



## YOUR PERSONAL BASIC PENSION STATEMENT 2015

This personal statement summarizes your participation in the defined benefit provisions of the Mondelez Canada Inc. Retirement Plan, commonly referred to as your basic pension plan. It covers the period from January 01, 2015 to December 31, 2015 and highlights the basic pension benefits to which you may be entitled.

Together with government programs and other personal savings, these plans can help put you on the road to financial wellness during retirement.

John Doe  
222 Anywhere Street  
Toronto, ON  
M3R 2P6

### YOUR PENSION BENEFITS

Your estimated monthly pension for service to December 31, 2015: **\$2,415**

Your estimated monthly pension from the supplemental plan earned to December 31, 2015: **\$2,676**

This portion of the pension exceeds the Income Tax Act maximum and will be paid from the supplemental plan. Please refer to the supplemental pension benefits section inside for more information.

Your total estimated monthly pension: **\$5,090**

This amount is payable from your Normal Retirement Date.

### YOUR PENSION CONTRIBUTIONS

The Pension Plan is a non-contributory plan. You are not permitted to make contributions.





Your statement has been prepared using the following data kept in the Plan’s administration records. Should you notice any discrepancies, please notify the Mondelēz Canada Pension and Benefits Centre at 1-877-837-5471.

Member:	John Doe
Employee Number:	01234567
Province of Employment:	ON
Date of Birth:	November 11, 1965
Pension Enrollment Date:	September 19, 2005
Normal Retirement Date:	January 01, 2030
Earliest Retirement Date:	January 01, 2020
Spouse's Name:	Jane Doe
Spouse's Date of Birth:	August 17, 1963
Beneficiary:	Not on file
Credited Service in 2015:	1.0000
Total Credited Service:	10.2800
Final Average Earnings:	\$297,103

Vesting refers to your right to your earned pension benefit when you leave the Company.

You already have a vested right to your earned pension benefit.

## Early Retirement

You may retire as early as age 55. Your pension may be reduced to account for the expected longer payments, unless you meet the criteria for an unreduced pension. See your program Overview or booklet for more information.

## Termination Benefits

If you leave Mondelēz Canada before eligibility for early retirement, you may either receive a deferred pension starting at age 65 (or a reduced pension as early as age 55), or you may transfer the present value of your pension out of the plan to another locked-in arrangement. For information purposes only, the estimated commuted value of your total pension on December 31, 2015 would have been \$672,674. This amount is based upon the personal data listed to the left, including your total estimated annual pension earned at December 31, 2015. Note that the above estimated commuted value will be different when you leave as it depends on actual interest rates, your age, service, as well as payment conditions on that date.

## Plan Financials

You are a member of the Mondelez Canada Inc. Retirement Plan. This plan has been registered with the Financial Services Commission of Ontario under number 1249093.

The Company is responsible for making sure the plan’s assets are sufficient to provide pensions for current and future retirees and their survivors, in accordance with the plan provisions. The level of Company contributions varies from year to year, depending on the financial condition of the plan.

Our actuaries regularly review the plan's assets and liabilities to determine how much the Company needs to contribute. The transfer ratio of the Plan is a measure of the degree to which the Plan is funded at a particular point in time (the “valuation date”). The transfer ratio is the ratio of the market value of the Plan’s assets to the Plan’s liabilities determined as if the Plan were to be terminated on the valuation date. If the transfer ratio is equal to or greater than 1.00, then the Plan is fully funded. If the transfer ratio is less than 1.00, then the Plan does not have sufficient assets as of the valuation date to pay for all benefits accrued under the Plan, had the Plan been terminated on the valuation date. The Company, therefore, may be required to make special payments over a period of years to fully fund the Plan, in accordance with the Ontario Pension Benefits Act.

The transfer ratio of the Plan based on the last valuation date of December 31, 2013 are as follows:

- 87% as of December 31, 2013;
- 90% as of August 1, 2015.

During 2015, total employer contributions were \$11,015,397.

The Company intends to maintain the Retirement Plan on an ongoing basis and to ensure that it remains adequately funded. If there are any surplus assets on an ongoing basis such assets may be used to reduce the Company’s contributions to the Plan, to pay expenses or refunded to the Company subject to the applicable pension legislation. However, if the plan is ever discontinued for any reason, any surplus assets remaining after we meet all existing pension obligations shall be refunded to the Company, in accordance with applicable pension legislation.

During 2015, Mondelēz received approval from the Superintendent of the Financial Services Commission of Ontario (the pension plan regulator) for the merger of the Retirement Plan for Former Salaried Employees of Nabisco Ltd., the Pension Plan for Non-Union Colleagues of the Cadbury Adams Division of Mondelez Canada Inc., the Pension Plan for Former Adams’ Colleagues of the Cadbury Adams Division of Mondelez Canada Inc. and the Pension Plan for Designated Colleagues of the Cadbury Adams Division of Mondelez Canada Inc. into the Mondelez Canada Inc. Retirement Plan for Canadian Salaried Employees (renamed to Mondelez Canada Inc. Retirement Plan), and following this approval defined benefit assets were transferred from the prior plans into the Mondelez Canada Inc. Retirement Plan effective August 1, 2015.

## About this Statement

The official Plan document governs final interpretation of your pension benefit entitlements. In the event this statement conflicts or omits information, the terms and conditions set out in the official Plan document will prevail. Please review this information carefully. Every effort has been made to ensure the accuracy of the information provided; however, errors can occur. It is in your best interest to have any errors corrected since a discrepancy could affect the amounts shown in the statement.

## A Closer Look at your MONDELĒZ Canada Pension Benefits Earned to December 31, 2015

On your Mondelēz Canada personal basic pension statement, you will see two amounts that represent the total estimated monthly pension benefit that you have earned up to December 31, 2015. This monthly pension comes from two sources:

1. The Mondelēz Canada Retirement Plan, a registered pension plan that provides monthly pension income, guaranteed by provincial pension regulations; and,
2. The supplemental plan, which provides benefits, paid directly by Mondelēz Canada to employees whose benefit entitlements exceed certain limits under the Canadian Income Tax Act.

### WHY WILL YOUR PENSION BENEFIT COME FROM TWO SOURCES?

The Canadian Income Tax Act generally limits the pension you may earn from a registered pension plan to \$2,770.00 for every year of credited service (up to a maximum of 35 years). Typically, Mondelēz employees whose average annual earnings exceed \$154,000 will be affected by this limit.

By adding on the supplemental plan benefits, the pension you accumulate is comparable to the benefits that would have been payable from the registered pension plan, as if the government limits did not exist. Any supplemental benefits that you may be entitled to are not held as part of the registered pension plan fund. Instead, they will be paid directly by Mondelēz Canada from general revenues. Benefits from both sources will be taxable when you receive them.

Mondelēz Canada is pleased to make available this enhancement to the Mondelēz Canada Retirement Plan, as it could have a significant positive impact on your future retirement income.

### IF YOU HAVE ANY QUESTIONS ABOUT THIS STATEMENT OR YOUR PENSION BENEFITS, CONTACT:

The Mondelēz Canada Pension and Benefits Centre

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