

Mondelēz International Announces Multi-Year Commitment to Advance Racial Equity through U.S. and Global Diversity & Inclusion Initiatives

September 8, 2020

Company to focus expanded D&I efforts across key areas of colleagues, culture and communities with commitments to:

- Double U.S. Black representation in management by 2024
- Spend \$1 billion annually with minority- and women-owned businesses by 2024
- Appoint Global Chief Diversity & Inclusion Officer

CHICAGO, Sept. 08, 2020 (GLOBE NEWSWIRE) – Mondelēz International, Inc. (NASDAQ:MDLZ) announced today a multi-year commitment focused on elevating its existing diversity and inclusion initiatives to make meaningful impacts in the area of racial equity economic empowerment around the world. The plan is designed to accelerate the company’s existing D&I efforts following extensive consultations between company leaders, colleagues and experts through listening forums and educational sessions focused on diversity, inclusion and belonging.

“Mondelēz International is committed to building a more diverse, inclusive and equitable world, both socially and economically,” said Dirk Van de Put, Chairman and CEO of Mondelēz International. “As a global company, we know that diversity in all its forms is a driver of innovation and growth and we must reflect the diversity of our consumers to deliver stronger business performance as we lead the future of snacking.”

Over the next three years, the company will address local and global opportunities to advance racial equity and economic empowerment by expanding its D&I initiative across three key areas: Colleagues, Culture and Communities.

Colleagues

To ensure the diversity of its colleagues at all levels represent the communities, customers and consumers Mondelēz International serves, the company has committed to double Black representation in U.S. management by 2024. To enable this goal, it has implemented a series of actions across its business, including increasing the presence of underrepresented candidates on interview slates, doubling investment in early career programs, including with Historically Black Colleges and Universities, and establishing new mentoring and leadership development programs for people of color.

These initiatives will complement the company’s efforts to continue to maintain appropriate pay equity for Black colleagues. In addition, the company will increase the strategic impact of diversity and inclusion within the organization by appointing a Global D&I Officer who will be accountable to the CHRO, CEO and Board of Directors for advancing this important agenda.

Culture

To further strengthen the company’s culture and continue to cultivate an inclusive, bias-free and equitable workplace that enables all colleagues to be themselves and achieve their full potential, Mondelēz International will invest in building cultural competences for all employees and will include D&I performance metrics in business unit and functional goals. The company also plans to mobilize its consumer-facing brands and leverage its partnerships with agencies and advertising platforms to drive change, equity and inclusion. To foster reflection and service in its U.S. Business Unit, the company will honor Martin Luther King Jr. Day as a paid U.S. Holiday and recognize Juneteenth with a U.S. day of service.

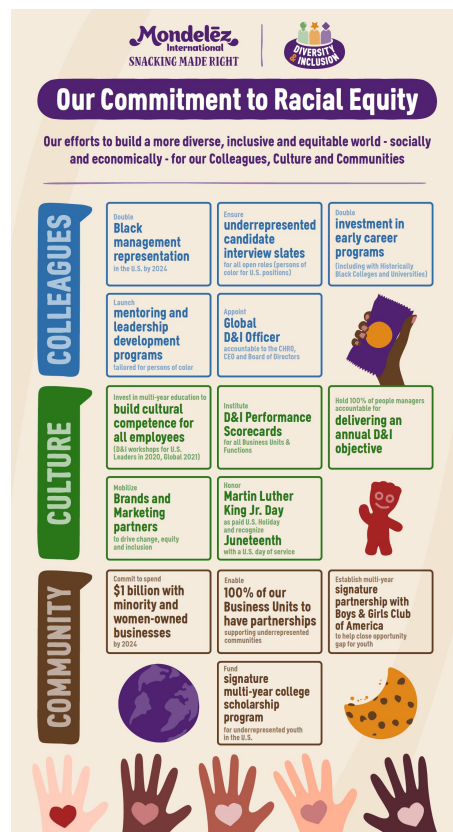
Communities

Furthermore, to drive economic inclusion for underrepresented communities, the company will commit to spend \$1 billion with minority and women-owned businesses globally by 2024. Across every business unit, the company will foster partnerships to support underrepresented communities. In the U.S. this will include a new multi-year signature partnership with Boys & Girls Clubs of America to help close the opportunity gap for youth. Mondelēz International will also establish a signature multi-year college scholarship program for underrepresented youth in the U.S.

“In a world that can seem more divided than ever, our business and our brands have the power to bring people together and take a stand on this important issue,” said Glen Walter, EVP & President, North America. “We are confident that we can make a true and meaningful impact over the short and long term, and we will continue to evolve and refine our plans to ensure we are driving, positive, lasting and much-needed change on the issues of racial equity and inclusion.”

Today’s announcement builds on the company’s ongoing D&I efforts, including successfully closing its senior-level gap of women in leadership and

Diversity & Inclusion



Our Commitment to Racial Equity

Our efforts to build a more diverse, inclusive and equitable world - socially and economically - for our Colleagues, Culture and Communities

COLLEAGUES	Double Black management representation in the U.S. by 2024	Double underrepresented candidate interview slates for all open roles (person of color for U.S. positions)	Double investment in early career programs (including with Historically Black Colleges and Universities)
	Launch mentoring and leadership development programs tailored for persons of color	Appoint Global D&I Officer accountable to the CHRO, CEO and Board of Directors	
	Invest in multi-year education to build cultural competence for all employees (D&I workshops for U.S. Leaders in 2020, 2021)	Initiate D&I Performance Scorecards for all Business Units & Functions	Hold 100% of people managers accountable for delivering an annual D&I objective
CULTURE	Honor Brands and Marketing partners to drive change, equity and inclusion	Honor Martin Luther King Jr. Day as paid U.S. holiday and recognize Juneteenth with a U.S. day of service	
	Commit to spend \$1 billion with minority and women-owned businesses by 2024	Enable 100% of our Business Units to have partnerships supporting underrepresented communities	Establish multi-year signature partnership with Boys & Girls Club of America to help close opportunity gap for youth
COMMUNITY		Fund signature multi-year college scholarship program for underrepresented youth in the U.S.	

Our Commitment to Racial Equity

building the right inclusive leadership behaviors to create a winning growth culture that values differences. The company will report its annual progress against these goals in their Snacking Made Right Report, alongside other Purpose-focused activities and KPIs.

About Mondelez International

Mondelez International, Inc. (NASDAQ: MDLZ) empowers people to snack right in over 150 countries around the world. With 2019 net revenues of approximately \$26 billion, MDLZ is leading the future of snacking with iconic global and local brands such as *OREO*, *beVita* and *LU* biscuits; *Cadbury Dairy Milk*, *Milka* and *Toblerone* chocolate; *Sour Patch Kids* candy and *Trident* gum. Mondelez International is a proud member of the Standard and Poor's 500, Nasdaq 100 and Dow Jones Sustainability Index. Visit www.mondelezinternational.com or follow the company on Twitter at [www.twitter.com/MDLZ](https://twitter.com/MDLZ).

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A photo accompanying this announcement is available at <https://www.globenewswire.com/NewsRoom/AttachmentNg/d3260bea-4d56-4399-bb50-c72c6028dcfe>.