacking-made-right/reporting-and-disclosure/reporting-archive/>.

14. Goal and reported information for wheat volume sourced under Harmony is based on a controlled blending approach, which means that we aim to have a minimum of 70% of Harmony wheat in our products under our biscuit brands in Europe. For the remaining 30%, equivalent volumes for that portion are grown under the Harmony program but may not be purchased by Mondelez International.

15. This data is based on supplier provided information. It excludes palm oil purchased in the form of a component of other material and palm oil procured by third-party external manufacturers & co-packers for use in manufacturing Mondelez International finished goods.

16. This data is based on supplier provided information and utilizes estimation. It excludes palm oil purchased in the form of a component of other material and palm oil procured by third-party external manufacturers and co-packers for use in manufacturing Mondelez International finished goods.

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

18. Goal and reported information excludes Russia, Ukraine, Morocco, China and Vietnam. Russia, Ukraine and China to be determined, Vietnam and Morocco 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). To account for operational issues, we are updating our goal target year to 2027.

19. 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.

20. Reported information from January 1, 2024 to December 31, 2024 includes expanded scope of suppliers (which were not included in prior years) and includes the following acquisitions, Clif bar, Chipita, Ricolino, Enjoy Life Foods, Give & Go, Perfect Snacks and Tate's Bake Shop.

21. Excludes closed manufacturing sites. Due to ongoing conflict in Russia and Ukraine, alternative social sustainability audits / on-site compliance mechanisms have been applied in those countries.

22. 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.

23. Reported information includes Tier-1 supplier sites connected to Mondelez International through Sedex that have either completed a full initial, full follow-up, or a periodic audit in the course of 2024.

24. Reported information for the period from January 1, 2024 to December 31, 2024 includes a Cocoa Life community in Ghana, Côte d'Ivoire, Nigeria or Cameroon (which differs from prior years) as covered by CLMRS if child labor sensitization has occurred in the community and one or more household(s) in the community were interviewed and at least seven CLMRS interviews were conducted in the community in total to identify children, if any, in or at risk of child labor, over the last 2 years (January 1, 2023 through December 31, 2024), even if any appropriate remediation and post-remediation follow-up has not yet occurred. CLMRS data is collected by and provided to Mondelez International by third parties. Reported information is verified by an independent third-party and available in our ESG Reporting & Disclosure Reporting Archive at <https://www.mondelezinternational.com/snacking-made-right/reporting-and-disclosure/reporting-archive/>.

25. Reported information from January 1, 2024 to December 31, 2024 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, gifting, seasonal or festive products, licensing/royalty revenue, private label products and products with small printable areas.

26. 2024 reported information includes data from acquisitions such as Ricolino, Chipita, Clif bar and Give & Go, which differs from previous years. We are transitioning to absolute indicator numbers in our disclosures to provide a clearer and more accurate representation of safety performance. In previous years, data was presented as a percentage increase or decrease.

27. 2024 reported information includes data from acquisitions such as Ricolino, Chipita, Clif bar and Give & Go, which differs from previous years. We adjust our goals to better align with reporting requirements and industry best practice, and focus our Health & Safety metrics on Severity(unchanged) and TIR (Total Incident Rate).

28. 2024 reported information includes the following acquisitions: Chipita and Gourmet Foods.

29. The reported information includes the following acquisitions: Ricolino, Clif bar, Tate's Bake Shop, Perfect Snacks and Chipita.

30. The current number now reflects the GFSI change to "low spend" suppliers, and reported information includes the following acquisitions: Ricolino, Clif bar and Chipita.

31. Current number includes all acquisitions that occurred up to and within 2024.

32. The current number and historical years have been updated to only include suppliers.

33. 2024 reported information includes Clif bar, Chipita, Ricolino and Gourmet Foods and in-kind donation figures generally reflect direct costs (which differs from previous years).

34. 2024 reported information includes Clif bar.

35. This chart reflects the slate of ten Director nominees for the 2025 Annual Meeting of Shareholders (See Notice of 2025 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=2025&filter_type=&relative_date_range_after=&relative_date_range_before=&exact_date_range_after=&exact_date_range_before=#views-exposed-form-widget-sec-filings-table#views-exposed-form-widget-sec-filings-table#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.*

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