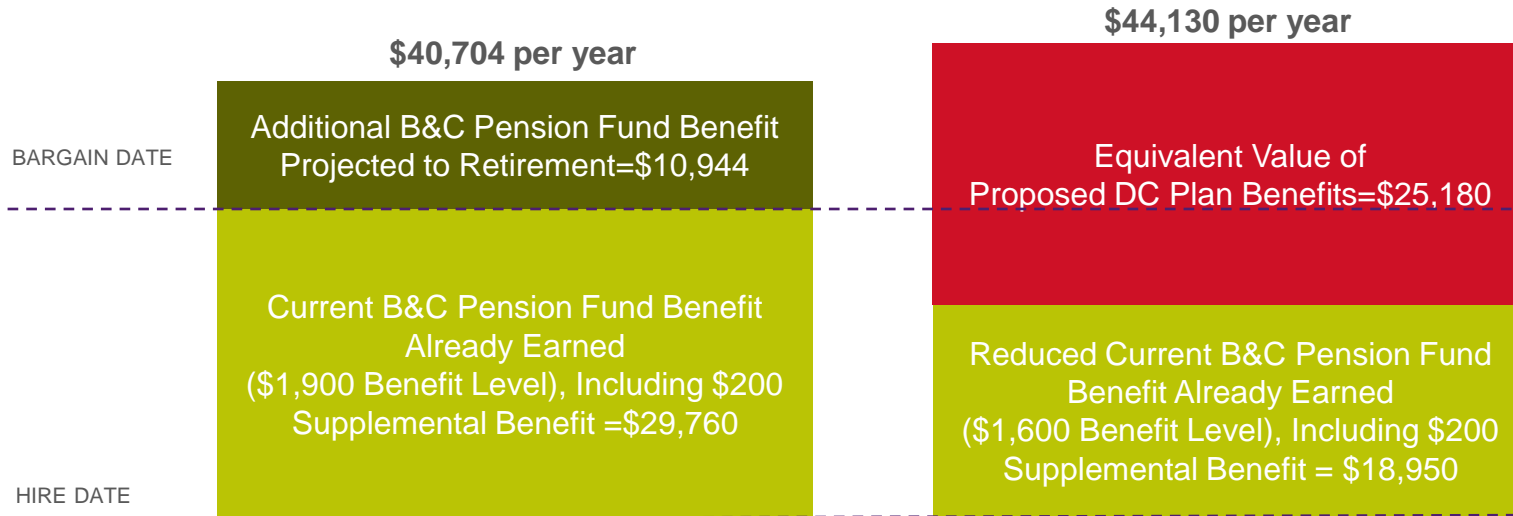


# Sample Retirement Comparison: Age 50 With 30 Years B&C Pension Fund vs. Proposed DC Plan: Summary



## Current Plan

## New Plan

Projected Benefit under Current Plan	<b>\$40,704</b>
vs.	
Vested B&C Pension Fund Benefit	<b>\$18,950</b>
DC Plan Benefit	<b>+ \$25,180</b>
<b>Projected Total Benefit under New Plan</b>	<b>\$44,130</b>

# Sample Retirement Comparison: Age 50 With 30 Years B&C Pension Fund vs. Proposed DC Plan: Details

Age	Service	Annual Accrued B&C Pension Fund Benefit Payable at 62	Mondelēz Provided Account	Basic Annual Contribution	Transition, Supplemental Transition & Restoration Contributions	Investment Return at 7%/Year
50	30	\$29,760	\$0	\$5,000	\$16,695	\$747
51	31	\$30,672	\$22,442	\$5,000	\$16,695	\$2,318
52	32	\$31,584	\$46,455	\$5,000	\$16,695	\$3,999
53	33	\$32,496	\$72,149	\$5,000	\$16,695	\$5,797
54	34	\$33,408	\$99,641	\$5,000	\$16,695	\$7,722
55	35	\$34,320	\$129,058	\$7,500	\$0	\$9,292
56	36	\$35,232	\$145,850	\$7,500	\$0	\$10,468

Age	Service	Annual Accrued B&C Pension Fund Benefit Payable at 62	Mondelēz Provided Account	Basic Annual Contribution	Transition, Supplemental Transition & Restoration Contributions	Investment Return at 7%/Year
57	37	\$36,144	\$163,818	\$7,500	\$0	\$11,725
58	38	\$37,056	\$183,043	\$7,500	\$0	\$13,071
59	39	\$37,968	\$203,614	\$7,500	\$0	\$14,511
60	40	\$38,880	\$225,625	\$9,000	\$0	\$16,104
61	41	\$39,792	\$250,729	\$9,000	\$0	\$17,861
62	42	<b>\$40,704</b>	<b>\$277,590</b>			

\$768 = \$64 x 12: annual pension benefit accrued per year of service in the B&C Pension Fund.

Old Plan: Benefit amount BCTGM-represented employees would be eligible to receive at retirement in the B&C Pension Fund, assuming eligibility for \$200 supplemental benefit. Compare this \$40,704 to the **Total Benefit** in the table below.

Vested B&C Pension Fund Benefit  
 [(\$768 x 30 + \$2,400 supplement) x .7449\*]  
 DC Plan Benefit  
**Projected Total Benefit under New Plan**

**\$18,950**

**+ \$25,180**

**\$44,130**

Using standard actuarial methods, the estimated lifetime annuity equivalent of the age 62 account balance is **\$25,180** per year



\* Frozen accrued B&C fund benefit at \$1,600 Benefit Level is subject to reduction for retirement before age 65 if Mondelēz withdraws from the plan.

Refer to Page 3 for important notes regarding assumptions used in this example.



# B&C Pension Fund vs. Proposed DC Plan: Assumptions and Notices

*The attached charts have been prepared for illustrative purposes only and are not intended to represent any specific individual employee or related benefits. The results shown are estimates; they are not intended to represent any guarantee of future benefits. All information shown regarding benefits under the B&C Pension Fund is based on our understanding of the B&C Fund's current plan rules. Benefits that may be payable from the Fund will be determined only by the Fund itself, in accordance with the Fund's rules and based on data maintained by the Fund.*

## Important Notes Regarding Assumptions

1. Retirement is assumed to occur at age 62 or at current age plus 5 years, if later.
2. The Projected B&C Fund Benefit is based on our understanding of the B&C Fund's current plan provisions.
3. The enhanced TIP plan contributions under the Mondelez Proposed plan are assumed to grow at 7%/year.
4. The estimated lump sum at retirement under the Mondelez Proposed plan is shown as a monthly annuity, solely for comparative purposes, based on a 7% interest rate and the mortality assumption used by the B&C Fund.
5. Employee contributions and Company match payments on those contributions are available under the same terms for both the current and proposed options. Therefore, they are NOT considered in the estimated results under any alternative.