

Mondelēz Global LLC 401(k) Savings Plan Automatic Enrollment and Qualified Default Investment Notice

Important Information about the Thrift 401(k) Savings Plan

The enclosed Mondelēz Global 401(k) Savings Plan and Kraft Foods Group 401(k) Savings Plan Spin-Off Guide describes important changes that will occur to the Kraft Foods Thrift 401(k) Savings Plan due to the spin-off of Kraft Foods Group, Inc. to shareholders of Kraft Foods Inc. (the “Spin-Off”). Effective October 1, 2012, eligible employees of Mondelēz Global LLC and its affiliates (“Mondelēz”) will become eligible to participate in the Mondelēz Global LLC Thrift Plan (“Thrift 401(k) Savings Plan”). To make saving for retirement even easier, the Thrift 401(k) Savings Plan has an automatic enrollment feature. This means that, if you do nothing, money will automatically be taken from your pay and contributed to your Thrift 401(k) Savings Plan Account. This notice provides important information about the Thrift 401(k) Savings Plan rules, including the automatic enrollment feature. Please read it carefully.

Thrift 401(k) Savings Plan Helps You Save More

Immediate Eligibility for Mondelēz Matching Contributions

Once enrolled in the Plan, you are immediately eligible to receive Mondelēz Matching Contributions on any contributions you make to the Thrift 401(k) Savings Plan (up to 6% of your eligible pay).

Matching Contribution Formula

Mondelēz matches \$1.00 for every \$1.00 on the first 1% of eligible pay you contribute and matches 70¢ for every dollar for the next 5% of eligible pay you contribute to the Thrift 401(k) Savings Plan on a before-tax and/or after-tax basis. That’s equal to a 75% match on 6% of your pay, or an additional 4.5% of savings.

Immediate Eligibility for Mondelēz Basic Contribution

If you were hired by Kraft Foods on or after 1/1/2009 and become employed by Mondelēz on October 1, 2012 as a result of the Spin-Off, or are hired by Mondelēz on or after October 1, 2012, Mondelēz will automatically add an amount equal to 4.5% of your eligible pay to the Thrift 401(k) Savings Plan, starting approximately 30 days after your eligibility for the plan.

Two-Year Vesting Schedule

When you participate in the Thrift 401(k) Savings Plan, all of your contributions are fully vested at all times. Your Matching Contributions and, if applicable, Basic Contributions will be 100% vested after two years of service. “Vesting” means that the contributions (together with any investment gain or loss) belong to you and will not be lost if you leave your job.

Additional Contributions

Mondelēz Matching Contributions are calculated on the first 6% of eligible pay, but you may elect to contribute more—on either a before-tax and/or after-tax basis. The combined total that you can contribute (not including the Mondelēz Matching Contributions and, if applicable, Mondelēz Basic Contributions) is 15% of your pay. If you are age 50 or over, you are eligible to contribute up to an additional \$5,500 in 2012 on a before-tax basis.

The features of the Thrift 401(k) Savings Plan are intended to satisfy an Internal Revenue Service (IRS) “safe harbor” rule, which means that Mondelēz does not have to perform certain annual tests for participants’ before-tax and Matching Contributions, though Mondelēz must still test after-tax contributions. This plan design permits employees to maximize their before-tax and Mondelēz Matching Contributions under the Plan. Depending on the results of this testing, Mondelēz may have to place limitations on after-tax contributions made by highly compensated employees. If this situation applies to you, you will be notified.

Enrolling in the Plan

Automatic Enrollment and Contribution Escalation

You are automatically enrolled in the Thrift 401(k) Savings Plan. This means that, if you do nothing, you will be enrolled in the Plan and starting approximately 30 days after your hire date 3% of your eligible pay will be deducted each pay period and contributed to your Thrift 401(k) Savings Plan account on a before-tax basis. Additionally, if applicable, starting approximately 30 days after your hire date, you will begin to receive the Mondelēz Basic Contribution, equal to 4.5% of your eligible pay. If you do not make an investment election, your contributions will be invested in the Plan’s default investment fund (described below).

Unless you elect otherwise, your before-tax contribution rate will automatically increase by 1%, effective with the first payroll period beginning after each April 1 starting with the calendar year after your enrollment, until you reach a 6% contribution level.

Once your contributions reach 6% of eligible pay, they will remain at 6% thereafter unless you elect to change the rate of contributions or to stop contributions. Although you may elect to stop contributions at any time, any contributions already made to the Plan cannot be refunded to you if you decide at a later date not to participate.

You have the right to opt out of automatic before-tax contributions and the right to change the rate of eligible pay contributed to the Thrift 401(k) Savings Plan on your behalf. You also have the right to change the investment of any amounts contributed to the Thrift 401(k) Savings Plan on your behalf, including automatic contributions and, if applicable, Mondelēz Basic Contributions, at any time. We encourage you to consider all options and investment choices offered to take full advantage of the Thrift 401(k) Savings Plan.

Keep in mind that Mondelēz Matching Contributions will be made on up to 6% of your eligible pay. So, to get the most from these matching contributions, you must contribute at least 6% of your eligible pay each pay period. This is more than the 3% automatic contribution rate.

If you would like to enroll in the Thrift 401(k) Savings Plan at a contribution rate other than 3% or would like to elect how your contributions will be invested:

- **For Active Employees on or after October 1, 2012:** go to MyHR Online at <https://myhronline.krft.net>. MyHR Online is available 24/7 from anywhere you have Internet access. Click on *Benefits* to access MyBenefits Online and click on *My 401(k) Savings Plan* which will take you to the Fidelity NetBenefits® website.
- **For All Others on or after October 1, 2012:** log on to www.netbenefits.com/mondelez or call the Mondelēz Retirement and Savings Plan Service Center at 1-866-612-4582.

When you enroll, you may elect to contribute up to 15% of your eligible pay (on a before-tax, after-tax or combination basis) to the Plan.

Default Investment Fund

The default investment fund option for the Thrift 401(k) Savings Plan is a Target Date Fund. The BlackRock LifePath® Target Date Funds are designed as an “all-in-one approach” for participants looking for a diversified, professionally managed method of investing. Rather than trying to mix and manage a collection of different funds, you can select one BlackRock LifePath Target Date Fund to access a well-diversified investment mix. Each BlackRock LifePath Target Date Fund’s investment objectives risk and return characteristics and information about the fund’s fees and expenses can be found on the BlackRock LifePath Target Date Fund Fact Sheets.

There are a total of 10 Target Date Fund options in the Plan, each targeting a specific time period when investors might plan to start withdrawing money from their account. The BlackRock LifePath Target Date Funds have been set up in five year increments, from 2015 to 2055 with the intention that investors purchase the target date fund nearest the year of their expected retirement. Once you pick the fund, BlackRock selects and maintains a mix of investments that is appropriate for the fund’s specific time frame. When you are automatically enrolled in the Thrift 401(k) Savings Plan, your contributions will be directed to the Target Date Fund that corresponds with your projected retirement date, based on birth years listed below:

Birth Date Range	BlackRock LifePath Target Date Fund Name	Retirement Date Range
1/1/1900 – 12/31/1948	Target Retirement Fund	Retired through 2014
1/1/1949 - 12/31/1952	Target 2015 Fund	2014 – 2017
1/1/1953 - 12/31/1957	Target 2020 Fund	2018 – 2022
1/1/1958 - 12/31/1962	Target 2025 Fund	2023 – 2027
1/1/1963 - 12/31/1967	Target 2030 Fund	2028 – 2032
1/1/1968 - 12/31/1972	Target 2035 Fund	2033 – 2037
1/1/1973 - 12/31/1977	Target 2040 Fund	2038 - 2042
1/1/1978 – 12/31/1982	Target 2045 Fund	2043 – 2047
1/1/1983 – 12/31/1987	Target 2050 Fund	2048 – 2052
1/1/1988 – 12/31/2099	Target 2055 Fund	2053 and later

The Thrift 401(k) Savings Plan Retirement Target Funds satisfy the requirements of a qualified default investment alternative (QDIA), as defined by the U.S. Department of Labor (DOL). For additional details about the BlackRock LifePath Target Date Funds, including investment objectives, risk and return characteristics, and fees, please refer to the enclosed Fund Fact Sheets.

For more information on the investment options available under the Thrift 401(k) Savings Plan, to opt out of the automatic contribution or change your contribution rate, or to change your investment election (including transfers of existing balances in the default investment fund to another fund or funds) at any time see below:

For changes on or after October 1, 2012:

- **For Active Employees:** Go to MyHR Online at <https://myhronline.krft.net>. MyHR Online is available 24/7 from anywhere you have Internet access. Click on *Benefits* to access MyBenefits Online and click on *My 401(k) Savings Plan* which will take you to the Fidelity NetBenefits website.
- **For All Others:** Log on to www.netbenefits.com/mondelez or call the Mondelēz Retirement and Savings Plan Service Center at 1-866-612-4582.

Also, you can visit the Department of Labor website at www.dol.gov/EBSA to find out more information about individual investing and portfolio diversification.

Type and Amount of Compensation That May Be Contributed to the Plan on a Before-Tax or After-Tax Basis

For Plan purposes, eligible pay includes your regular salary, bonuses, commissions and overtime, but it does not include any other compensation or payments you receive from other Mondelēz benefit plans. Examples of payments that are not considered compensation for purposes of the Plan are: severance or dismissal pay, relocation pay, suggestion and recruitment awards, tuition refund and expense allowances, imputed income, insurance benefits, Long-Term Incentive Plan or Deferred Compensation Plan payments, cafeteria plan credits, waiver benefits and other such extraordinary items. Further, due to IRS limitations, annual compensation in excess of \$250,000 (limit for 2012) is not taken into account for purposes of the Plan.

Limitations on Contributions

Due to IRS limitations, your total before-tax contributions under this Plan and any other IRS qualified plan cannot exceed \$17,000 in 2012. In addition, the IRS limits the aggregate amount for any plan year of (a) your before-tax and after-tax contributions, (b) your share of the Mondelēz Matching Contributions and, if applicable, (c) your share of Mondelēz Basic Contributions to no more than the lesser of 100% of your compensation for the plan year or \$50,000 (limit for 2012). Also, the Plan limits your combined before-tax and after-tax contributions to no more than 15% of your eligible pay. However, if your pay is \$180,000 or more, your maximum contribution percentage is 10%.

Making In-Service Withdrawals (in accordance with IRS rules)

Age 59½ Withdrawals

If you have reached age 59½, you may withdraw any amounts credited to your accounts for any reason without any restrictions other than that the withdrawal cannot reduce the balance of your accounts below an amount equal to any outstanding loan.

Pre-Age 59½ Before-Tax Hardship Withdrawals

If you have not reached age 59½, a distribution from your before-tax account will be available if: (a) the distribution is necessary because of an immediate and heavy financial hardship; (b) the amount requested does not exceed the amount required to meet the need created by this hardship; (c) the funds necessary to meet such need are not reasonably available from other sources; and (d) the amount to be distributed is \$500 or more. (Review your Summary Plan Description (SPD) for more information about hardship withdrawals).

Distribution Following Your Termination of Employment

When you terminate employment from Mondelēz, you are eligible to take a distribution of the vested portion of your account in the Thrift 401(k) Savings Plan in the form of a lump sum, partial distribution or installments. Additionally, upon your death, your designated beneficiary may receive a distribution of the vested portion of your entire account. If the vested balance in your account is \$1,000 or less as of a specific date following your termination of employment, your account will be distributed as soon as practicable following your termination. If the vested balance in your account is greater than \$1,000, you may elect the time of your distribution, but you must begin taking IRS-required minimum distributions in the calendar year in which you reach age 70½.

For More Information

For changes on or after October 1, 2012:

- **For Active Employees:** Go to MyHR Online at <https://myhronline.krft.net>. MyHR Online is available 24/7 from anywhere you have Internet access. Click on *Benefits* to access MyBenefits Online and click on *My 401(k) Savings Plan* which will take you to the Fidelity NetBenefits website.
- **For All Others:** Log on to www.netbenefits.com/mondelez or call the Mondelez Retirement and Savings Plan Service Center at 1-866-612-4582.

Because the Thrift 401(k) Savings Plan is a “safe harbor” plan, we are required by the IRS to give you a notice about the Plan annually. The information in this notice is a condensed version of the same information contained in your Summary Plan Description (SPD).

Please remember that the information contained in this notice is intended only to summarize the benefits provided under the Mondelez Global 401(k) Savings Plan. A more detailed description about this Plan and your eligibility to participate in it can be found in the official plan documents and your SPD. If there is any discrepancy between the information included here and the plan documents, the plan documents will govern. Mondelez Global, LLC reserves the right to amend, modify, suspend, or discontinue these benefits at any time.

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