

Do what's right — stop business in Russia

Petition to Mondelez International, Inc. Chairman & Chief Executive Officer Dirk Van de Put from employees around the globe calling for suspension of business activity in the Russian Federation

We, employees of Mondelez International, support the petition from Mondelez Baltic region and call for **the complete suspension of business operations in the Russian Federation**. We take pride in being part of Mondelez community and feel obliged to call out our company's actions against the war in Ukraine as insufficient. **If we are to continue to be proud of who we are, now is the time to stand by our purpose statements.**

Curtailling investments is not an adequate reaction to the **war crimes and genocide** happening in Ukraine now.

We cannot turn a blind eye to the extreme cruelty recently uncovered in Bucha and other occupied towns, including Trostyanets where hundreds of our employees experienced the horrors of occupation first-hand.

We cannot accept Mondelez International's continued operations in the context of a regime that targets civilians in evacuation points like what happened in Kramatorsk on April 8th, leaving dozens dead and more than a hundred injured.

We cannot agree with the decision to maintain supply of non-essential snacks and support farmers in Russia when the price of such support is the lives of our colleagues in Ukraine.

This is not who we are. We put human rights above business interests and that's why we don't buy commodities produced with child or slave labor.

We must side with human rights or admit complicity with this aggression and inhumanity.

We strongly urge Mondelez International, Inc. to **stop business operations in the Russian Federation** depriving the aggressor's ability to finance the mass murder of innocent Ukrainians. The decision should not take away the opportunity to protect our colleagues in Russia by maintaining salaries and supporting people who face their own side of the regime's oppression.

In the latter half of the 1980s, the economic pressure from the business withdrawal contributed to the end of apartheid in South Africa. Today, businesses are exiting Russia as a **productive form of opposition to the repressive government**.

We call upon Mondelez leadership to fully commit to ending the atrocities in Ukraine and put our company and brands on the right side of history. **Suspending business in Russia now is the right thing to do** for our short and long-term reputation. Our consumers, partners, peers, our communities and — most importantly — our children will judge us by the big picture of our choices and not by the nuances of our explanations.

It is a tough business decision, but above all it is a moral choice in which we cannot afford to fail.

This petition is estimated to have been signed by over 1,300 employees globally.

Response to the petition

Thank you for sharing your voice on this difficult subject. Since the war in Ukraine began, we have heard from and spoken with many colleagues, our Board of Directors, other companies, investors and external advisors about the company's humanitarian efforts and our operations in Russia with a focus on our core value of doing what is right. These are very difficult decisions that impact many people and we have given them deep consideration since the war began.

The war in Ukraine and the devastation it is causing in the country and beyond is truly heartbreaking. The unnecessary violence and tragic human suffering must end. The Mondelez International Leadership Team and I strongly condemn the Russian aggression and we continue to call for peace.

I know all of you and many other Mondelez colleagues care very much and want to make a difference — as do we all. I am very touched by how our employees have contributed to the much-needed humanitarian aid, including those who opened their hearts and homes to our Ukrainian colleagues. We are stepping up our commitment to relief efforts, dedicating \$10 million in humanitarian support and food security. This includes more than \$4.2 million we have already mobilized in contributions, including donations to international and local aid organizations focused on supporting Ukrainians and our local plant communities. We have also provided housing support for employees and their families, helped transfer more than 100 Ukrainian children from Ukraine to Turkey and secured diesel generators to provide power to critical public facilities in the city of Trostyanets. We are working hard to make food available in Ukraine, including product donations and working with distributors. We will continue to keep all colleagues updated on how we are making a difference with our \$10 million commitment.

Please know that we are not at all continuing business as usual during this unjust aggression and senseless violence and are working on scaling back our business in a manner that makes sense, given we are a food company. We have stopped all new capital investments, planned product launches and line extensions, commercial sponsorships, and advertising in Russia.

One area that I hope you will understand we feel strongly about is our ongoing commitment to our colleagues in the region and to food security. Mondelez employs more than 2,500 committed colleagues in Russia who work with thousands of farmers and small businesses to provide food. We are committed to supporting all of our colleagues everywhere.

Furthermore, if we suspended our full operations, it would mean not only cutting off shelf-stable packaged food to everyday people and creating great uncertainty for our colleagues and farmers who depend on us, it also could risk turning over our full operations to another party who would use the full proceeds for their own interests.

As CEO of our company, I think every day about our many important stakeholders, starting with you — our colleagues worldwide — as well as our customers, suppliers, shareholders, consumers and communities. Thank you again for expressing your opinions. I always welcome open dialogue and discussion on important issues that impact the world, our company and all of you. I thank you for your caring and your contributions.