



For Our Wellbeing and Theirs

Pets and people belong together.

From the pandemic to politics, and economic uncertainty to everyday stressors, it's never been more difficult to maintain our mental and emotional wellbeing. But research shows — and every pet parent knows — our furry friends have had an incredibly "paws-itive" impact.

Despite the challenges of the past three years, 40% of pet owners said their mental or physical wellbeing improved, nearly doubling the rate of non-pet owners, which was just 23%. For kids, pets had an even greater impact, with 60% of parents saying their pets improved their children's mental wellbeing.

Yet, even with the proven benefits of pet ownership, there are still many hurdles that prevent people from adopting a furry family member. The primary concern among prospective pet parents is expense, with two-thirds worried about affordability.

Pets in need face challenges too, with animal shelters on pace to have their worst overpopulation rates and resource constraints in at least three years. And while 61% of those planning to adopt a pet say they'll turn to a shelter or rescue, more support is needed to deliver on our ambition to end pet homelessness.

Finally, even pets lucky enough to have a home don't get to spend as much time with their people as pet parents would like. As just one example, nearly 66% of employed pet parents say they're more likely

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to stay at a company that offers pet-friendly benefits, yet only 10% of employers do.

Together, these insights show that a pet-friendly world isn't just good for pets; it's good for people's wellbeing and for communities and businesses, too. Read on to see how Mars Pet Nutrition North America spent 2022 helping people and pets be — and stay — together, and how you can help.



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Welcoming Pets in More Places

92% of pet parents say their relationship with their pets improved their mental and physical wellbeing in the last three years. In a world with more pet-friendly places, it's possible for even more people to experience these benefits of a life with pets.

Pets Sustain Us

s many people continued to struggle in 2022 with stress and social isolation, the power of pets was more apparent than ever. In fact, pet parents' mental or physical wellbeing were nearly twice as likely to improve over the last three years compared to non-pet owners.

Now, many people are eager to continue spending increased time with their pets as they return to pre-pandemic levels of activity away from home. In this section of our report, learn about our programs, partnerships and resources that are helping make a more pet-friendly world so more people can keep their beloved pets by their side.

61%

of pet parents are worried about their pet's loneliness when they're not together.

52% plan to bring their pets when they resume traveling.



44%
are concerned about how to balance work and pet responsibilities.



Leading the Way on Pet-Friendly Travel

Building on last year's partnership with Hilton to address the evolving needs of travelers with pets, this year we added additional support across more Hilton brands. Travelers with pets can now access virtual help from the Mars Pet Expert Team (PET) during their stay at over 4,600 hotels across Hilton's seven pet-friendly brands in the United States and Canada. Nearly one in five pet parents worry about their pet's health and behavior while traveling. Through Mars PET On-Demand, they can get convenient health, wellness and behavioral support resources for a more seamless travel experience.



Highlighting Best Practices for Pet-Friendly Airports

With travel continuing to return to pre-pandemic levels, and 52% of pet parents wanting to bring pets along, we've been working to help airports make traveling with pets easier. Our research suggests that if airports took steps to welcome pets, like communicating pet-friendly policies and adding pet-related signage, 43% of pet parents say they'd be more likely to consider air travel with their pet.

In 2021, we developed standards for welcoming pets and service animals through a new airport certification program. Throughout 2022, we've been introducing these best practices to airports across the United States. Five airports are now certified and we're working to bring our program to even more communities.

Certified airports

Nashville International Airport

Reno-Tahoe International Airport

George Bush Intercontinental Airport

William P. Hobby Airport

> Fort Wayne International Airport

Increasing Green Space for Pets

Dogs need room to run and play — especially in downtown areas that don't have a lot of green space. That's why in 2022 we were thrilled to partner with the Nashville Predators to open the first-ever dog park at a National Hockey League arena. Located next to Bridgestone Arena in downtown Nashville, the PupsNPlay dog park is making a big impact for the 5,000+ dogs who live in the area. It's also a great way to showcase pet-friendly amenities and signage that encourages responsible pet ownership. The park was designed using insights from the Mars Petcare BETTER CITIES FOR PETS™ program.

The ribbon cutting to open the PupsNPlay dog park at Bridgestone Arena.



Inspiring Workplaces to Welcome Pets

As pet parents spend more time away from home, they're worried about pets being lonely without them (61%) and their own loneliness being away from their pets (55%). With 76% of Gen Z saying they're more likely to stay with an employer that allows pets, it's clear pet-friendly workplaces benefit people, pets and businesses.

Our CESAR® brand is working to make a dog-friendly world where these benefits are available to everyone. In 2022, the brand launched the CESAR® HIRE MY DOG™ program to help people advocate for pet-friendly workplaces. Sharing the PETS WORK AT WORK™ toolkit, the brand provided policy and design solutions from the Mars Petcare BETTER CITIES FOR PETS™ program to help businesses go pet-friendly.

A fun resume tool also gave pet parents a chance to show off their dog's strengths and get employers thinking about the benefits dogs bring to workplaces.











The CESAR® brand also created a "Pup-Up" office experience in Atlanta to advocate for pets at work by showing what it's like to work alongside dogs in a pet-friendly space.

56% of dog owners say dogs make the best co-workers.

Pet parents believe having dogs at work:

Boosts

Relieves anxiety/stress

happiness **57% 58%** Supports more social interaction

52%



Takenways for Cities

Pet parents say that pets improve their wellbeing by providing companionship (77%), emotional support (70%), a sense of purpose (52%) and a reason to exercise (31%). By implementing policies and programs that welcome pets in more places, cities can ensure more people have access to these important benefits of pet ownership.

Certified City Spotlight



"We have been working hard to make Dania Beach more friendly for our furry friends and to be a pet-friendly destination city. We continue to enhance our parks and are delighted to be recognized as having the cleanest freshwater dog lake in Broward County."



"Making our community more accessible to pets and pet owners helps improve the quality of life for our city. We are so lucky to have many community partners that we are working with to make this happen. So many residents across Sheboygan include their pets in their families."



Policy Spotlight

Local ordinances that support pet-friendly businesses — for example "Pets on Patios"-type legislation — help make it easier for people to be with their pets. Find a model ordinance for pets in outdoor dining areas at BetterCitiesForPets.com.

Resources to Explore

- Pets Welcome Toolkit
- **PETS WORK AT WORK™ Toolkit**
- Pet-Friendly Airport Toolkit

Download the toolkits at BetterCitiesForPets.com/tools.





Nine out of 10 pet parents say their life is better because of their pet. Yet the number of pets waiting in shelters to be adopted has continued to rise throughout 2022. Reversing this trend requires continuous progress on reducing barriers to pet ownership.



Pets Need Our Help

espite the many benefits of pet ownership, times are hard. Pet parents are struggling to afford caring for their dogs and cats. People considering pet adoption are hesitating as they consider the costs.

The result is a crisis for both individuals and the animal welfare system. The good news is that more than a third of non-pet owners are considering adopting or fostering in the next few years. In this section, learn about Mars Petcare initiatives that have aimed to help keep pets with their families, support shelters through this crisis, and assist people who want to adopt.



66%

of people considering a dog or cat are concerned about their financial ability to provide for the pet.

47%

are worried about being separated from their pet when they're working or traveling.

42% are worried about finding pet-friendly housing.



Mars Petcare volunteers helping socialize puppies before an adoption event.

Leading a Call to Action for Pets in Need

Recognizing the growing crisis of shelter overpopulation and resource constraints, this fall we launched "Service Humans Needed," our largest-ever shelter volunteer program. We enlisted the help of 60,000 Mars Associates across North America and the public to volunteer their time at local shelters, their homes by fostering and adopting, and their social platforms by posting about adoptable pets.

"Service Humans" Making an Impact

Led by Mars Pet Nutrition North America and its "Service Humans Needed" program, teams from Mars Petcare, Mars Food, Mars Wrigley, Mars Edge, Mars Veterinary Health and Camp Bow Wow were encouraged to volunteer 500,000 hours of support for local shelters by the end of 2022.

Partners including the Tennessee Titans have helped drive national dialogue about the program and encourage pet lovers across the United States and Canada to join in with their own acts of service.

To further help pet advocates to "volunteer their homes," we expanded our 14th annual BETTER CITIES FOR PETS™ Adoption Weekend, making it our biggest yet. Nearly 600 pets found homes as Mars Petcare, PEDIGREE Foundation, VCA Charities and Camp Bow Wow covered \$110,000 in adoption fees for dogs and cats in six of Mars' hometown cities, including Denver, Los Angeles, Nashville, Newark, Vancouver and Washington, D.C.





A happy adopter taking home her new puppy during Adoption Weekend 2022.

8 shelters in 6 cities partnered for our biggest Adoption Weekend yet.

595 pets adopted.

500,000 volunteer hours encouraged by Mars Associates.





Recognizing that all dogs provide essential companionship and support to people in tough times — and particularly as the pandemic and financial hardships have stressed many families in recent years — our PEDIGREE® brand created the

Essential Support Dogs program in 2022. The program offered to provide up to \$2.5 million in nutritional and financial assistance across the United States to help

\$2.5 million in nutritional and financial assistance across the United States to help ensure dogs could stay with their loving families.

In partnership with the Essential Support Dogs program, PEDIGREE Foundation awarded \$100,000 in grants to help organizations with safety net programs. These types of programs offer immediate assistance to pet parents in crisis, such as temporary boarding or fostering, food costs and pet-friendly housing deposits.

Here's just one example of the impact these grants have, shared by the team at The Rescue Train, one of PEDIGREE Foundation's safety net grant recipients.

"Buddy's human family consist of two people, a single working mother and her son. Buddy is an important part of their lives. Mom struggles to make ends meet and take care of her son. But by coming to our pet pantry, that's one less stress financially, and this helps her keep her family together. Buddy was even groomed at our Happy Pawlidays event. When you see the pure joy and gratitude on their faces, it's a win/win for all!"



Buddy and his human brother.

Grant recipients

Austin Pets Alive!

Arizona Humane Society

Berkeley Humane

Dallas Pets Alive!

Humane Indiana

Human Rescue Alliance

Jennifer Sterling Brown Animal Rescue

Rockbridge Animal Alliance

Seattle Humane

The Rescue Train

Supporting Innovative Programs

As pet parents continue to face challenges in keeping and caring for their pets, our 2022 BETTER CITIES FOR PETS™ program grants once again focused on addressing causes of pet homelessness. These grant recipients' innovative programs are helping keep people and pets together.

Bentonville, Arkansas – lessening the burden on shelters for pet reunification by expanding low-cost microchipping and empowering local organizations with chip scanners.

Fort Wayne, Indiana – providing community education about pet body language and behavior to reduce dog and other bites and, as a result, also reduce pet surrenders.

Houston, Texas – expanding reach for its Healthy Pets, Healthy Streets initiative through translated program materials and marketing to more pet parents in underserved areas.

Mission, Texas – creating a pet deposit assistance program for individuals in need to help reduce housing-related separation of people and their pets.

Phoenix, Arizona – hiring a Homeless Community Counselor to help unhoused pet parents find housing, temporary boarding, pet supplies and other support to keep their pets.

Reno, Nevada – expanding a program to deliver veterinary services to senior citizens and unhoused pet parents so they can keep their pets in tough times.

Spokane, Washington – adding a pet expert liaison to the city's new homeless shelter team to assist individuals with pet-related needs while in and transitioning from the shelter.

















Helping Cities Manage Community Cats

In 2022, the BETTER CITIES FOR PETS[™] program also highlighted the importance of trap-neuter-return programs, with grants for organizations across the United States and a new Community Cat Toolkit resource. Grant recipients included:

Community Cat Coalition in Mukilteo, Washington, for its feeding program.

Indy Neighborhood Cats in Indianapolis, Indiana, for its winter shelters program.

New Leash on Life in Lebanon, Tennessee, for its rural community cat outreach program.

SoBe Cats Spay & Neuter in Miami Beach, Florida, for its community cat adoption program.

TrapKing Humane in Atlanta, Georgia, for its trap-neuter-return education program.

Williamson County Animal Center in Franklin, Tennessee, for its working cat program.

Giving Grants to Increase Dog Adoption

Now in its fourteenth year, PEDIGREE Foundation has awarded more than 6,100 grants and \$11.6 million to U.S. shelters and rescues that help dogs — and in 2022, the need was greater than ever. The organization expects to end the year having helped more than 70 shelters with 2022 grants supporting foster, behavior, matching and transport programs that help more dogs find loving, forever homes.



\$11,600,000+
in grants awarded since 2008.

6,100+ shelters and rescues supported.



Expanding PEDIGREE Foundation Grant Programs to Canada

With Canadian pet shelters facing a rise in surrenders and resource constraints, PEDIGREE Foundation announced the launch of its Canadian Grant Program in 2022, its first-ever expansion beyond the United States. The Foundation awarded CA\$100,000 in grants, assisting eight Canadian shelters and rescue organizations in need. The grants focus on supporting programs that are shown to significantly increase dog adoption, including matching and behavior programs, transport, and support in remote communities.



Feeding Shelter Pets

Knowing that pet food is one of the largest operating expenses for shelters and rescues, Mars Pet Nutrition North America provides continuous food donations to shelters each year through Greater Good Charities' GOODS program. In July, we went a step further, announcing a second year of our "Extend a Paw" partnership with Greater Good Charities and Walmart.

We committed up to 2.7 million pet meals — up from 2.5 million in 2021. For every purchase of select Mars Pet Nutrition products at Walmart, one meal was donated to feed a hungry shelter pet. Participating brands included IAMS™, PEDIGREE®, NUTRO™, TEMPTATIONS™ and GREENIES™. Pet parents not only met the goal — they surpassed it! The program ultimately delivered over 3 million meals to shelters in need.

Helping More Dogs and Cats Find Loving Homes

Along with our annual BETTER CITIES FOR PETS™ Adoption Weekend in October, additional programs throughout the year encouraged pet adoption.

- The PEDIGREE® brand launched "Rescue Doodles" in March, an innovative way to find an adoptable dog. Adults and kids could doodle a dog, snap a photo and upload it to find a lookalike dog nearby through Adopt-a-Pet.com.
- Mars Pet Nutrition, the PEDIGREE® brand and PEDIGREE Foundation teamed up with two-time NASCAR Cup Series Champion Kyle Busch once again in June to spotlight pet adoption with a custom paint scheme. We sponsored pet adoptions in Nashville throughout the race weekend, helping 54 dogs find homes.
- During August, we sponsored cat adoptions every Saturday at Nashville Humane Association and Williamson County Animal Center. The initiative, part of a monthlong focus on community cats, helped over 75 cats get adopted.

The paint scheme on Kyle Busch's No. 18 Toyota Camry to promote pet adoption.





Takenways for Cities

By putting programs in place that support pet parents, cities can help people and pets stay together. Pet parents surveyed said they'd especially appreciate help with spay-neuter (86%), adoption fees (83%) and pet food and care in times of need (82%).

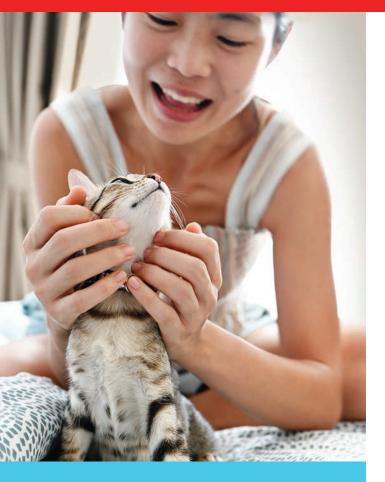
Certified City Spotlight



"Working closely with SpokAnimal to create a liaison position in the city's newest navigation center for individuals experiencing homelessness, we will be ready to go with boots on the ground to immediately begin keeping people and their pets together."



"I am incredibly proud of the Healthy Pets, Healthy Streets initiative, our strategic, targeted approach to reduce pet overpopulation, promote pet wellness and educate Houstonians on responsible pet ownership in our community."



Policy Spotlight

Local ordinances that support community cat programs — for example trap-neuter-vaccinate-return legislation — reduce overpopulation and help adoptable cats find homes. See a model ordinance at BetterCitiesForPets.com.

Resources to Explore

- Helping Homeless Pets Toolkit
- Pet-Friendly Housing Toolkit
- Community Cat Toolkit

Download the toolkits at BetterCitiesForPets.com/tools.







At Mars Petcare, our purpose is:
A BETTER WORLD FOR PETS.
We take that commitment seriously,
and it means that beyond our work
that directly affects pets, we're trying
to make a better world for people, too.

For More Equity, Inclusion and Diversity

e want a world where everyone feels valued and respected, regardless of visible or invisible differences. That's why during 2022, Mars Petcare supported corporate and brand initiatives that aimed to honor diversity and champion inclusion. On the following pages are a few examples of programs we participated in to help advance opportunities, celebrate differences and encourage equity and inclusion in our communities.

Celebrating Juneteenth with Our Hometown

In 2022, we were thrilled to support the great work being done by the Franklin Justice and Equity Coalition as the presenting sponsor of its countywide Juneteenth Festival. Held in Downtown Franklin, the event was free for the public and welcomed pets so the whole family could enjoy the celebration together.

A Juneteenth reception at our Mars Pet Nutrition North America headquarters brought together local business and community leaders to talk about opportunities for our community and our company. Our goal is to listen, learn and support progress inside and outside our walls.

We also announced plans to launch a local scholarship beginning in 2023 focused on diverse students in our hometown community of Williamson County.

Right: Associates volunteering at the Juneteenth event in Downtown Franklin.

Below: Associates at our Nashville office during our Juneteenth reception.







Celebrating our PRIDE

2022 brought Mars Pet Nutrition's biggest PRIDE celebration yet, including internal programs to drive awareness and build allyship, and increasing our external presence with partnerships and events. Among our activities:

- We participated in multiple PRIDE festivals, including sponsoring city events in Nashville and Franklin, Tennessee; Cincinnati, Ohio; Phoenix, Arizona and Bentonville, Arkansas.
- We made donations to OASIS Center in Nashville and the Ali
 Forney Center, organizations helping to support LGBTQ youth.
- Over 200 Associates took part in PRIDE month activities across our business.

Encouraging the Next Generation

In 2022, we helped provide learning experiences for students in the Summer Academy program of Backfield in Motion, a Nashville non-profit working to educate, engage and empower at-risk local youth by fostering teamwork and providing a college and career readiness curriculum.

The Summer Academy program was a collaboration with Backfield in Motion, led by Mars Petcare's UNIFY Associate Resource Group and including other local businesses, to share insights on marketing, sales, research and development, manufacturing and other business topics.

This year we also continued our scholarship program with UNCF, providing support for minority students majoring in STEM career fields.

A field trip for Backfield in Motion students with Mars Pet Nutrition Associates.





Celebrating Heritage Together

At Mars, we work all year long to ensure Associates feel a sense of belonging at work. This includes Associate Resource Groups planning programming and events to spotlight and honor our many cultures and experiences.

This fall, Mars Pet Nutrition partnered with Conexión Américas, a local organization that supports the Latino community in Nashville, for a series of events honoring Hispanic Heritage Month. A key element was a "Career Day at Mars Petcare," hosting about 50 Latino high school students from the Nashville area. They toured our workplace, learned about the different functions in our organization and talked with Latino Associates about their career experiences.





As part of our Conexión Américas partnership, we welcomed Hispanic/Latino students at our office (left) and were a key sponsor of The Latin Party (above), a celebration honoring Hispanic Heritage Month in Nashville.

Mars is home to more than **90** Associate Resource Group chapters that aim to educate, encourage allyship, and help everyone feel they can freely and safely be their authentic selves at work.

We're grateful for partners who are helping Mars Pet Nutrition North America keep learning and increasing equity, inclusion and diversity:

National Sales Network

Conexión **Américas**

The Consortium



Meet Mars Petcare

Mars Petcare is part of Mars, Incorporated, a family-owned business with more than a century of history making diverse products and offering services for people and the pets people love.

Our businesses serve the health and nutrition needs of the world's pets, including pet foods like PEDIGREE®, IAMS™ and ROYAL CANIN®; veterinary health care including BANFIELD™ and VCA™ pet hospitals; innovation and technology for pets like WISDOM PANEL™ genetic health screening and WHISTLE™ trackers; and the Waltham Petcare Science Institute, which has advanced research in nutrition and health of pets for over 50 years.

This report reflects the work of Mars Pet Nutrition North America.

The Better Cities For Pets™ Program

Mars Petcare's BETTER CITIES FOR PETS™ program has long been a way for the business to act on its purpose and help address issues that keep people and pets apart. The program was created in partnership with experts in city planning and animal welfare, and government stakeholders.

It includes a playbook for cities, city and airport certification programs, grants, best practice research, policy advocacy and free online resources.



Taking Action for Pets and Pet Parents

These are the more than 100 cities certified in our BETTER CITIES FOR PETS™ program and the five airports that achieved certification through our airport program that launched this year. We encourage more cities to join us in 2023.



Certification shows residents and visitors that a city is taking steps to welcome pets and help keep people and pets together. The city assessment considers pet-friendliness across shelters, homes, parks and businesses.

The airport assessment looks at topics like signage and pet-friendly amenities.

Learn more and get certified at BetterCitiesForPets.com/certification.

CERTIFIED CITIES
Aiken, SC
Agoura Hills, CA
Alexandria, VA
Arlington, TX
Arlington, VA
Austin, TX
Bartlett, TN
Bentonville, AR
Bloomington, IN
Bound Brook, NJ
Brentwood, TN
Calumet City, IL
Camuy, PR
Carmichael, CA
Central Falls, RI
Cleveland, OH
Columbia, SC
Cuero, TX
Dallas, TX

Dania Beach, FL

Dublin, CA

Edinburg, TX

Everett, WA

Findlay, OH

Daytona Beach, FL Dearborn, MI Downey, CA

Fort Smith, AR
Fort Wayne, IN 🛪
Franklin, TN
Gainesville, FL
Gresham, OR
Hallandale Beach, FL
Henderson, NV
Hendersonville, TN
Hollywood, FL
Houston, TX 🛪 🛪
Hughson, CA
Huntington, WV
Independence, IA
Jackson, WY
Key West, FL
Laguna Niguel, CA
Lakeland, FL
Lake Stevens, WA
Largo, FL
Las Vegas, NV
Lavonia, GA
Livermore, CA
Louisville, KY
Madison, AL
Margate, FL
Mattoon, IL
Meaford, ONT
Memphis, TN

Miami, FL
Miami Beach, FL
Miami Lakes, FL
Mission, TX
Mount Pleasant, SC
Myrtle Beach, SC
Nashville, TN 🛪
Nicholasville, KY
North Charleston, So
North Lauderdale, Fl
Oakland, CA
Oakland Park, FL
Orion Township, MI
Ormond Beach, FL
Oxford, MS
Palm Springs, CA
Philadelphia, PA
Phoenix, AZ
Plano, TX
Portage, MI
Port St. Lucie, FL
Pratt, KS
Rialto, CA
Redmond, WA
Reno, NV 🛪
Richmond, VA

SC FL

St. Charles, MO St. Petersburg, FL Santa Clarita, CA Savage, MN Sheboygan, WI Sparks, NV Spokane, WA Southport, NC South Sioux City, NE Sunrise. FL Sutherlin, OR Tamarac, FL Tempe, AZ Topeka, KS Tracy, CA Treasure Island, FL Tucson, AZ Washington, D.C. Waterford, CA Webster, FL Wylie, TX

ズ indicates cities with a pet-friendly airport certified in the BETTER CITIES FOR PETS[™] program

Rochester, MI

Royalton, MN

Takenways for Cities

The BETTER CITIES FOR PETS[™] program helps cities take action to be pet-friendly with toolkits, best practices and policy templates. Here are just a few of the resources available for download at BetterCitiesForPets.com.

- Starting a Pet-Friendly Coalition in Your City
- Creative Ways to Publicize Adoptable Pets
- Benefits of Community Cat Programs

- Helping Citizens Be Ready for Emergencies with Pets
- Design Considerations for Pet-Friendly Offices
- Pet Policies for Apartments, Businesses and Workplaces

Policy Spotlight

Local ordinances that reduce pet homelessness — for example microchipping and pet-friendly shelter reunification policies — help keep people and pets together. Find model ordinances at BetterCitiesForPets.com.

