Sample Retirement Comparison: Age 35 With 5 Years
B&C Pension Fund vs. Proposed DC Plan: Summary

$31,920 per year

$33,012 per year

Additional B&C Pension Fund Benefit Projected to Retirement=$27,360

Equivalent Value of Proposed DC Plan Benefits=$29,172

BARGAIN DATE

Current B&C Pension Fund Benefit Already Earned ($1,900 Benefit Level) = $4,560

Reduced Current B&C Pension Fund Benefit Already Earned ($1,600 Benefit Level) = $3,840

HIRE DATE
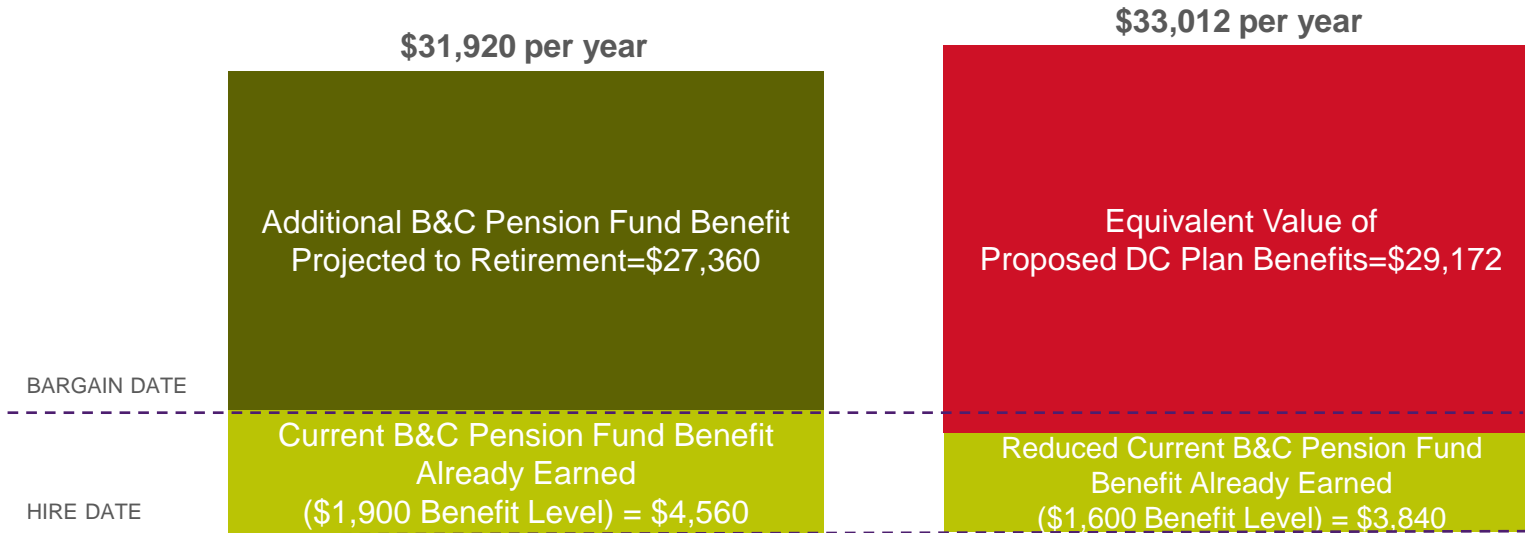
Current Plan	New Plan
Projected Benefit under Current Plan	**$31,920**
vs.	
Vested B&C Pension Fund Benefit	**$3,840**
DC Plan Benefit	+ **$29,172**
Projected Total Benefit under New Plan	**$33,012**

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

Sample Retirement Comparison: Age 35 With 5 Years
B&C Pension Fund vs. Proposed DC Plan: Details

Age	Service	Annual Accrued B&C Pension Fund Benefit Payable at 65	Mondelēz Provided Account	Basic Annual Contribution	Restoration Contribution	Investment Return at 7%/Year
35	5	$4,560	$0	$1,500	$230	$60
36	6	$5,472	$1,790	$1,500	$230	$185
37	7	$6,384	$3,705	$1,500	$230	$319
38	8	$7,296	$5,754	$1,500	$230	$463
39	9	$8,208	$7,947	$1,500	$230	$616
40	10	$9,120	$10,293	$2,000	$0	$790
41	11	$10,032	$13,083	$2,000	$0	$985
42	12	$10,944	$16,068	$2,000	$0	$1,194
43	13	$11,856	$19,262	$2,000	$0	$1,417
44	14	$12,768	$22,679	$2,000	$0	$1,657
45	15	$13,680	$26,336	$3,000	$0	$1,947
46	16	$14,592	$31,283	$3,000	$0	$2,293
47	17	$15,504	$36,576	$3,000	$0	$2,663
48	18	$16,416	$42,239	$3,000	$0	$3,060
49	19	$17,328	$48,299	$3,000	$0	$3,484
50	20	$18,240	$54,783	$4,000	$0	$3,973

Age	Service	Annual Accrued B&C Pension Fund Benefit Payable at 65	Mondelēz Provided Account	Basic Annual Contribution	Restoration Contribution	Investment Return at 7%/Year
51	21	$19,152	$62,756	$4,000	$0	$4,531
52	22	$20,064	$71,287	$4,000	$0	$5,128
53	23	$20,976	$80,415	$4,000	$0	$5,767
54	24	$21,888	$90,182	$4,000	$0	$6,451
55	25	$22,800	$100,633	$6,250	$0	$7,259
56	26	$23,712	$114,142	$6,250	$0	$8,205
57	27	$24,624	$128,597	$6,250	$0	$9,217
58	28	$25,536	$144,064	$6,250	$0	$10,299
59	29	$26,448	$160,613	$6,250	$0	$11,458
60	30	$27,360	$178,321	$9,000	$0	$12,792
61	31	$28,272	$200,113	$9,000	$0	$14,318
62	32	$29,184	$223,431	$9,000	$0	$15,950
63	33	$30,096	$248,381	$9,000	$0	$17,697
64	34	$31,008	$275,078	$9,000	$0	$19,565
65	35	**$31,920**	$303,643			

$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. Compare this **$31,920** to the **Total Benefit** in the table below.

Vested B&C Pension Fund Benefit $768 x 5	**$3,840**
DC Plan Benefit	**+ $29,172**
Projected Total Benefit under New Plan	**$33,012**

Using standard actuarial methods, the estimated lifetime annuity equivalent of the age 65 account balance is **$29,172** per year

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.

<u>Important Notes Regarding Assumptions</u>

1. Retirement is assumed to occur at age 65 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 Mondelēz Proposed plan are assumed to grow at 7%/year.

4. The estimated lump sum at retirement under the Mondelēz 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.