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Mondelez Kinh Do excellently named as one of the Top 10 representatives with Happiness at Work 2021

- *Mondelez Kinh Do ranked at 10th place among companies in Consumer goods (FMCG good and non-food category) and 33rd place among companies in all sectors in the list of "100 Vietnam Best Places To Work".*
- *Mondelez Kinh Do was remarkably recognized for the first time as "Top 10 Representatives with Happiness at Work 2021".*

HCM City, Dec 2021 – On 22nd Dec, Mondelez Kinh Do is recognized to rise spectacularly in the ranking of "100 Vietnam Best Places to Work 2021" announced by Anphabe in collaboration with market research firm, Intage. Accordingly, MDLZ rose six places in the list of 100 Best Places to Work in Vietnam 2021, ranked 33rd among companies in all sectors; and rose four places, reaching 10th place among companies in the list of Consumer Goods industry (FMCG food and non-food).

This year Mondelez Kinh Do also made a special mark being honored for the first time as one of the "Top 10 Representatives with Happiness at Work 2021." This recognition reflects the company's comprehensive policy on people development & employee wellbeing in Vietnam. This accolade also records the third time that Mondelez Kinh Do was named one of the best places to work in its six years presence in Vietnam.

"100 Vietnam Best Place to Work" aims to honor the enterprises with brands considered as best employers by conducting a survey to employees across the industry, based on 40 criteria and key factors of creating great workplaces. This year, the "100 Vietnam Best Places to Work" survey was conducted on a large scale, with recorded opinions of over 65.000 employees from more than 500 leading companies in 19 different sectors and industries in Vietnam. The method of analyzing and ranking results were verified by Intage Vietnam.

Significantly, this is the first year Anphabe combined an Internal Employee Survey and an external HR survey to identify the best places to work in Vietnam. The 2021 survey's results do not only reflect the achievements of Mondelez Kinh Do but also based on the rigorous criteria of the industry. Some of the factors which Anphabe looked at were great workplace, attractive remuneration scheme, and opportunities of career-advancing. Internally, the actual evaluation from the employees were also recognized - Engagement, Work motivation, Self-effort, and Commitment to staying with the company.

In the survey of “Happiness at Work” conducted independently by Anphabe, happiness is defined as: *“Employees are TRULY HAPPY when they are mentally and emotionally engaged with their work and the organization, are motivated to contribute and devote to the company's success and are committed to the long-term development”*. The survey measures employees’ satisfaction based on five groups of criteria reflecting employee’s attachment to the company, including Rational Engagement (Employees believe what they get are fair and in their self-interest), Emotional Engagement (Employees value and enjoy what they experience while working), Motivation Enablement (How their intrinsic motivation are triggered through the right impact factors), Discretionary Effort (Employees are intrinsically willing to work "beyond their duty" for the success of the company), Commitment to Stay (employees want to stick with the company and are not open to external career opportunities).

“This award one more time confirms our commitments to focus on People strategy and invest into our People development. All efforts we made to grow business through growing people and bringing the best moment that matters to our employees have been recognized by our employees and our consumers. This recognition also strengthens our brand name not only with the best products but also the best company to work for. I would like to take this opportunity to express my sincere thanks to all my colleagues in Mondelez Kinh Do and show how proud I am of you. We have worked hard every day to make our company a well-deserved Best Place to work. We will continue our journey to grow on both personal development and business, and together we will make it happen”, said Ms. Le An Binh, People Lead of Mondelez Kinh Do Vietnam.

In Vietnam, Mondelez Kinh Do cultivates an inspiring working environment with care and wellbeing through “The Right You” movement. It has three key pillars – Right Body, Right Mind, and Right Connection. On top of this, Mondelez Kinh Do has been remarkably recognized as one of the top markets that best implements gender diversity and commitment to developing female leaders.

The top priorities at Mondelez Kinh Do are to empower the young team the learning opportunities and offering young Vietnamese talents many opportunities for career development with clear growing paths. One of the highlighted company’s training programs is the annual "Growing Here Weeks", which is both a global and local program, with lots of dedicated virtual and face-to-face training from leaders and experts from outside to develop everything from a personal level (well-being, mindfulness) to on-the-job skill enhancement (agility, leadership). Every employee can access Mondelez International's career options and work opportunities in different countries worldwide, through internal recruiting programs tailored to meet individual development aspirations.

Mondelez Kinh Do enhances its commitments to develop and nourish young Vietnamese talent as future-ready and end-to-end leaders through strategic internship and management trainee programs, as well as regional student competition. Of which, EDGE is a well-known program attracting a lot of young participants in Vietnam.

“It is humbling and immensely satisfying not just to have delivered business success but in equally having taken the people along. It is a matter of pride to be working with a team that delivers an intense agenda, is deeply engaged and hungry to win the hearts of customers and consumers. What makes Mondelez one

of the best places to work in Vietnam for many years is the bright and committed people, a nurturing culture that balances organizational and individual needs and the confidence in the future driven by business success over the years”, said Mr. Hemant Rupani, Managing Director of Mondelez Kinh Do Vietnam.

As one of the leading food companies in Vietnam with well-known snack brands that are loved by consumers like Kinh Do, Cosy, Solite, AFC, LU, Oreo, Ritz, Slide, Halls, Trident, Cadbury, Toblerone and Tang orange powder... With the strategy of sustainable business growth and doing what is right for customers and community, besides the incredible achievements in Human resource development this year, the company has also achieved many impressive business awards by prestigious organizations, such as Top 100 sustainable companies in 2021 (based on the Corporate Sustainability Index -CSI) led by the Vietnam Chamber of Commerce and Industry (VCCI) in coordination with Ministry of Labor, Invalids and Social Affairs (MOLISA), Ministry of Natural Resources and Environment (MONRE) and Vietnam General Confederation of Labor (VGCL); Top 10 Reputable Food Companies for three consecutive years (2019 – 2021) announced by Vietnam Report in collaboration with VietnamNet ; Amcham Hochiminh Cares Award 2021 and Best-practice Corporate Social Responsibility (CSR) programs awarded by Amcham Hanoi for the fourth consecutive year.

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About Mondelez International

Mondelez International, Inc. (Nasdaq: MDLZ) empowers people to snack right in over 150 countries around the world. With 2020 net revenues of approximately \$27 billion, MDLZ is leading the future of snacking with iconic global and local brands such as *OREO* cookies and *LU* biscuits; *Cadbury Dairy*, *Milk* chocolate, *Milka* chocolate and cookies, *Toblerone* chocolate, *Sour Patch*, *Kids* candy, *Trident* gum and many more. Mondelez International is a member of the Standard and Poor’s 500, Nasdaq 100 and Dow Jones Sustainability Index. Visit www.mondelezinternational.com and follow us on Twitter at www.twitter.com/MDLZ.

About Mondelez Kinh Do Vietnam

Mondelez Kinh Do is part of Mondelez International, Inc. We are a global snacking powerhouse which aims to lead the future of snacking with iconic global and local brands such as Cosy biscuits, Kinh Do mooncakes, Solite cakes, Slide potato chips, AFC crackers, OREO cookies, RITZ crackers, LU biscuits, Toblerone chocolate, Cadbury Dairy Milk chocolate, Tang powdered beverage, Halls gum and candy, Trident gum and many more. From wholesome to indulgent bites, consumers can enjoy the right snack, for the right moment, made the right way.

In Vietnam, we are now operating in three locations with more than 3,000 employees: the head office in Ho Chi Minh City, two plants in Binh Duong and Hung Yen, Vietnam.

Mondelez Kinh Do has been awarded "Best Places to Work in Vietnam" title by Anphabe.com, CSR Awards by Amcham Vietnam for our tireless and bold endeavors to perform breakthrough product innovation, to build a better workplace for our people, and to advance a positive impact on the environment and society. For more information, please visit the website www.mondelezinternational.com/Vietnam

