

# PROGRESS TOWARD OUR COMMITMENTS 2020/2021



The following chart reports our progress towards our global 2030 *Kellogg's Better Days*<sup>®</sup> commitment to address the interconnected issues of health, food security and climate by creating Better Days for 3 billion people by the end of 2030. It also includes progress towards our aspirational equity, diversity and inclusion (ED&I) goals that are part of our ED&I strategy.

Additional information on how we're nourishing with our foods, feeding people in need and nurturing our planet, all while living our founder's values, is included on our [Corporate Responsibility website](#) and [GRI and SASB indices](#). All commitments are global and conclude at the end of 2030, with a 2015 baseline, unless otherwise noted. Full descriptions of the methodology for each KPI can be found [here](#).

Pillar	Priority	Focus Area	Commitment	Progress
Nourishing With Our Foods	Addressing food security	Nutrition and accessibility	Nourish 1 billion people by fostering wellbeing with our foods by delivering nutrients of need and addressing hidden hunger.	<ul style="list-style-type: none"> <li>• 116,416,885 people nourished in 2020</li> <li>• 684,924,511 people nourished from 2015 baseline</li> </ul>
		Hunger relief	Feed 375 million people in need through food donations and children reached through feeding programs.	<ul style="list-style-type: none"> <li>• 35,670,109 people fed in 2020</li> <li>• 199,077,757 people fed from 2015 baseline</li> </ul>
Nurturing Our Planet	Supporting a more sustainable food system	Sustainable agriculture	Support 1 million farmers and workers globally, especially women and smallholders	440,000 farmers supported from 2015 baseline
	Responsible sourcing	Ingredients	Build resilient and responsible supply chains for our priority ingredients, identified with regular assessments of business and ESG materiality	On track. Learn more about our methodology and progress <a href="#">here</a>
	Conserving natural resources	Climate and energy	Reduce absolute Scope 1 & 2 GHG emissions by 45%	30% reduction from 2015 baseline
			Partner across our value chain to reduce absolute Scope 3 GHG emissions by 15%	5% reduction from 2015 baseline
		Achieve 100% renewable electricity in all facilities globally by the end of 2050	28%	

# PROGRESS TOWARD OUR COMMITMENTS 2020/2021 (CONT.)



Pillar	Priority	Focus Area	Commitment	Progress
Nurturing Our Planet	Conserving natural resources	Water	Reduce water use in facilities in high water stress regions by 30%	26% reduction from 2015 baseline
		Waste	Reduce organic waste in manufacturing by 50%	12% reduction from 2016 baseline
			Reduce food waste in manufacturing by 30%	36% reduction from 2016 baseline
		Packaging	By the end of 2025, achieve 100% reusable, recyclable or compostable packaging (by volume)	<ul style="list-style-type: none"> <li>• 78.5% according to the Ellen MacArthur Foundation definitions of recyclable at scale</li> <li>• 84% is recyclable or recycle ready</li> </ul>
Living Our Founder's Values	Addressing food security	Advocacy	Engage 1.5 billion people in the interconnected	<ul style="list-style-type: none"> <li>• 137,602,338 people engaged in 2020</li> <li>• 553,695,039 people engaged from 2015 baseline</li> </ul>
	Equity, diversity & inclusion	Gender parity	By the end of 2025, achieve aspirational gender parity goal of 50/50 at the management level	As of July 31, 2021: <ul style="list-style-type: none"> <li>• 35.8% Salaried/Production</li> <li>• 45.7% Salaried</li> <li>• 43.4% Management</li> <li>• 36.6% Executive</li> </ul>
		Racial equity	By the end of 2025, achieve aspirational goal of 25% underrepresented talent at the management level in the U.S.	As of July 31, 2021: <ul style="list-style-type: none"> <li>• 36.3% Salaried/Production</li> <li>• 22.2% Salaried</li> <li>• 21.1% Management</li> <li>• 25.5% Executive</li> </ul>

# SUNSETTING EARLIER GLOBAL SUSTAINABILITY COMMITMENTS



Nurturing our planet by responsibly sourcing our ingredients and conserving natural resources has long been a Kellogg Company priority. At the end of 2020, a number of these planet-focused global sustainability commitments concluded and were replaced with the goals referenced above. Following is our final progress toward these earlier commitments.

Pillar	Focus Area	Commitment	Final Progress
Nurturing Our Planet	Responsible Sourcing	Responsibly source our 10 priority ingredients: cocoa, sugar cane, vanilla, palm oil, corn, wheat, rice, potatoes, sugar beets and fruits	98% progress toward responsibly sourcing our first-generation priority ingredients. Efforts ongoing.
		Help improve livelihoods for 15,000 farmers in regions from which we source	Complete and ongoing
		Identify women in the value chain and develop programs to help improve their livelihoods, families and communities	Complete and ongoing
	Conserving Natural Resources	Expand low-carbon energy use in plants by 50%	Complete
		Reduce normalized energy use in manufacturing by an additional 15% (per metric ton of food produced)	15% reduction from 2015 baseline, goal achieved
		Reduce normalized greenhouse gas (GHG) emissions in our plants by an additional 15% (per metric ton of food produced)	25% reduction from 2015 baseline, goal achieved
		Implement water reuse projects in at least 25% of our plants	16.5% and ongoing
		Reduce normalized water use in our plants by an additional 15% (per metric ton of food produced)	22.6% reduction from 2015 baseline, goal achieved
		Continue watershed quality support	Ongoing
		Reduce normalized total waste in plants by 15% (per metric ton of food produced)	11% reduction from 2015 baseline

# CORPORATE RESPONSIBILITY GOVERNANCE



Kellogg Company's Social Responsibility and Public Policy Committee of the Board of Directors oversees our corporate responsibility strategy. Our Senior Vice President (SVP) of Global Corporate Affairs, who reports to the Chairman and Chief Executive Officer (CEO), is responsible for successfully implementing the strategy and regularly updating the CEO and Board committee. Our Chief Sustainability Officer (CSO) reports to the SVP of Global Corporate Affairs. Additionally, numerous leaders are accountable for achieving specific corporate responsibility commitments, based on their roles. Our CEO, SVP, CSO and other leaders have annual performance goals tied to the company's Corporate Responsibility metrics.