

October 5, 2021

Mondelēz International Statement on U.S. COVID-19 Vaccine Mandate

It is our top priority to protect the health and safety of our employees, partners and customers in close collaboration with global institutions and local health authorities. We firmly believe that vaccine adoption is essential to lowering case counts, preventing COVID hospitalizations and deaths and ending this pandemic.

Globally, our reopening plans will vary by country and location and will be guided by local case counts, regulatory guidance and vaccine levels and availability.

In the US, our headquarters locations in Chicago, IL, East Hanover, NJ and Miami, FL will plan to fully reopen on January 10, 2022. As we prepare for a full reopening of these offices, we are requiring vaccination as a condition of employment for all headquarters-based employees in these locations. We know some colleagues may not be able to be vaccinated due to a medical reason or a sincerely held religious belief. We understand and support those colleagues. New employees starting jobs in these locations will also need to be fully vaccinated or have an approved accommodation prior to their first day of work.

With the proliferation of variants, the recent White House Executive Order and the clear need for vaccination, we are taking this next step to help ensure the safety of our colleagues, their families and communities as well as protect continuity of our business operations. We will continue our efforts to drive vaccine adoption well into 2022 and will share more information as our plans progress.