

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 1.5em; font-weight: bold;">2019</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2019 or fiscal plan year beginning <u>01/01/2019</u> and ending <u>12/31/2019</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☒
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)

Part II	Basic Plan Information —enter all requested information				
1a Name of plan <u>NESTLE HOURLY RETIREMENT PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>006</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>05/14/1955</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>006</u>	1c Effective date of plan <u>05/14/1955</u>	
1b Three-digit plan number (PN) ▶	<u>006</u>				
1c Effective date of plan <u>05/14/1955</u>					
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>NESTLE USA, INC.</u> <u>30500 BAINBRIDGE RD</u> <u>SOLOM, OH 44139-2205</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>95-1572209</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>440-349-5757</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>311900</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>95-1572209</u>	2c Plan Sponsor's telephone number <u>440-349-5757</u>	2d Business code (see instructions) <u>311900</u>	
2b Employer Identification Number (EIN) <u>95-1572209</u>					
2c Plan Sponsor's telephone number <u>440-349-5757</u>					
2d Business code (see instructions) <u>311900</u>					

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2020	ROBERTA FAZIO
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2020	KRISTEN MCBRIDE
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number <div style="background-color: #cccccc; height: 40px; width: 100%;"></div>
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 10971
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	<div style="background-color: #cccccc; height: 20px; width: 100%;"></div> 6a(1) 4198 6a(2) 3965 6b 4337 6c 1415 6d 9717 6e 847 6f 10564 6g 6h 117
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

1B 1C 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1)** ☒ **R** (Retirement Plan Information)
- (2)** ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3)** ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

- (1)** ☒ **H** (Financial Information)
- (2)** ☐ **I** (Financial Information – Small Plan)
- (3)** ☐ 0 **A** (Insurance Information)
- (4)** ☐ **C** (Service Provider Information)
- (5)** ☒ **D** (DFE/Participating Plan Information)
- (6)** ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2019 Form M-1 annual report. If the plan was not required to file the 2019 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2019 This Form is Open to Public Inspection
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For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan <u>NESTLE HOURLY RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶ <u>006</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>NESTLE USA, INC.</u>	D Employer Identification Number (EIN) <u>95-1572209</u>
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information
1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2019</u>	
2 Assets:	
a Market value	2a <u>554410666</u>
b Actuarial value	2b <u>554410666</u>
3 Funding target/participant count breakdown	(1) Number of participants (2) Vested Funding Target (3) Total Funding Target
a For retired participants and beneficiaries receiving payment.....	<u>5252</u> <u>214475594</u> <u>214475594</u>
b For terminated vested participants.....	<u>1536</u> <u>55446999</u> <u>55446999</u>
c For active participants	<u>4284</u> <u>149427034</u> <u>156919472</u>
d Total.....	<u>11072</u> <u>419349627</u> <u>426842065</u>
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐	
a Funding target disregarding prescribed at-risk assumptions	4a
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b
5 Effective interest rate	5 <u>5.57</u> %
6 Target normal cost.....	6 <u>9960129</u>

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	
Signature of actuary	<u>10/02/2020</u>
<u>JEREMY L. SEVCIK</u>	Date
Type or print name of actuary	<u>20-06465</u>
<u>WILLIS TOWERS WATSON US LLC</u>	Most recent enrollment number
Firm name	<u>949-224-6536</u>
<u>2010 MAIN STREET</u> <u>SUITE 1050</u> <u>IRVINE, CA 92614-7206</u>	Telephone number (including area code)
Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

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Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	139211621	0
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	139211621	0
10 Interest on line 9 using prior year's actual return of <u>-4.50</u> %	-6264523	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.75</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	132947098	0

Part III Funding Percentages

14 Funding target attainment percentage	14	98.73 %
15 Adjusted funding target attainment percentage	15	129.88 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	147.73 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ▶			18(b)	0	18(c)
					0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost**21** Discount rate:**a** Segment rates:1st segment:
3.74 %2nd segment:
5.35 %3rd segment:
6.11 %☐ N/A, full yield curve used**b** Applicable month (enter code)**21b**

4

22 Weighted average retirement age**22**

62

23 Mortality table(s) (see instructions)☐

Prescribed - combined

☒

Prescribed - separate

☐

Substitute

Part VI Miscellaneous Items**24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No**26** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.**27****Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years****28** Unpaid minimum required contributions for all prior years **28** 0**29** Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a) **29** 0**30** Remaining amount of unpaid minimum required contributions (line 28 minus line 29) **30** 0**Part VIII Minimum Required Contribution For Current Year****31** Target normal cost and excess assets (see instructions):**a** Target normal cost (line 6) **31a** 9960129**b** Excess assets, if applicable, but not greater than line 31a **31b** 0**32** Amortization installments:**a** Net shortfall amortization installment Outstanding Balance 0 Installment 0**b** Waiver amortization installment 0 0**33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount **33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) **34** 9960129**35** Balances elected for use to offset funding requirement Carryover balance 9960129 Prefunding balance 0 Total balance 9960129**36** Additional cash requirement (line 34 minus line 35) **36** 0**37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) **37** 0**38** Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36) **38a** 0**b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances **38b** 0**39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) **39** 0**40** Unpaid minimum required contributions for all years **40** 0**Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)****41** If an election was made to use PRA 2010 funding relief for this plan:**a** Schedule elected ☐ 2 plus 7 years ☐ 15 years**b** Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2019 This Form is Open to Public Inspection
For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019		
A Name of plan NESTLE HOURLY RETIREMENT PLAN	B Three-digit plan number (PN) ►	006
C Plan sponsor's name as shown on line 2a of Form 5500 NESTLE USA, INC.	D Employer Identification Number (EIN) 95-1572209	

Part I Asset and Liability Statement			
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)	0	0
(2) Participant contributions.....	1b(2)		
(3) Other.....	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other.....	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common.....	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property).....	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans.....	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	554410666	615161019
(12) Value of interest in 103-12 investment entities.....	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities	1d(1)	
(2)	Employer real property	1d(2)	
e	Buildings and other property used in plan operation	1e	
f	Total assets (add all amounts in lines 1a through 1e)	1f	554410666 615161019
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h	
i	Acquisition indebtedness	1i	
j	Other liabilities	1j	
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	0 0
Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	554410666 615161019

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

		(a) Amount	(b) Total
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	
	(B) Participants	2a(1)(B)	
	(C) Others (including rollovers)	2a(1)(C)	
(2)	Noncash contributions	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	0
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	
	(B) U.S. Government securities	2b(1)(B)	
	(C) Corporate debt instruments	2b(1)(C)	
	(D) Loans (other than to participants)	2b(1)(D)	
	(E) Participant loans	2b(1)(E)	
	(F) Other	2b(1)(F)	
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	0
(2)	Dividends: (A) Preferred stock	2b(2)(A)	
	(B) Common stock	2b(2)(B)	
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	0
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)	
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	0
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		111506532
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		111506532

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	50756179	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		50756179
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		0
j Total expenses. Add all expense amounts in column (b) and enter total	2j		50756179

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		60750353
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☐ Unmodified (2) ☐ Qualified (3) ☒ Disclaimer (4) ☐ Adverse

b Did the accountant perform a limited scope audit pursuant to 29 CFR 2520.103-8 and/or 103-12(d)? ☒ Yes ☐ No

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **KPMG LLP**

(2) EIN: **13-5565207**

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)

b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)

	Yes	No	Amount
4a		X	
4b		X	

	Yes	No	Amount
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
4d		X	
e Was this plan covered by a fidelity bond?	X		20000000
4e	X		20000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)		X	
4i		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.)		X	
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c If the plan is a defined benefit plan, is it covered under the PBGC insurance program (See ERISA section 4021.)? ☒ Yes ☐ No ☐ Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 4237749. (See instructions.)

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2019 This Form is Open to Public Inspection.
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For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019

A Name of plan <u>NESTLE HOURLY RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶ <u>006</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>NESTLE USA, INC.</u>	D Employer Identification Number (EIN) <u>95-1572209</u>

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions	1	<u>0</u>
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): <u>36-3046063</u>		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	<u>382</u>

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	☐ Yes	☐ No	☒ N/A
If the plan is a defined benefit plan, go to line 8.			
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☒ N/A

Part III	Amendments
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9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box	☒ Increase	☐ Decrease	☐ Both	☐ No
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Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2019
v. 190130

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14	Enter the number of participants on whose behalf no contributions were made by an employer as an employer of the participant for:		
a	The current year	14a	
b	The plan year immediately preceding the current plan year	14b	
c	The second preceding plan year	14c	
15	Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a	The corresponding number for the plan year immediately preceding the current plan year	15a	
b	The corresponding number for the second preceding plan year	15b	
16	Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a	Enter the number of employers who withdrew during the preceding plan year	16a	
b	If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	
17	If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐		

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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18	If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment
19	<p>If the total number of participants is 1,000 or more, complete lines (a) through (c)</p> <p>a Enter the percentage of plan assets held as: Stock: <u>21.0</u> % Investment-Grade Debt: <u>60.0</u> % High-Yield Debt: <u>3.0</u> % Real Estate: <u>8.0</u> % Other: <u>8.0</u> %</p> <p>b Provide the average duration of the combined investment-grade and high-yield debt: ☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☒ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more</p> <p>c What duration measure was used to calculate line 19(b)? ☒ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):</p>
20	<p>PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.</p> <p>a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No</p> <p>b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box: ☐ Yes. ☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date. ☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date. ☐ No. Other. Provide explanation _____</p>



NESTLÉ HOURLY RETIREMENT PLAN

Financial Statements

December 31, 2019 and 2018

(With Independent Auditors' Report Thereon)

NESTLÉ HOURLY RETIREMENT PLAN

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All schedules required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA) have been omitted because all investments are held in a master trust or because there is no other information to report.



KPMG LLP
One Cleveland Center
Suite 2600
1375 East Ninth Street
Cleveland, OH 44114-1796

Independent Auditors' Report

The Plan Administrator
Nestlé Hourly Retirement Plan:

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of the Nestlé Hourly Retirement Plan (the Plan), which comprise the statements of net assets available for benefits and accumulated plan benefits as of December 31, 2019 and 2018, and the related statements of changes in net assets available for benefits and changes in accumulated plan benefits for the year ended December 31, 2019, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with U.S. generally accepted accounting principles this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audit in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the *Basis for Disclaimer of Opinion* paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in notes 5, 7, and 8, which was certified by The Northern Trust Company, the trustee of the Nestlé in the USA Pension Trust (Trust) in which the Plan participates, except for comparing such information with the related information included in the financial statements. We have been informed by the plan administrator that the trustee holds the Trust's investment assets and executes investment transactions. The plan administrator has obtained a certification from the trustee as of December 31, 2019 and 2018, and for the year ended December 31, 2019, that the information provided to the plan administrator by the trustee is complete and accurate.

Disclaimer of Opinion

Because of the significance of the matter described in the *Basis for Disclaimer of Opinion* paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, we do not express an opinion on these financial statements.



Report on Form and Content in Compliance With DOL Rules and Regulations

The form and content of the information included in the financial statements, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

KPMG LLP

Cleveland, Ohio
October 14, 2020

NESTLÉ HOURLY RETIREMENT PLAN
Statements of Net Assets Available for Benefits
December 31, 2019 and 2018

	<u>2019</u>	<u>2018</u>
Investments, at fair value (notes 5, 7 and 8):		
Plan interest in Nestlé in the USA Pension Trust	\$ <u>615,161,019</u>	<u>554,410,666</u>
Net assets available for benefits	\$ <u><u>615,161,019</u></u>	<u><u>554,410,666</u></u>

See accompanying notes to financial statements.

NESTLÉ HOURLY RETIREMENT PLAN

Statement of Changes in Net Assets Available for Benefits

Year ended December 31, 2019

Investment income:

Plan interest in Nestlé in the USA Pension Trust investment income	\$ 113,241,551
Total investment income	<u>113,241,551</u>

Deductions:

Benefits paid to participants	50,756,179
Investment and administrative expenses	<u>1,735,019</u>
Total deductions	<u>52,491,198</u>
Net increase	60,750,353

Net assets available for benefits:

Beginning of year	<u>554,410,666</u>
End of year	<u>\$ 615,161,019</u>

See accompanying notes to financial statements.

NESTLÉ HOURLY RETIREMENT PLAN

Statements of Accumulated Plan Benefits

December 31, 2019 and 2018

	<u>2019</u>	<u>2018</u>
Actuarial present value of accumulated plan benefits (note 2(c)):		
Vested benefits:		
Participants currently receiving payments	\$ 253,085,589	227,511,672
Other participants	<u>325,718,291</u>	<u>250,473,442</u>
	578,803,880	477,985,114
Nonvested benefits	<u>12,953,350</u>	<u>8,732,325</u>
Total actuarial present value of accumulated plan benefits	\$ <u><u>591,757,230</u></u>	<u><u>486,717,439</u></u>

See accompanying notes to financial statements.

NESTLÉ HOURLY RETIREMENT PLAN
Statement of Changes in Accumulated Plan Benefits
Year ended December 31, 2019

Actuarial present value of accumulated plan benefits at beginning of year	\$ 486,717,439
Increase (decrease) during the year attributable to:	
Benefits accumulated and actuarial gains	12,457,325
Decrease in discount the period	21,696,644
Benefits paid	(50,756,179)
Other assumption changes (note 2(c))	119,209,305
Plan amendments (note 1(b))	<u>2,432,696</u>
Actuarial present value of accumulated plan benefits, end of year	<u>\$ 591,757,230</u>

See accompanying notes to financial statements.

NESTLÉ HOURLY RETIREMENT PLAN

Notes to Financial Statements

December 31, 2019 and 2018

(1) Description of the Plan

The following brief description of the Nestlé Hourly Retirement Plan (the Plan) is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

(a) General

The Plan is a defined benefit pension plan covering certain hourly employees of Nestlé USA, Inc. and certain affiliated companies (Company or Plan Sponsor). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

(b) Pension Benefits

Participating employees at each Company location covered under the Plan receive benefits under a separate schedule of benefits (Schedule) that sets out specific eligibility provisions and benefit amounts for each location. The Plan provides defined benefits to retired participants based on their years of service. In general, the pension benefits are set to begin at age 65 in the form of a life annuity. Effective April 1, 2015, the Plan was amended to universally offer commencement of benefits and a lump sum option at any age once employment ends. Other forms of payment and early commencement are available based on provisions specific to the various collective bargaining agreements and locations covered under the Plan. For the majority of participants, benefits become fully vested after they have completed three years of vesting service. Periodically, for eligible participants at certain Company locations, changes to the Plan's provisions are negotiated to increase the base rates used to calculate pension benefits (including benefit level increases to take effect in future periods). The base rates within the Schedule for certain locations were updated in both the years ended December 31, 2019 and 2018.

(c) Death and Disability Benefits

If an active participant dies after completing the applicable vesting requirements, a death benefit may be paid to the participant's qualified surviving spouse. Based on the applicable Schedule, the amount of the benefits paid to the surviving spouse is computed with reference to the applicable early retirement factors of the Plan for participants who meet the applicable early retirement provisions, or with reference to the applicable vested deferred retirement factors for participants who meet the applicable deferred vested retirement provisions. In general, disability benefits are also available and vary by covered location.

(2) Summary of Significant Accounting Policies

The following are the significant accounting policies followed by the Plan:

(a) Basis of Accounting

The accompanying financial statements are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

NESTLÉ HOURLY RETIREMENT PLAN

Notes to Financial Statements

December 31, 2019 and 2018

(b) Investment Valuation

Plan assets are held in the Nestlé in the USA Pension Trust (Pension Trust), which was established by the Company for the pooled investment of assets for various qualified pension plans sponsored by the Company. The Pension Trust is maintained by The Northern Trust Company, as trustee.

The Pension Trust investments are stated at fair value, in accordance with Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820, *Fair Value Measurements and Disclosures*.

Purchases and sales of securities are recorded on a trade-date basis. Interest and other income are recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Pension Trust's gains and losses on investments bought and sold as well as held during the year.

(c) Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, which are attributable under the Plan's provision to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries.

The accumulated plan benefits for active employees are based on their years of credited service multiplied by benefit factors defined in the Plan document. Benefits payable under all circumstances – retirement, death, disability, and termination of employment – are included to the extent they are deemed attributable to employee credited service rendered to the valuation date.

The actuarial present value of accumulated plan benefits is determined by an independent actuary, Willis Towers Watson, and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements due to death, disability, termination, or retirement) between the valuation date and the expected date of payment. The significant actuarial assumptions used in the valuations were as follows:

	2019	2018
Life expectancy of participants	Pri-2012, including separate assumptions for contingent survivors with Modified MP-2019 projection	RP-2014 with Modified MP-2016 projection
Retirement age	Varying by age	Varying by age
ASC 960 discount rate and expected return on plan assets	2.90 %	4.70 %

NESTLÉ HOURLY RETIREMENT PLAN

Notes to Financial Statements

December 31, 2019 and 2018

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

(d) Administrative Expenses

The Plan allows for administrative expenses such as trustee fees, investment management fees, actuarial valuation fees, accounting fees, and recordkeeping fees to be paid from Plan assets.

(e) Payment of Benefits

Benefit payments to participants are recorded upon distribution.

(f) Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits at the date of the financial statements, and changes therein. Actual results could differ from those estimates.

(g) Risks and Uncertainties

The Pension Trust invests in various investment securities. Investment securities are exposed to various risks such as interest rate risk, market risk, and credit risk. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and those changes could materially affect the amounts reported in the statements of net assets available for benefits.

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimation and assumption process, it is at least reasonably possible that changes in these estimates and assumptions in the near term could be material to the financial statements.

(h) Derivative Financial Instruments

The Pension Trust accounts for derivatives and hedging activities in accordance with ASC 815, *Derivatives and Hedging*, which requires that all derivative instruments not qualifying for hedge accounting be recorded on the statements of net assets available for benefits at their respective fair values.

NESTLÉ HOURLY RETIREMENT PLAN

Notes to Financial Statements

December 31, 2019 and 2018

The Pension Trust uses derivatives for the benefit of the plans in the Pension Trust as a tool to reduce risk and as an investment strategy. The Pension Trust will enter into the following types of derivative instruments: interest rate swaps, credit default swaps (CDS), equity swaps, commodity swaps, financial futures, commodities futures, foreign exchange forward contracts and options, and swaptions and options. The derivative instruments outstanding as of period-end and the amounts of realized and unrealized gains and losses, as well as other income on derivative instruments during the period (as disclosed in the derivatives tables in note 7), serve as indicators of the volume of derivative activity for the Pension Trust. Derivative strategies involve risk and like other investments, can lose money. The impact on Pension Trust performance can be positive or negative, and will vary depending on market movements.

The Pension Trust manages interest rate risk using interest rate swaps and/or US Treasury futures (interest rate hedge). The objective of the interest rate hedge is to manage the effective duration of the Pension Trust's assets to better match its defined benefit obligations, thereby protecting the funded ratio of the Pension Trust as interest rates fluctuate. Interest rate swaps and futures used in this manner adjust interest rate and yield curve exposures and substitute for physical securities.

The Pension Trust also uses derivatives as a substitute for physical securities in order to gain exposure to certain asset classes. Using derivatives instead of physical securities may be a more efficient means to gain exposure to an index or a market sector due to its characteristics of increased liquidity and reduced transaction costs. Using derivatives may also reduce the need to sell assets when there is a difficult trading environment. These derivatives are used to create credit, equity, and foreign exchange exposures.

The Pension Trust uses a mix of equity, fixed income, and foreign exchange futures to securitize a cash position. Use of these derivatives enables the cash of the Pension Trust to earn a return as if it were invested in the various asset classes as defined by the strategic asset allocation. It allows the Pension Trust to retain liquidity and flexibility, while still earning equity, fixed income, or foreign exchange returns.

The Pension Trust manages credit risk through use of CDS. These derivatives are used to manage credit exposure without buying or selling securities outright. Written CDS increase credit exposure (selling protection), obligating the Pension Trust to buy bonds from counterparties in the event of a default. Purchased CDS decrease exposure (buying protection) providing the right to "put" (sell) bonds to the counterparty in the event of a default.

The Pension Trust has managed the foreign currency risk inherent in international equity portfolios through the use of foreign exchange forwards, which are foreign exchange transactions that have settlement periods longer than three days. The Pension Trust also uses foreign exchange forwards and currency options as an investment strategy. The Pension Trust terminated its active FX strategy during the third quarter of 2018.

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Counterparty risk for swaps and forwards that are not centrally cleared through a central exchange is mitigated through the use of International Swaps and Derivatives Association (ISDA) standardized agreements that require gains and losses owed to and from the counterparty to be agreed daily, and gains or losses to be collateralized with cash. For futures, the gain (loss) is calculated and funds are transferred to and from the Pension Trust on a daily basis, based on the prior day's market valuation. The types of counterparties are large banks and brokers, and the investment managers each have netting arrangements within their accounts to reduce the exposure to any single counterparty.

Holding derivatives has a significant impact on cash flow. Daily mark to markets and accumulated gains and losses can be large, depending on the volatility of the markets. The Pension Trust has maintained the liquidity necessary to settle any losses under a variety of market conditions, including the most severe.

(i) Foreign Currency

The Pension Trust's investment securities and other assets and liabilities denominated in foreign currencies are translated into U.S. dollar amounts at the date of valuation. Purchases and sales of investment securities and income and expense items denominated in foreign currencies are translated into U.S. dollar amounts on the respective dates of such transactions.

The Pension Trust does not isolate that portion of the results of operations resulting from changes in foreign exchange rates on investments from the fluctuations arising from changes in market prices of securities held. Such fluctuations are included with the net appreciation and depreciation from investments.

(j) Recently Issued Accounting Standards

In February 2017, the FASB issued ASU 2017-06, *Plan Accounting: Defined Benefit Pension Plans (Topic 960), Defined Contribution Pension Plans (Topic 962), Health and Welfare Benefit Plans (Topic 965): Employee Benefit Plan Master Trust Reporting*, which changes the presentation and disclosures for plans that participate in a master trust. ASU 2017-06 introduces a new concept of plans having divided or undivided interest in the master trust. Plans with an undivided interest have a proportionate share in the master trust and plans with a divided interest have a specific share in each asset of the master trust. The requirement to disclose percentage interest in the master trust was removed for plans with a divided interest in the master trust. Upon adoption, plans will be required to disclose the dollar amount of the plan's interest in each of the general types of investments held by the master trust, as well as the master trust's other assets and liabilities and the dollar amount of the plan's interest in each of those other assets and liabilities. The Plan has adopted ASU 2017-06 as of December 31, 2019, as permitted, and applied the provisions of ASU 2017-06 retrospectively, as required.

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In August 2018, the FASB issued ASU 2018-13, *Fair Value Measurement (Topic 820) Disclosure Framework – Changes to the Disclosure Requirements for Fair Value Measurement*. ASU 2018-13 improves the disclosure requirements for fair value measurements. The guidance is effective for fiscal years, and interim periods within those fiscal years, beginning after December 15, 2019. Early adoption is permitted. The Plan is assessing the impact on its disclosures of adopting the updated standard.

(3) Funding Policy

The funding policy of the Plan Sponsor is to make contributions for each plan year in the amount not less than the minimum required contribution under the law and not more than the maximum tax-deductible contribution. The Company may vary its contribution level, if appropriate to its tax and cash position and the Plan's funded status. The Company elected to use the funding balance to offset the minimum required contributions for the Plan year ended December 31, 2019, which met the Company's policy.

(4) Plan Termination

Although it has not expressed any intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

In the event the Plan terminates, the net assets of the Plan will be allocated as prescribed by ERISA and its related regulations. The assets allocated to each participant would be distributed through either (a) continuance of the trust fund that is attributable to the Plan or establishment of a new trust fund, and/or (b) purchase of annuity contracts. In addition, certain benefits under the Plan are insured by the Pension Benefit Guaranty Corporation (PBGC) if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination. However, there is a statutory ceiling on the amount of an individual's monthly benefit that the PBGC guarantees, which is adjusted periodically.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide those benefits and may also depend on the level of benefits guaranteed by the PBGC.

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(5) Trustee Certifications

The plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the plan administrator has obtained certifications from The Northern Trust Company, the trustee of the Pension Trust in which the Plan participates, as of December 31, 2019 and 2018, and for the year ended December 31, 2019, that all of the information provided by them is complete and accurate. Information included in the accompanying financial statements and notes thereto, as to investments and investment income (loss), is presented in reliance upon those certifications, with the exception of the Pension Trust's investments in real estate funds, hedge funds, and venture capital and partnership funds and the leveling of investments. These investments are held by the investment fund managers, who report the net asset values of the Pension Trust's interests to the Company and trustee on a periodic basis. Information included in the accompanying financial statements related to these funds is based upon these net asset values as of December 31, 2019 and 2018.

(6) Parties in Interest

During the years ended December 31, 2019 and 2018, Nestlé in the USA Pension Trust had parties in interest that included Plan Sponsor, trustee, investment advisory, legal, actuarial, and administrative service providers. The fees paid by the Pension Trust to these parties-in-interest were \$12,672,177 for the year ended December 31, 2019. The Plan's share of these expenses was \$1,735,019 for the Plan year ended December 31, 2019.

(7) Interest in Nestlé in the USA Pension Trust

The assets of the Plan are invested in the Pension Trust, in which the assets of the Plan are combined with the assets of other affiliated Company plans for investment purposes.

Pursuant to the trustee's method of allocating the investment holdings between the plans, contributions into the Pension Trust are treated as additions in the Pension Trust, withdrawals are treated as deductions in the Pension Trust, and investment income (loss) is allocated proportionately. Accordingly, the value of the Plan's investment in the Pension Trust is equal to the Plan's interest in each applicable investment increased or decreased by the Plan's allocated share in income, gains, and losses attributable to each applicable investment, which share is generally based upon the Plan's respective share of the Pension Trust's combined net assets available for benefits each month before investment income (loss) and net appreciation (depreciation) in the fair value of investments. Those investment expenses of the Pension Trust, which can be specifically identified as being applicable to the Plan, are charged to the Plan. The remaining investment expenses are allocated to the Plan based on the Plan's respective share of the Pension Trust's combined net assets available for benefits on a monthly basis.

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The Plan's investments consist of an undivided interest in investments held by the Master Trust. The Plan's equitable share of the Pension Trust's net assets was approximately 13.7% and 13.6% for the years ended December 31, 2019 and 2018, respectively. The net assets of the Master Trust and the Plan's interest in the Master Trust balances as of December 31, 2019 and 2018, are as follows:

	2019		2018	
	Master Trust Balances	Plan's Interest in Master Trust Balances	Master Trust Balances	Plan's Interest in Master Trust Balances
Investments, at fair value:				
Unencumbered investments:				
The Northern Trust Company Core Qualified Collateral Section**	\$ 102,513,511	14,046,184	58,020,365	7,931,137
Equities	1,031,040,290	141,270,951	538,836,688	73,656,680
Fixed income	2,879,840,026	394,589,565	2,613,711,094	357,283,172
Real estate	324,697,145	44,489,313	336,461,907	45,992,909
Venture capital and partnerships	—	—	122,975,539	16,810,232
Other investments	701,132	96,068	12,695,827	1,735,465
Hedge funds	246,851,168	33,823,023	291,132,822	39,796,616
Cash and cash equivalents*	263,094,422	36,048,639	381,193,458	52,107,522
Total unencumbered investments	4,848,737,694	664,363,743	4,355,027,700	595,313,733
Securities pledged to creditors**:				
Equities	2,214,459	303,420	685,152	93,657
Fixed income	100,299,052	13,742,763	57,335,213	7,837,479
Total securities pledged to creditors	102,513,511	14,046,183	58,020,365	7,931,136
Total assets	4,951,251,205	678,409,926	4,413,048,065	603,244,869
Payable under securities loan agreements**	(102,513,511)	(14,046,184)	(58,020,365)	(7,931,137)
Liabilities	(359,097,104)	(49,202,723)	(299,227,075)	(40,903,066)
Net Pension Trust assets	\$ 4,489,640,590	615,161,019	4,055,800,625	554,410,666

* Includes pending trade sales and purchases as of year-end.

** The Pension Trust participated in a securities lending arrangement through the trustee during the years ended December 31, 2019 and 2018. The Pension Trust obtained cash and noncash collateral from the borrowers of the Plan's securities as a result of this arrangement. The collateral received from borrowers was invested in The Northern Trust Company Core Qualified Collateral Section. The noncash collateral received consisted primarily of fixed income securities and domestic equity securities.

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	<u>2019</u>	<u>2018</u>
Cash collateral	\$ 90,501,670	46,942,209
Non cash collateral	<u>14,489,624</u>	<u>12,196,361</u>
Total	\$ <u>104,991,294</u>	<u>59,138,570</u>

During the year ended December 31, 2019, investment income for the Pension Trust consisted of the following:

	<u>2019</u>
Net appreciation in fair value of investments	\$ 666,173,560
Interest	106,731,075
Dividends	501,700
Other income	<u>53,656,571</u>
	\$ <u>827,062,906</u>
Pension Trust investment income attributable to the Plan	\$ 113,241,551

As discussed in note 2(h), the Pension Trust uses derivative financial instruments as part of its investment strategy. Refer to note 8 for a description of valuation methodologies. Gains and losses on derivative financial instruments are realized in investment income (loss) on a daily basis. As of December 31, 2019 and 2018, the Pension Trust held the following derivatives:

	<u>2019</u>		<u>2018</u>	
	<u>Asset derivatives fair value</u>	<u>Liability derivatives fair value</u>	<u>Asset derivatives fair value</u>	<u>Liability derivatives fair value</u>
Derivatives not accounted for as hedging instruments:				
Interest rate	\$ 9,646,371	(15,051,363)	15,916,785	(4,735,602)
Foreign exchange	692,648	(554,662)	290,715	(254,184)
Credit	1,601,152	(1,049,612)	2,019,005	(1,231,556)
Equity	<u>236,853</u>	<u>(2,864)</u>	<u>455</u>	<u>(2,189,512)</u>
	\$ <u>12,177,024</u>	<u>(16,658,501)</u>	<u>18,226,960</u>	<u>(8,410,854)</u>

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The fair values of the derivatives are located within Unencumbered Investments held by the Pension Trust in other investments in assets and liabilities, cash and cash equivalents, fixed income, and equities. There is no concentration of derivatives in any of the categories. Swap valuations are also represented in the Pension Trust Receivables and Liabilities.

For the year ended December 31, 2019, the Pension Trust recognized in investment gain and other income the following:

	2019	
	Amount of gain	Amount of other income
Derivatives not accounted for as hedging instruments:		
Interest rate	\$ 7,573,216	36,532,233
Foreign exchange	554,658	—
Credit	2,939,093	431,604
Equity	45,380,469	(68,193)
	<u>\$ 56,447,436</u>	<u>36,895,644</u>

The gain related to the derivatives is located in the net appreciation in fair value of investments and the other income for the Pension Trust. There is no concentration of derivatives in any of the categories.

Offsetting of Assets and Liabilities – Pension Trust at December 31, 2019:

Asset description	Gross recognized assets	Gross amounts offset	Net amounts presented	Amounts not offset		Net exposure
				Financial instruments	Net collateral received	
OTC Equities	\$ 58,378	—	58,378	—	—	58,378
OTC Foreign exchange	692,648	—	692,648	138,133	101,045	453,470
OTC Interest rate/credit	8,974,063	—	8,974,063	366,473	7,872,985	734,605
Total derivatives subject to a Master Netting Agreement (MNA)	<u>9,725,089</u>	<u>—</u>	<u>9,725,089</u>	<u>504,606</u>	<u>7,974,030</u>	<u>1,246,453</u>
Exchange cleared interest rate/credit	1,986,598	—	1,986,598	—	—	1,986,598
Exchange traded equities	178,475	—	178,475	—	—	178,475
Exchange traded interest rate/credit	286,862	—	286,862	—	—	286,862
Total derivatives not subject to a MNA	<u>2,451,935</u>	<u>—</u>	<u>2,451,935</u>	<u>—</u>	<u>—</u>	<u>2,451,935</u>
Total derivatives	<u>\$ 12,177,024</u>	<u>—</u>	<u>12,177,024</u>	<u>504,606</u>	<u>7,974,030</u>	<u>3,698,388</u>
Securities lending pledged	\$ 102,513,511	—	102,513,511	—	102,513,511	—

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Liability description	Gross recognized liabilities	Gross amounts offset	Net amounts presented	Amounts not offset		Net exposure
				Financial instruments	Net collateral pledged	
OTC Equities	\$ —	—	—	—	—	—
OTC Foreign exchange	554,662	—	554,662	138,133	170,000	246,529
OTC Interest rate/credit	9,743,561	—	9,743,561	366,473	7,740,000	1,637,088
Total derivatives subject to a MNA	10,298,223	—	10,298,223	504,606	7,910,000	1,883,617
Exchange cleared interest rate/credit	4,431,516	—	4,431,516	—	—	4,431,516
Exchange traded equities	2,864	—	2,864	—	—	2,864
Exchange traded interest rate /credit	1,925,898	—	1,925,898	—	—	1,925,898
Total derivatives not subject to a MNA	6,360,278	—	6,360,278	—	—	6,360,278
Total derivatives	\$ 16,658,501	—	16,658,501	504,606	7,910,000	8,243,895

Offsetting of Assets and Liabilities – Pension Trust at December 31, 2018:

Asset description	Gross recognized assets	Gross amounts offset	Net amounts presented	Amounts not offset		Net exposure
				Financial instruments	Net collateral received	
OTC Foreign exchange	\$ 290,715	—	290,715	—	(81,076)	371,791
OTC Interest rate/credit	11,788,498	—	11,788,498	—	27,727	11,760,771
Total derivatives subject to a Master Netting Agreement (MNA)	12,079,213	—	12,079,213	—	(53,349)	12,132,562
Exchange cleared interest rate/credit	2,151,266	—	2,151,266	—	—	2,151,266
Exchange traded equities	455	—	455	—	—	455
Exchange traded interest rate/credit	3,996,026	—	3,996,026	—	—	3,996,026
Total derivatives not subject to a MNA	6,147,747	—	6,147,747	—	—	6,147,747
Total derivatives	\$ 18,226,960	—	18,226,960	—	(53,349)	18,280,309
Securities lending pledged	\$ 58,020,365	—	58,020,365	—	58,020,365	—

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Liability description	Gross recognized liabilities	Gross amounts offset	Net amounts presented	Amounts not offset		Net exposure
				Financial instruments	Net collateral pledged	
OTC Equities	\$ 58,689	—	58,689	—	—	58,689
OTC Foreign exchange	254,184	—	254,184	—	81,076	173,108
OTC Interest rate/credit	3,694,607	—	3,694,607	—	(27,727)	3,722,334
Total derivatives subject to a MNA	4,007,480	—	4,007,480	—	53,349	3,954,131
Exchange cleared interest rate/credit	2,152,567	—	2,152,567	—	—	2,152,567
Exchange traded equities	2,130,823	—	2,130,823	—	—	2,130,823
Exchange traded interest rate /credit	119,984	—	119,984	—	—	119,984
Total derivatives not subject to a MNA	4,403,374	—	4,403,374	—	—	4,403,374
Total derivatives	\$ 8,410,854	—	8,410,854	—	53,349	8,357,505

(8) Fair Value Measurements

The Plan has adopted the guidance in ASC 820, which defines fair value, establishes a framework for measuring fair value, and expands disclosures about fair value measurements. The fair value framework requires the categorization of assets and liabilities into three levels based upon the assumptions (inputs) used to price the assets or liabilities. Level 1 provides the most reliable measure of fair value, whereas Level 3 generally requires significant judgment. The three levels are defined as follows:

- Level 1: Assets or liabilities that are valued based on unadjusted quoted prices in active markets that are accessible at measurement date.
- Level 2: Assets or liabilities that are valued based on observable inputs, other than those included in Level 1, based on quoted prices for similar assets and liabilities in active markets, quoted prices for identical or similar assets and liabilities in inactive markets, or financial instruments for which all significant inputs are observable; either directly or indirectly.
- Level 3: Assets or liabilities that are valued based on unobservable inputs, including the reporting entity's own analysis of the underlying economic data that market participants would factor into the pricing of the asset or liability.

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Assets and liabilities of the Pension Trust measured at fair value on a recurring basis are categorized as follows:

		December 31, 2019				
		Level 1	Level 2	Level 3	Total	
Nestlé in the USA Pension Trust assets:						
Northern Trust Core Qualified collateral section	\$	102,513,511	(i)	—	102,513,511	
Equities:						
Preferred stock		5,260,110	(a)	537,750	(b)	5,797,860
Common stock		311,503	(a)	—	—	311,503
Commingled funds		1,026,908,533	(e)	—	—	1,026,908,533
Equity futures		178,475	(a)	—	—	178,475
Equity options and swaps		—		58,378	(g)	58,378
Total equities		1,032,658,621		596,128	—	1,033,254,749
Fixed income:						
Mutual funds		8,894,017		—	—	8,894,017
Collateralized obligations		—		3,956,613	(c)	299,467
Corporate bonds		—		1,785,110,566	(b)	—
Government and municipal		—		1,051,609,869	(f)	315,793
Bank loans		—		10,513,964	(b)	—
Futures		286,862		—	—	286,862
Options and swaps		—		10,960,661	(g)	—
Total fixed income		9,180,879	(a)	2,862,151,673	615,260	(h)
Venture capital and partnerships		—	(j)	—	—	—
Other assets:						
Foreign exchange forwards and options		692,648		—	—	692,648
Other misc. assets		8,480		—	4	8,484
Total other assets		701,128	(a)	—	(g)	4
					(g)	701,132

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December 31, 2019				
	Level 1	Level 2	Level 3	Total
Cash and cash equivalents:				
Cash (held at broker)	\$ 15,791,325 (a)	—	—	15,791,325
Cash	144,714,067 (a)	—	—	144,714,067
Short term	99,698,581 (d)	2,890,449	—	102,589,030
Total cash and cash equivalents	260,203,973	2,890,449	—	263,094,422
Total assets by fair value level	1,405,258,112	2,865,638,250	615,264	4,271,511,626
Liabilities:				
Payables	(331,557,170)	—	—	(331,557,170)
Collateral held	(10,881,433)	—	—	(10,881,433)
Total current liabilities	(342,438,603) (a)	—	—	(342,438,603)
Equity futures	(2,864)	—	—	(2,864)
Equity options and swaps	—	—	—	—
Fixed income futures	(1,908,945)	—	—	(1,908,945)
Fixed income options and swaps	(16,953)	(14,175,077)	—	(14,192,030)
Foreign exchange forwards and options	(554,662)	—	—	(554,662)
Total other investments	(2,483,424) (a)	(14,175,077) (g)	—	(16,658,501)
Payables under securities lending agreement	(102,513,511) (i)	—	—	(102,513,511)
Total liabilities by fair value level	(447,435,538)	(14,175,077)	—	(461,610,615)
Net pension trust assets by fair value level	\$ 957,822,574	2,851,463,173	615,264	3,809,901,011
Investments measured at net asset value				679,739,579
Net pension trust assets				\$ 4,489,640,590

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		December 31, 2018			
		Level 1	Level 2	Level 3	Total
Nestlé in the USA Pension Trust assets:					
Northern Trust Core Qualified collateral section	\$	58,020,365	(i) —	—	58,020,365
Equities:					
Preferred stock		5,077,471	(a) 497,750	(b) —	5,575,221
Commingled funds		533,946,164	(e) —	—	533,946,164
Equity futures		455	(a) —	—	455
Total equities		539,024,090	497,750	—	539,521,840
Fixed income:					
Mutual funds		8,452,077	—	—	8,452,077
Collateralized obligations		—	34,533	(c) 3,465,059	3,499,592
Corporate bonds		—	1,595,723,834	(b) 12,981,944	1,608,705,778
Government and municipal		—	914,460,525	(f) 263,595	914,724,120
Bank loans		—	14,287,481	(b) —	14,287,481
Futures		3,996,026	—	—	3,996,026
Options and swaps		—	13,939,764	(g) —	13,939,764
Total fixed income		12,448,103	2,538,446,137	16,710,598	(h) 2,567,604,838
Venture capital and partnerships		122,975,539	(j) —	—	122,975,539
Other assets:					
Foreign exchange forwards and options		263,244	27,471	—	290,715
Other misc. assets		12,403,427	—	1,685	12,405,112
Total other assets		12,666,671	27,471	1,685	(g) 12,695,827
Cash and cash equivalents:					
Cash (held at broker)		11,525,326	(a) —	—	11,525,326
Cash		248,794,247	(a) —	—	248,794,247
Short term		120,873,885	(d) —	—	120,873,885
Total cash and cash equivalents		381,193,458	—	—	381,193,458
Total assets by fair value level		1,126,328,226	2,538,971,358	16,712,283	3,682,011,867

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December 31, 2018				
	Level 1	Level 2	Level 3	Total
Liabilities:				
Payables	\$ (278,032,263)	—	—	(278,032,263)
Collateral held	(12,783,958)	—	—	(12,783,958)
Total current liabilities	(290,816,221) (a)	—	—	(290,816,221)
Equity futures	(2,130,823)	—	—	(2,130,823)
Equity options and swaps	—	(58,689)	—	(58,689)
Fixed income futures	(119,984)	—	—	(119,984)
Fixed income options and swaps	—	(5,847,174)	—	(5,847,174)
Foreign exchange forwards and options	(245,825)	(8,359)	—	(254,184)
Total other investments	(2,496,632) (a)	(5,914,222) (g)	—	(8,410,854)
Payables under securities lending agreement	(58,020,365) (i)	—	—	(58,020,365)
Total liabilities by fair value level	(351,333,218)	(5,914,222)	—	(357,247,440)
Net pension trust assets by fair value level	\$ 774,995,008	2,533,057,136	16,712,283	3,324,764,427
Investments measured at net asset value				731,036,198
Net pension trust assets				\$ 4,055,800,625

Due to the Company's policy to diversify the holdings of the Pension Trust portfolio, there is no significant concentration of investments within any particular class of investments included above. The valuation methodologies utilized by the Plan and Pension Trust for the above investments as of December 31, 2019 and 2018, are as follows:

- (a) Based on quoted market prices in active markets.
- (b) Based on investment manager or industry pricing services of investments. Certain fixed income pricing is on a bid-evaluation basis. Institutional bid evaluations are estimated prices. Pricing vendors use models, which are generally proprietary, to arrive at the estimated prices. These prices represent the price a dealer would pay for a security. Model inputs vary depending on the type of security, but typically include trade data, institutional bids, comparable trades, dealer quotes, and news media. Market data is provided by multiple independent sources, including primary and secondary dealers, portfolio managers, and research analysts.

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- (c) Collateralized mortgage valuations are based on trade and quote activity of bonds with similar features including issuer, vintage, prepayment speeds, and purpose of the underlying loan (first or second lien).
- (d) Cash equivalents include short term fixed income instruments whose valuations are determined based upon maturity date, issue date, and credit ratings.
- (e) Commingled funds are valued based on the daily pricing of the underlying assets to estimate the fair value of the fund as determined by the investment manager. The liquidity of these investments is determined by the redemption period and settlement period for each fund. The Pension Trust considered these and other characteristics and concluded these commingled funds have a readily determinable fair value.
- (f) Government and municipal bonds are priced by obtaining feeds from various live data sources including market makers and interdealer brokers.
- (g) Currency forwards use quoted foreign exchange rates in an active market or exchange. Over-the-counter options are valued using bid, ask/offer quotes that are binding and corroborated. Swaps are valued using the discounted cash flow method. The two legs (fixed and floating) are priced independently as the present value of their expected cash flows.
- (h) Certain fixed income securities (primarily certain collateralized obligations) are valued based upon evaluated prices using unobservable inputs (i.e., extrapolated data, proprietary models, and indicative quotes).
- (i) Fair value is based on the net asset value of the Core Collateral Fund as determined daily, by the trustee, using market prices of underlying investments and evaluations supplied by industry pricing vendors.
- (j) Investments measured at net asset value include, alternative fixed income investments, real estate funds, hedge funds, and private equity funds. The net asset values are reported to the Company and trustee by the fund managers or the general partners of the fund. These net asset values are based on the fair value of the underlying portfolio investments held by the investment fund.

These fair values are determined by a variety of methods; real estate investments are valued at appraised values plus undistributed rental and interest income; hedge funds are valued by the investment manager using quoted market prices of underlying investments and evaluations supplied by industry pricing vendors; and private equity investments are valued using income and market based analysis.

The Pension Trust did not hold any private equity investments for the year ended December 31, 2019. For the year ended December 31, 2018, the Pension Trust entered into secondary market transactions to sell its private equity investments for an amount other than net asset value. As a result, the private equity investments have been included within the leveling disclosure in Level 1 for the year ended December 31, 2018.

NESTLÉ HOURLY RETIREMENT PLAN

Notes to Financial Statements

December 31, 2019 and 2018

A summary of the nature and risks of the investments and unfunded commitments that are valued using a net asset value (NAV) for the year ended December 31, 2019 and 2018, is as follows:

	2019		2018		Redemption frequency	Redemption notice period
	Net asset value	Unfunded commitments	Net asset value	Unfunded commitments		
Hedge funds	\$ 246,851,168	—	291,132,822	—	Monthly, quarterly	70 days
Fixed income – redeemable	73,282,477	18,055,656	49,111,838	—	Annually	90 days
Fixed income – not redeemable	34,908,789	—	54,329,631	—	Not redeemable	N/A
Real estate funds – open end	245,100,005	—	248,559,837	2,414,665	Quarterly	45–90 days
Real estate funds – closed end	79,597,140	32,976,491	87,902,070	42,468,783	Not redeemable	N/A
	<u>\$ 679,739,579</u>	<u>51,032,147</u>	<u>731,036,198</u>	<u>44,883,448</u>		

The Pension Trust's investments measured at net asset value are in, real estate, hedge funds, and fixed income partnerships for the years ended December 31, 2019 and 2018. These investments are primarily limited partnership investments and the fair value is determined using an audited net asset value (NAV). The fair value of investments is estimated using techniques that may rely heavily on the investment managers' assumptions and qualitative observations. The Pension Trust uses the fair valuations from the investment managers and reviews and validates their valuation methods and processes throughout the year. The Pension Trust did not make any adjustments to any valuations. The Pension Trust establishes and follows valuation policies and procedures. The Pension Trust employs specialized investment consultants who perform due diligence on the valuation policies and procedures of the general partners before making the investments and periodically thereafter. Using their own procedures and systems, they evaluate the reasonableness of the partnerships' NAVs on a monthly and quarterly basis using industry comparisons, operating performance metrics and they conduct frequent reviews with the general partners. The Pension Trust periodically evaluates the fair valuation policies and procedures of these specialized investment consultants and requests and reviews the valuation policies of the investment managers and general partners annually. The Pension Trust retains discretion to sell any of these investments at an amount other than the net asset value, should there be an investment case to sell these investments in the secondary market.

A summary of changes in the fair value of Level 3 assets and liabilities for the year ended December 31, 2019, is as follows:

	December 31, 2018	Gross purchases and issuances	Gross sales and settlements	Unrealized gains (losses)	Realized losses	December 31, 2019
Fixed income	\$ 16,710,598	(3,763,955)	(11,539,972)	1,896,871	(2,688,282)	615,260
Other assets	1,685	—	—	(1,681)	—	4
	<u>\$ 16,712,283</u>	<u>(3,763,955)</u>	<u>(11,539,972)</u>	<u>1,895,190</u>	<u>(2,688,282)</u>	<u>615,264</u>

NESTLÉ HOURLY RETIREMENT PLAN

Notes to Financial Statements

December 31, 2019 and 2018

The significance of transfers between levels is evaluated based upon the nature of the financial instrument and size of the transfer relative to the total net assets available for benefits. There were no significant transfers between levels for the year ended December 31, 2019.

(9) Tax Status

The Internal Revenue Service (IRS) has determined as of January 1, 2015, and informed the Plan by a letter dated September 30, 2016, that the Plan and related trust are designed in accordance with applicable Sections of the Internal Revenue Code (IRC). The Plan has been further amended since requesting the determination letter. The Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

The Plan Administrator evaluates tax positions taken by the Plan. The financial statement effects are recognized when the Plan has taken an uncertain position that more likely than not would be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2019, there are no uncertain tax positions taken or expected to be taken.

The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes the Plan is no longer subject to income tax examinations for years prior to 2016.

(10) Subsequent Events

The COVID-19 outbreak, which was declared a pandemic by the World Health Organization on March 11, 2020, triggered volatility in financial markets and a significant negative impact on the global economy. The value of the Plan's investments has been subject to significant fluctuation, and the ultimate financial impact cannot be predicted at this time.

The Plan has evaluated subsequent events through October 14, 2020, the date these financial statements were available for issuance.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26
Schedule of Active Participant Data as of January 1, 2019
Active Participants with Pay-Based Benefits

Years of Credited Service											
Attained Age		Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & Over
<25	Number Avg. Earnings		4								
25 to 29	Number Avg. Earnings		18	14	3						
30 to 34	Number Avg. Earnings		15	22 56,531	13						
35 to 39	Number Avg. Earnings		13	24 55,434	24 54,446	8	1				
40 to 44	Number Avg. Earnings		7	12	16	15	5				
45 to 49	Number Avg. Earnings		10	14	13	5	8	2			
50 to 54	Number Avg. Earnings		9	11	15	17	9	8			
55 to 59	Number Avg. Earnings		14	14	18	18	5	6	4		
60 to 64	Number Avg. Earnings		2	8	13	18	5	2	1		
65 to 69	Number Avg. Earnings			1	1	1	1	2		1	
70 & up	Number Avg. Earnings										

Average Age = 47.41

Average Service = 11.79

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26
Schedule of Active Participant Data as of January 1, 2019
Number distributed by attained age and attained years of credited service

Attained Age	Years of Credited Service									
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over
Under 25	22	68	0	0	0	0	0	0	0	0
25-29	23	174	51	1	0	0	0	0	0	0
30-34	30	162	102	46	0	0	0	0	0	0
35-39	21	160	112	92	32	0	0	0	0	0
40-44	11	107	103	80	51	33	0	0	0	0
45-49	15	106	121	84	80	36	21	0	0	0
50-54	10	75	114	102	85	77	64	59	0	0
55-59	12	76	94	110	101	85	80	135	32	1
60-64	1	36	70	69	53	108	46	48	33	23
65-69	1	3	8	20	9	22	9	7	3	9
70 & over	0	0	1	1	1	4	1	1	0	1

Average Age = 47.95

Average Service = 11.41

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month January 2019
- Yield curve basis Segment rates
- HATFA interest corridors applied for funding and benefit restrictions Yes

Interest rates:

- | | For Minimum | For Maximum |
|--|-------------|-------------|
| ■ First segment rate | 3.74% | 2.55% |
| ■ Second segment rate | 5.35% | 3.93% |
| ■ Third segment rate | 6.11% | 4.49% |
| ■ Effective Interest Rate (EIR) - NHRP | 5.57% | 4.14% |

Annual rates of increase:

- Compensation

Varies by age,	
average 3.00%	
Sample rates:	
<u>Age</u>	<u>Rate</u>
25	5.00%
40	3.00%
55	2.50%
- Social Security wage base 2.50%
- Statutory limits on compensation and benefits 2.00%
- Lump sum rates 3.74%/5.35%/6.11%

Plan Name: Nestle Hourly Retirement Plan
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 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date The valuation date coincident with or next following the date on which the employee becomes a participant.

Mortality (Funding Valuation)

- Healthy Separate rates for non-annuitants (based on RP-2014 “Employees” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2017) and annuitants (based on RP-2014 “Healthy Annuitants” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2017).
- Disabled Same as healthy mortality
- Lump sum conversion IRC 417(e) table

Termination Rates varying by age, service and plan

■ Nestlé Hourly Retirement

Percentage leaving during the year						
Sub Plan	NUSA		NPPC		Nutrition	
Years of Service	<3	>3	<3	>3	Males	Females
Attained Age						
25	23.7%	15.5%	26.5%	13.8%	12.9%	16.2%
40	12.1%	8.0%	12.6%	6.3%	4.9%	4.9%
50	9.9%	4.3%	10.2%	4.3%	2.6%	3.1%

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Disability

Rates varying by age, sex, and plan

Representative Disability Rates

■ Nestlé Hourly Retirement Plan

Percentage becoming disabled during the year

Age	NUSA		NPPC		Nutrition	
	Males	Females	Males	Females	Males	Females
30	0.06%	0.11%	0.06%	0.11%	0.26%	0.40%
40	0.16%	0.38%	0.14%	0.39%	0.31%	0.47%
50	0.47%	0.59%	0.41%	0.61%	0.55%	0.83%

Retirement

Rates varying by age and plan

Representative Retirement Rates

■ Nestlé Hourly Retirement

Percentage leaving during the year

Sub Plan Attained Age	NUSA	NPPC	NUTRITION
55	3.1%	3.2%	4.0%
60	3.2%	3.9%	7.7%
62	17.4%	18.8%	24.1%
65	38.3%	41.9%	60.7%
70	100.0%	100.0%	100.0%

Benefit commencement date:

Nestlé Hourly Retirement (Gerber Hourly Plans)

- Preretirement death benefit Upon death, vesting and eligibility for dependent spouse and estate. Upon participant's early retirement date for surviving spouse
- Termination benefit Immediate for lump sums; age 65 for annuities

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

- Disability benefit Upon disability and eligibility for benefit
- Retirement benefit Upon termination of employment and eligibility for benefit

Infant Nutrition and Nestlé Pension Plan (Gerber Life)

- Preretirement death benefit Upon death and eligibility for benefit
- Termination benefit Upon termination of employment and eligibility for benefit
- Disability benefit Upon disability and eligibility for benefit
- Retirement benefit Upon termination of employment and eligibility for benefit

Plan Name: Nestle Hourly Retirement Plan
EIN / PN: 95-1572209 / 006
Plan Sponsor: Nestle USA Inc (US)
Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Form of payment

Nestlé Pension Plan (Excludes FPCB and Gerber Life)								
Married Participants								
	Termination Benefit				Retirement Benefit			
Participant Group	Life	Cert & Life	J&S	Lump Sum	Life	Cert & Life	J&S	Lump Sum
NUSA FAP	10%	0%	20%	70%	10%	0%	10%	80%
NUSA PEP	10%	0%	20%	70%	10%	0%	10%	80%
NPPC FAP	5%	5%	15%	75%	5%	5%	15%	75%
NPPC CAP	5%	5%	15%	75%	5%	5%	15%	75%
NPPC PEP	0%	0%	0%	100%	0%	0%	10%	90%
Single Participants								
	Termination Benefit				Retirement Benefit			
Participant Group	Life	Cert & Life	J&S	Lump Sum	Life	Cert & Life	J&S	Lump Sum
NUSA FAP	30%	0%	0%	70%	20%	0%	0%	80%
NUSA PEP	30%	0%	0%	70%	20%	0%	0%	80%
NPPC FAP	15%	10%	0%	75%	15%	10%	0%	75%
NPPC CAP	15%	10%	0%	75%	15%	10%	0%	75%
NPPC PEP	0%	0%	0%	100%	0%	10%	0%	90%

Nestlé Hourly Retirement (Excludes Reedsburg and Libby)

Married Participants

25% J&S, 75% lump sum

Single Participants

25% single life annuity, 75% lump sum

Nestlé Hourly Retirement (Reedsburg and Libby)

Life annuity

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Percent Married	75% for Gerber Life participants in Nestlé Pension Plan, 80% all other plans
Spouse age	Wife three years younger than husband.
Covered pay	Average of prior three years' pensionable earnings, increased with one year's salary increase assumption.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.
Administrative expenses	Nestlé no longer pays administrative expenses from the pension trust.
At-risk assumptions	For at-risk calculations, all participants eligible to elect benefits during the current and subsequent ten plan years are assumed to commence benefits at the earliest possible date under the plan, but not before the end of the current plan year. In addition, these participants (not just those eligible to begin benefits within the next 11 years) are assumed to elect the most valuable form of benefit.

Methods

Valuation date	First day of plan year
Funding target and PVAB	Present value of accrued benefits
Target normal cost	Present value of benefits expected to accrue during plan year plus plan-related expenses expected to be paid from plan assets during the year
Actuarial value of assets	Market value of assets, including contributions receivable
Funding policy	Nestlé USA's general funding policy is to make contributions for each plan year in an amount not less than the minimum required contribution under ERISA and to target 100% funded status on a Pension Protection Act (PPA) basis. This will not exceed the maximum tax-deductible contribution. Nestlé may vary its contribution level, if appropriate to its tax and cash position and the funded status.
Benefits not valued	<p>All benefits described in the Plan Provisions section of this report were valued. Willis Towers Watson has reviewed the plan provisions with Nestlé and is not aware of any significant benefits required to be valued that were not.</p> <p>Small benefits with present values up to \$5,000 may be paid in a single lump sum payment. Such lump sums are not explicitly valued as such; rather, such participants' benefits are valued using the benefit choice assumptions described above.</p>

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

The plan sponsor through its administrator, Willis Towers Watson, furnished participant data and claims data as of January 1, 2019. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assumptions Rationale – Significant Economic Assumptions

Rates of increase in compensation and statutory limits	Assumed increases were chosen by the plan sponsor and represent an estimate of future experience.
---	---

Administrative and investment expenses	Administrative and investment expenses are determined by Nestlé at year end.
---	--

Assumptions Rationale – Significant Demographic Assumptions

Mortality	Assumptions were selected by the plan sponsor and represent a best estimate of future experience.
------------------	---

Termination	Termination rates were based on an experience study conducted in 2015 for the period 2009-2013, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
--------------------	---

Assumed termination rates differ by age, service and plan because of observed differences in termination rates by age, service and plan.

Disability	Disability rates were based on an experience study conducted in 2015 for the period 2009-2013, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
-------------------	--

Assumed disability rates differ by gender and plan because of observed differences in disability rates by gender and plan.

Plan Name:	Nestle Hourly Retirement Plan
EIN / PN:	95-1572209 / 006
Plan Sponsor:	Nestle USA Inc (US)
Valuation Date:	January 1, 2019

SCHEDULE SB ATTACHMENTS

Retirement

Retirement rates were based on an experience study conducted in 2015 for the period 2009-2013, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Assumed retirement rates differ by plan because of observed differences in retirement rates by plan.

Benefit commencement date:

- Pre-retirement death benefit

Surviving spouses are assumed to begin benefits at the earliest permitted commencement date because ERISA requires benefits to start then unless the spouse elects to defer. If the spouse elects to defer, actuarial increases from the earliest commencement date must be given, so that a later commencement date is expected to be of approximately equal value, and experience indicates that most spouses do take the benefit as soon as it is available.

- Deferred vested benefit

Commencement ages were based on an experience study conducted in 2015 for the period 2009-2013. Deferred vested early commencement factors are generally not subsidized so that the difference between this approach and using assumed commencement rates at different ages is not expected to be significant.

Form of payment

The optional form of payment assumptions are based on an experience study performed in 2015 for the period 2009-2013.

For groups newly eligible for lump sums in 2016, the percentage of retiring participants assumed to take lump sums is based on observed experience for other Nestlé employee groups.

Prescribed Methods

Funding methods

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are “prescribed methods set by law”, as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Plan Name: Nestle Hourly Retirement Plan
EIN / PN: 95-1572209 / 006
Plan Sponsor: Nestle USA Inc (US)
Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

**Change in assumptions and
methods since prior valuation**

The segment interest rates used to calculate the funding target was updated to the current valuation date as required by IRC §430.

The mortality table used to calculate the funding target and target normal cost was updated to include one additional year of projected mortality improvement, as required by IRC §430.

Plan Name: Nestle Hourly Retirement Plan
EIN / PN: 95-1572209 / 006
Plan Sponsor: Nestle USA Inc (US)
Valuation Date: January 1, 2019

**SCHEDULE SB
(Form 5500)**Department of the Treasury
Internal Revenue ServiceDepartment of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

**Single-Employer Defined Benefit Plan
Actuarial Information**

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1510-0110

2019**This Form is Open to Public
Inspection**For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019▶ **Round off amounts to nearest dollar.**▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

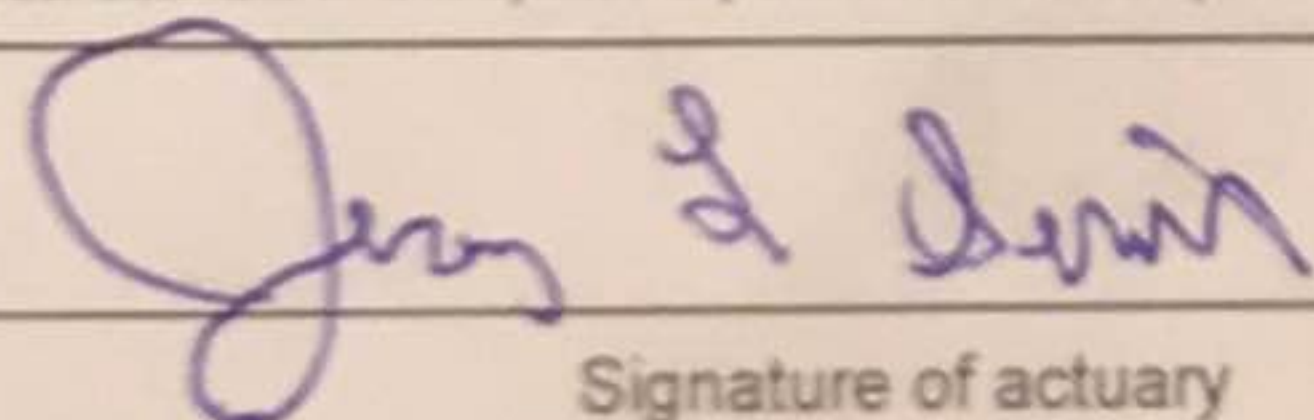
A Name of plan NESTLE HOURLY RETIREMENT PLAN		B Three-digit plan number (PN) ▶	006
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF NESTLE USA, INC.		D Employer Identification Number (EIN) 95-1572209	
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B		F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500	

Part I Basic Information

1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2019</u>				
2 Assets:				
a Market value.....		2a	554,410,666	
b Actuarial value.....		2b	554,410,666	
3 Funding target/participant count breakdown		(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment.....		5,252	214,475,594	214,475,594
b For terminated vested participants.....		1,536	55,446,999	55,446,999
c For active participants.....		4,284	149,427,034	156,919,472
d Total.....		11,072	419,349,627	426,842,065
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐				
a Funding target disregarding prescribed at-risk assumptions.....		4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....		4b		
5 Effective interest rate.....		5	5.57%	
6 Target normal cost.....		6	9,960,129	

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

**SIGN
HERE**

Signature of actuary

Jeremy L. Sevcik

Type or print name of actuary

Willis Towers Watson US LLC

Firm name

2010 Main Street
Suite 1050
Irvine

CA 92614-7206

Address of the firm

10/2/2020

Date

2006465

Most recent enrollment number

949-224-6536

Telephone number (including area code)

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2019
v. 190130

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year).....	139,211,621	0
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8).....	139,211,621	0
10 Interest on line 9 using prior year's actual return of <u>-4.50%</u>	-6,264,523	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year).....		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.75%</u>		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return.....		0
c Total available at beginning of current plan year to add to prefunding balance.....		0
d Portion of (c) to be added to prefunding balance.....		0
12 Other reductions in balances due to elections or deemed elections.....	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12).....	132,947,098	0

Part III Funding Percentages

14 Funding target attainment percentage	14	98.73%
15 Adjusted funding target attainment percentage.....	15	129.88%
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	147.73%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ▶			18(b)	0	18(c)
					0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years.....	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.....	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year?..... ☐ Yes ☒ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost**21** Discount rate:**a** Segment rates:1st segment:
3.74 %2nd segment:
5.35 %3rd segment:
6.11 %☐ N/A, full yield curve used**b** Applicable month (enter code) **21b** 4**22** Weighted average retirement age **22** 62**23** Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute**Part VI Miscellaneous Items****24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No**26** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment **27****Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years****28** Unpaid minimum required contributions for all prior years **28** 0**29** Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a) **29** 0**30** Remaining amount of unpaid minimum required contributions (line 28 minus line 29) **30** 0**Part VIII Minimum Required Contribution For Current Year****31** Target normal cost and excess assets (see instructions):**a** Target normal cost (line 6) **31a** 9,960,129**b** Excess assets, if applicable, but not greater than line 31a **31b** 0

32 Amortization installments:		Outstanding Balance	Installment
a Net shortfall amortization installment.....		0	0
b Waiver amortization installment.....		0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount **33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)..... **34** 9,960,129

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement.....	9,960,129	0	9,960,129

36 Additional cash requirement (line 34 minus line 35)..... **36** 0**37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)..... **37** 0

38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	38a	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0

39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)..... **39** 0**40** Unpaid minimum required contributions for all years **40** 0**Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)****41** If an election was made to use PRA 2010 funding relief for this plan:**a** Schedule elected ☐ 2 plus 7 years ☐ 15 years**b** Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Nestle USA Inc (US)
EIN/PN	95-1572209/006
Plan Name	Nestle Hourly Retirement Plan
Valuation Date	January 1, 2019
Enrolled Actuary	Jeremy Sevcik
Enrollment Number	20-06465

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

Plan Name:	Nestle Hourly Retirement Plan
EIN / PN:	95-1572209 / 006
Plan Sponsor:	Nestle USA Inc (US)
Valuation Date:	January 1, 2019

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2019

Aggregate Calculation of Weighted Average Retirement Age for NHRP

Retirement rates vary by participant groups. The weighted average age across all participant groups, based on plan demographics as of the valuation date, is 62.

Group	Count of Actives	Weight	Average Age	Weight*Age
NPPC	1,176	27.45%	61	16.75
NUSA	1,754	40.94%	63	25.79
Nutrition	1,354	31.61%	62	19.60
	4,284	100.00%		62

Plan Name: Nestle Hourly Retirement Plan
EIN / PN: 95-1572209 / 006
Plan Sponsor: Nestle USA Inc (US)
Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Participant group: NPPC

Description of Weighted Average Retirement Age

Age	Retirement Rate	1.00 - Retirement Rate	Probability of Remaining Active	Percentage Retiring at Age	Age Times Percentage Retiring
49	0.00%	100.00%	100.00%	0.00%	0.00
50	4.26%	95.74%	95.74%	4.26%	2.13
51	4.46%	95.54%	91.46%	4.27%	2.18
52	4.20%	95.80%	87.62%	3.85%	2.00
53	4.02%	95.98%	84.10%	3.52%	1.87
54	3.83%	96.17%	80.87%	3.22%	1.74
55	3.23%	96.78%	78.27%	2.61%	1.43
56	3.52%	96.48%	75.51%	2.75%	1.54
57	2.58%	97.42%	73.56%	1.95%	1.11
58	2.91%	97.09%	71.42%	2.14%	1.24
59	3.26%	96.74%	69.09%	2.33%	1.37
60	3.94%	96.06%	66.37%	2.72%	1.63
61	5.05%	94.95%	63.02%	3.35%	2.04
62	18.81%	81.19%	51.17%	11.85%	7.35
63	15.46%	84.54%	43.26%	7.91%	4.98
64	12.42%	87.58%	37.88%	5.37%	3.44
65	41.91%	58.09%	22.01%	15.88%	10.32
66	43.09%	56.91%	12.52%	9.48%	6.26
67	50.00%	50.00%	6.26%	6.26%	4.20
68	45.83%	54.17%	3.39%	2.87%	1.95
69	45.00%	55.00%	1.87%	1.53%	1.05
70	100.00%	0.00%	0.00%	1.87%	1.31
				100.00%	

Average Retirement Age: 61

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Participant group: NUSA

Description of Weighted Average Retirement Age

Age	Retirement Rate	1.00 - Retirement Rate	Probability of Remaining Active	Percentage Retiring at Age	Age Times Percentage Retiring
54	0.00%	100.00%	100.00%	0.00%	0.00
55	3.13%	96.87%	96.87%	3.13%	1.72
56	3.56%	96.44%	93.42%	3.45%	1.93
57	3.44%	96.56%	90.21%	3.21%	1.83
58	4.18%	95.82%	86.44%	3.77%	2.19
59	3.42%	96.58%	83.48%	2.96%	1.74
60	3.22%	96.78%	80.79%	2.69%	1.61
61	5.83%	94.17%	76.09%	4.71%	2.87
62	17.35%	82.65%	62.89%	13.20%	8.18
63	15.71%	84.29%	53.01%	9.88%	6.22
64	12.71%	87.30%	46.27%	6.73%	4.31
65	38.29%	61.71%	28.56%	17.72%	11.52
66	40.69%	59.31%	16.94%	11.62%	7.67
67	41.42%	58.58%	9.92%	7.02%	4.70
68	37.20%	62.81%	6.23%	3.69%	2.51
69	38.56%	61.44%	3.83%	2.40%	1.66
70	100.00%	0.00%	0.00%	3.83%	2.68
				100.00%	

Average Retirement Age: 63

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Participant group: Nutrition

Description of Weighted Average Retirement Age

Age	Retirement Rate	1.00 - Retirement Rate	Probability of Remaining Active	Percentage Retiring at Age	Age Times Percentage Retiring
54	0.00%	100.00%	100.00%	0.00%	0.00
55	4.00%	96.00%	96.00%	4.00%	2.20
56	4.79%	95.21%	91.40%	4.60%	2.57
57	6.50%	93.50%	85.46%	5.94%	3.39
58	4.97%	95.03%	81.21%	4.25%	2.46
59	3.92%	96.08%	78.03%	3.18%	1.88
60	7.73%	92.27%	72.00%	6.03%	3.62
61	6.30%	93.70%	67.46%	4.54%	2.77
62	24.07%	75.93%	51.23%	16.24%	10.07
63	19.15%	80.85%	41.42%	9.81%	6.18
64	13.03%	86.97%	36.02%	5.39%	3.45
65	60.72%	39.28%	14.15%	21.87%	14.22
66	62.92%	37.08%	5.25%	8.90%	5.87
67	74.73%	25.27%	1.33%	3.92%	2.63
68	51.25%	48.75%	0.65%	0.68%	0.46
69	51.25%	48.75%	0.32%	0.33%	0.23
70	100.00%	0.00%	0.00%	0.32%	0.22
				100.00%	

Average Retirement Age: 62

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Nestlé Hourly Retirement Plan

Plan Provisions

The most recent amendment reflected in the following plan provisions was effective in 2017.

Covered employees	Hourly employees of Nestlé Food Company at covered locations			
Participation date:	<i>Location</i>	<i>Age</i>	<i>Service</i>	<i>Entry Date</i>
	Allentown	0	0	January 1
	Beich	21	0	Immediate
	Burlington	21	0	Immediate
	Crete	0	0	January 1
	Decatur	21	1	Immediate
	Franklin Park	20	0	Immediate; 1 year of service for Local 552; 3 months of service for Local 339
	Freehold	21	0	January 1 or July 1
Type of plan	Dollar per month			

Definitions

Vesting service	One year for each 1,000-hour year of employment after age 18. From date of hire for Crete and Allentown. Pro-rata for more than 500 hours for Freehold
Credited service	One year for each 1,000-hour year of employment. From date of hire for Crete, Allentown, and Franklin Park
Pensionable earnings	Calendar year W-2 compensation, excluding expense reimbursements, and including 401(k) and 125 deferrals

Plan Name: Nestle Hourly Retirement Plan
EIN / PN: 95-1572209 / 006
Plan Sponsor: Nestle USA Inc (US)
Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Accumulated benefit:

Decatur*: 50% of FAE – 75% of Social Security benefit, prorated for less than 30 years of service at NRD, times the ratio of actual credited service to service at NRD

<i>Location</i>	<i>Monthly Benefit** X Credited Service</i>	<i>Minimum Annual Benefit</i>	<i>Effective Date</i>	<i>Maximum Service</i>
Allentown	\$47 for service from 3/1/2015 + \$43 for service from 1/1/2012 + \$40 for service from 3/15/2009 to 12/31/2011 + \$36 for service from 1/1/2009 to 3/14/2009 + \$35 for service from 3/15/2004 to 1/1/2009 + \$29 for service from 1/1/2002 to 3/15/2004 + \$28 for service from 12/1/1994 to 12/31/2001 + \$4 for service before 12/1/1994	None	03/01/2015	None
Beich	\$43.00	\$120	03/03/2019	30 years, if hired after March 10, 1991
Burlington	\$48.00	\$130	02/15/2021	35 years
Crete	\$39.75 for service after 12/1/94 + \$5.50 for service before 12/1/94	None	02/05/2018	None
Decatur*	\$27.00	None	07/01/1997	None
Franklin Park	\$39.00	None	11/13/2016	None
Freehold	\$58.50	\$100	07/28/2019	30 years, if hired after August 1, 1989

* If a person in the Decatur location becomes a participant after 7/1/1997, he receives the dollar-per month formula. If he became a participant before 7/1/1997, he receives the better of the dollar-per-month or the pay-related formula.

** Reflects ultimate benefit levels used for the IAS 19 valuation. See last page of Appendix B for more detail.

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Most locations	Retirement on or after both attaining age 65 and completing three years of vesting service
	Allentown	Retirement on or after both attaining age 62 and completing three years of vesting service
Early retirement	Most locations	Retirement before NRD and on or after both attaining age 55 and completing ten years of vesting service
	Allentown	Retirement before NRD and on or after both attaining age 50 and completing ten years of vesting service
	Crete	Retirement before NRD and on or after both attaining age 50 and completing ten years of vesting service
	Decatur	Retirement before NRD and on or after both attaining age 55 and completing three years of vesting service
Vested termination		Termination for reasons other than death or retirement after completing three years of vesting service
Disability	Most locations	Permanent and total disability after completing ten years of vesting service
	Franklin Park	Permanent and total disability on or after both attaining age 50 and completing fifteen years of service
Preretirement death benefit	Most locations	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse on or after completing three years of vesting service
	Allentown	Early retirement date
	Freehold	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse on or after both attaining age 55 and completing three years of vesting service

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Benefits Paid Upon the Following Events

Normal retirement (NRD)		Accrued benefit payable immediately.
Early retirement	Most locations	Accrued benefit reduced 6% for each year of the first five years prior to age 65, and 4% for each additional year
	Allentown	Accrued benefit reduced 5% for each year prior to NRD
	Crete	Accrued benefit reduced 6% for each of the first five years, and 5% for each of the next five years and 4% for each additional year
	Decatur	Accrued benefit reduced 6.667% for each of the first five years prior to age 65, and 3.333% for each additional year
Vested termination		Accrued benefit payable at NRD, or reduced as for early retirement, or actuarially reduced to age 40
Disablement	Most locations	Accrued benefit payable immediately, with additional accrual to age 65 for Crete
	Franklin Park	Accrued benefit payable immediately
Preretirement death	Most locations	Reduced immediate pension payable for the life of the spouse
	Allentown	Reduced pension payable for life of spouse
	Freehold	If married, reduced 100% joint and survivor early retirement benefit if attained age 55 or 100% accrued benefit for all others reduced to be payable at 40.
	Crete (pre-65)	Greater of reduced pension payable for life of spouse and 45% of accrued benefit unreduced
	Crete (post-65)	100% joint and survivor benefit

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Form of payment:

Normal form of payment: Life annuity for single employees; 100% joint and survivor for married employees

Option form of payment: Lump sum

Pension increases: None

Plan participants' contributions: None

Maximum on benefits and pay: All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Plan Name: Nestle Hourly Retirement Plan
EIN / PN: 95-1572209 / 006
Plan Sponsor: Nestle USA Inc (US)
Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Optional Forms of Payment

Participant Group	Actuarial Equivalence	Optional Forms
Allentown	■ 8.00%	1) Single Life Annuity
Stoughton	■ UP-1984 (20% female, 80% male)	2) 50%, 75% & 100% Joint Survivor Annuity
Weirton (closed)		3) 10 year Certain and Life Annuity, 15 year Certain and Life Annuity (Allentown)
		4) 5 year Certain and Life Annuity, 10 year Certain and Life Annuity (Weirton)
		5) Lump Sum
Beechnut	■ 8.50%	1) Single Life Annuity
	■ 1971 GAM	2) 50%, 75% & 100% Joint Survivor Annuity
		3) 5 year Certain and Life Annuity, 10 year Certain and Life Annuity
		4) Lump Sum
Bloomington	■ 6.00%	1) Single Life Annuity
Burlington	■ 1979 Buck (80% male set back 1 year, 20% female set back 2 years)	2) 50% & 100% Joint Survivor Annuity
Cains (closed)		3) Any option with 5 year Certain and Life Annuity (if 55/10, Fulton & Granite City)
Freehold (If not 60/10)		4) Lump Sum
Fulton (closed)		
Granite City (closed)		
New Milford (closed)		
Ripon (closed)		
Sunbury (closed)		

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Optional Forms of Payment (cont.)

Participant Group	Actuarial Equivalence	Optional Forms
Carnation #1	<ul style="list-style-type: none"> 8.00% 1994 GAR 	<ol style="list-style-type: none"> 1) Single Life Annuity 2) 50% & 100% Joint Survivor Annuity 3) Lump Sum
Crete	<ul style="list-style-type: none"> 8.00% UP-1984 (20% female, 80% male) of table of factors if better 	<ol style="list-style-type: none"> 1) Single Life Annuity 2) 50% & 100% Joint Survivor Annuity 3) 10 year Certain and Life Annuity, 15 year Certain and Life Annuity 4) 20% Joint & Spousal Annuity (only if married, no reduction) 5) Lump Sum
<ul style="list-style-type: none"> b) Married participants c) Unmarried participants 		
Decatur (closed)	<ul style="list-style-type: none"> 8.00% TSA-IV projected to 1965 with Scale C 	<ol style="list-style-type: none"> 1) Single Life Annuity 2) 50%, 75% & 100% Joint Survivor Annuity 3) 10 year Certain and Life Annuity 4) Lump Sum
Drumstick (married participants only) (closed)	<ul style="list-style-type: none"> Table of factors 	<ol style="list-style-type: none"> 1) Single Life Annuity 2) 50% & 100% Joint Survivor Annuity 3) 3 year Certain and Life Annuity, 10 year Certain and Life Annuity 4) Lump Sum

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Optional Forms of Payment (cont.)

Participant Group	Actuarial Equivalence	Optional Forms
Franklin Park	<ul style="list-style-type: none"> 10.50% UP-1984 (20% female, 80% male) 	1) Single Life Annuity 2) 50% & 100% Joint Survivor Annuity 3) Lump Sum
Freehold Participants who are at least 60/10	<ul style="list-style-type: none"> 6.00% 1979 Buck (80% male set back 1 year, 20% female set back 2 years) 	1) Single Life Annuity 2) 50% & 100% Joint Survivor Annuity 3) Lump Sum
Salinas (closed)	<ul style="list-style-type: none"> 6.00% 1979 Buck (80% male set back 1 year, 20% female set back 2 years); Table for pop-up 	1) Single Life Annuity 2) 50% & 100% Joint Survivor Annuity 3) 50% & 100% Joint Survivor Annuity with pop-up 4) Lump Sum
Stouffer Hourly	<ul style="list-style-type: none"> 8.00% 1971 TPF&C Forecast set back 3 years 	1) Single Life Annuity 2) 50%, 75% & 100% Joint Survivor Annuity 3) 10 year Certain and Life Annuity 4) Lump Sum

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Future Plan Changes

Ultimate benefit levels negotiated on or before December 31, 2018 were recognized in determining plan accounting liabilities. Benefit increases negotiated on or before January 1, 2019, and effective during 2019 were recognized in determining contribution requirements.

Changes in Benefits Valued Since Prior Year

The benefit level for Bloomington - Beich increased from \$42.00 to \$43.00.

The benefit level for Burlington increased from \$46.75 to \$47.25.

The benefit level for Freehold increased from \$58.00 to \$58.50.

Plan Name: Nestle Hourly Retirement Plan
EIN / PN: 95-1572209 / 006
Plan Sponsor: Nestle USA Inc (US)
Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Nestlé Hourly Retirement Plan (Formerly Nestlé USA Hourly Pension Plan)

Plan Provisions

Effective December 31, 2012, this plan merged into the Nestlé Hourly Retirement Plan.

The most recent amendment reflected in the following plan provisions was effective in 2019.

Covered employees	Nonunion hourly employees
Participation date	Completion of one year of service
Type of plan	Dollar per month

Definitions

Vesting service	One year for each 1,000-hour year of employment
Credited service	One year for each 2,000-hour year of employment; partial credit for partial years
Accumulated benefit:	Benefit level x credited service. See last page of Appendix B for locations and benefit levels. For Distribution Centers and Transportation Centers participants of the Nestlé Hourly Retirement Plan: <ul style="list-style-type: none">■ Current employees will receive a version of the account benefit formula. The benefit will be the better of A+B or C<ul style="list-style-type: none">○ A is the CHPP benefit as of 12/31/2015○ B is the account formula benefit with past CHPP service for points counting towards points service in the PEP○ C is continued accruals under the \$36/month benefit formula which will run concurrent with the “A+B” benefit and will serve as a minimum benefit Additionally, the current \$36/month benefit will continue to run concurrent with the “B” benefit and will serve as a minimum benefit.

Eligibility for Benefits

Normal retirement	Retirement on or after attaining age 65
Early retirement	Retirement before NRD and on or after both attaining age 55 and completing three years of vesting service
Postponed retirement	Retirement after both attaining age 65

Plan Name:	Nestle Hourly Retirement Plan
EIN / PN:	95-1572209 / 006
Plan Sponsor:	Nestle USA Inc (US)
Valuation Date:	January 1, 2019

SCHEDULE SB ATTACHMENTS

Vested termination	Termination for reasons other than death or retirement after completing three years of vesting service
Disability	Permanent and total disability after completing five years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse on or after completing three years of vesting service

Benefits Paid Upon the Following Events

Normal retirement (NRD)	Accrued benefit payable immediately
Early retirement	Accrued benefit reduced 6.67% for each of the first five years prior to age 65, and 3.33% for each additional year
Postponed retirement	Accrued benefit payable immediately
Vested termination	Accrued benefit payable unreduced at age 65, reduced 6.67% for each of the first five years prior to age 65, and 3.33% for each additional year.
Disablement	Accrued benefit payable immediately
Preretirement death	If married, reduced 100% early retirement benefit if attained age 55 or 100% accrued benefit for all others reduced to be payable at age 55

Other Plan Provisions

Normal form of payment	Life annuity for single participants; 100% joint and survivor for married participants; Lump sum
Pension increases	None
Plan participants' contributions	None
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Plan Name: Nestle Hourly Retirement Plan
EIN / PN: 95-1572209 / 006
Plan Sponsor: Nestle USA Inc (US)
Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Optional Forms of Payment

Participant Group	Actuarial Equivalence	Optional Forms
All Locations	<ul style="list-style-type: none">■ 8.00%■ 1994 GAR	<ol style="list-style-type: none">1) Single Life Annuity2) 50% & 100% Joint Survivor Annuity3) Lump Sum

Future Plan Changes

Ultimate benefit levels negotiated on or before December 31, 2018 were recognized in determining plan accounting liabilities. Benefit increases negotiated on or before January 1, 2019, and effective during 2019 were recognized in determining contribution requirements.

Changes in Benefits Valued Since Prior Year

The benefit level for Danville changed from \$32.00 to \$33.00.

Plan Name: Nestle Hourly Retirement Plan
EIN / PN: 95-1572209 / 006
Plan Sponsor: Nestle USA Inc (US)
Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Nestlé Hourly Retirement Plan (Formerly Nestlé USA Pension Plan)

Plan Provisions

Effective December 31, 2012, this plan merged into the Nestlé Hourly Retirement Plan.

The most recent amendment reflected in the following plan provisions was effective in 2018.

Covered employees	Union employees of the covered locations
Participation date	Date of hire
Type of plan	Dollar per month

Definitions

Vesting service	One year for each 1,000-hour calendar year of employment
Credited service	One year for each 1,600-hour calendar year of employment at, St. Joseph (Packers), and Fort Dodge; 1,800 hours at the other locations
Accumulated benefit:	Benefit level x credited service. See last page of Appendix B for locations and benefit levels.

Eligibility for Benefits

Normal retirement	Retirement after attaining age 65
Early retirement	Retirement before NRD and on or after both attaining age 55 and completing three years of vesting service
Postponed retirement	Retirement after attaining age 65
Vested termination	Termination for reasons other than death or retirement after completing three years of vesting service
Disability	Permanent and total disability after completing five years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse on or after completing three years of vesting service

Benefits Paid Upon the Following Events

Normal retirement (NRD)	Accrued benefit payable immediately
Early retirement	Accrued benefit reduced 6.67% for each of the first five years prior to age 65, and 3.33% for each additional year

Plan Name: Nestle Hourly Retirement Plan
EIN / PN: 95-1572209 / 006
Plan Sponsor: Nestle USA Inc (US)
Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Postponed retirement	Accrued benefit payable immediately
Vested termination	Accrued benefit payable unreduced at 65, reduced 6.67% for each of the first five years prior to age 65, and 3.33% for each additional year
Disablement	Accrued benefit payable immediately
Preretirement death	If married, reduced 100% early retirement benefit if attained age 55 or 100% accrued benefit for all others reduced to be payable at age 55

Other Plan Provisions

Normal form of payment	Life annuity for single participants; 100% joint and survivor for married participants; Lump sum
Pension increases	None
Plan participants' contributions	None
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Optional Forms of Payment

Participant Group	Actuarial Equivalence	Optional Forms
All Locations	<ul style="list-style-type: none"> ■ 8.00% ■ 1994 GAR 	1) Single Life Annuity 2) 50% & 100% Joint Survivor Annuity 3) Lump sum

Future Plan Changes

No future plan changes were recognized in determining plan accounting liabilities or in determining minimum and maximum contributions.

Changes in Benefits Valued Since Prior Year

The benefit level for Eau Claire increased from \$36.00 to \$38.00.

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Nestlé Hourly Retirement Plan (Formerly Sacramento Can Pension Plan)

Plan Provisions

Effective December 31, 2012, this plan merged into the Nestlé Hourly Retirement Plan.

The most recent amendment reflected in the following plan provisions was effective in 2015.

Covered employees	Union employees at Sacramento Can manufacturing plant; there are currently no active employees covered
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Type of plan	Dollar per month
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Definitions

Credited service	From date of hire
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Accumulated benefit:	Benefit level, varying by job class, times credited service
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Eligibility for Benefits

Normal retirement	Retirement after both attaining age 65 and completing three years of vesting service
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Early retirement	Retirement before NRD and on or after both attaining age 60 and completing ten years of vesting service
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Postponed retirement	Retirement after attaining age 65
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Vested termination	Termination for reasons other than death or retirement after completing three years of vesting service
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Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse on or after completing three years of vesting service
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Benefits Paid Upon the Following Events

Normal retirement (NRD)	Accrued benefit payable immediately
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Early retirement	Accrued benefit reduced 6.0% for each prior to age 62
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Postponed retirement	Accrued benefit payable immediately
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Vested termination	Accrued benefit payable unreduced at age 65, or reduced for each year prior to age 62, if attained age 60 and 10 years of service
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Preretirement death	If married, reduced 100% joint and survivor early retirement benefit if attained age 60 or 100% accrued benefit for all others reduced to be payable at 60.
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Plan Name:	Nestle Hourly Retirement Plan
EIN / PN:	95-1572209 / 006
Plan Sponsor:	Nestle USA Inc (US)
Valuation Date:	January 1, 2019

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Normal form of payment	Life annuity
Pension Increases	None
Plan participants' contributions	None
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Optional Forms of Payment

Participant Group	Actuarial Equivalence	Optional Forms
Sacramento Can	Conversion factors varying by age of the retiree and the spouse	a) Single Life Annuity
	<i>Sample 1: Retiree and Spouse both at age 60</i>	b) 50% & 100% Joint and Survivor Annuity
	50% J&S Annuity 0.8500	c) Lump sum
	100% J&S Annuity 0.7391	
	<i>Sample 2: Retiree and spouse both at age 65</i>	
	50% J&S Annuity 0.8340	
	100% J&S Annuity 0.7153	

Future Plan Changes

No future plan changes were recognized in determining plan accounting liabilities or in determining minimum and maximum contributions.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Nestlé Hourly Retirement Plan (Formerly Gerber Fort Smith Hourly Pension Plan)

Plan Provisions

Effective December 31, 2012, this plan merged into the Nestlé Hourly Retirement Plan.

The most recent amendment reflected in the following plan provisions was effective in 2016.

Covered employees	Hourly paid employees on Ft. Smith, Arkansas hourly factory payroll
Participation date	Age 20 ½ and six months of service or upon attainment of age 40, if earlier.
Type of plan	Dollar per month plan

Definitions

Vesting service	The number of completed full plan years of employment with the Company or any Affiliate in which the employee works 1,000 hours.
Credited service	One full year for each year with at least 1,000 hours of service.
Accumulated benefit:	Monthly benefit is the largest of (a) and (b) below: <ul style="list-style-type: none">(a) The sum of (1) and (2) below:<ul style="list-style-type: none">(1) The accrued benefits as of December 31, 1989, based on participation service, final average compensation, and the primary Social Security benefit as of December 31, 1989.(2) For participation service after January , 1989 (maximum 40 years less pre-1989 credited service up to 33 1/3 years), the monthly benefit accrual in a given year is the applicable Dollar Accrual based on total years of participation.(b) For all participation service up to 40 years, the monthly benefit accrual in a given year is the applicable Dollar Accrual Factor.

Plan Name:	Nestle Hourly Retirement Plan
EIN / PN:	95-1572209 / 006
Plan Sponsor:	Nestle USA Inc (US)
Valuation Date:	January 1, 2019

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The applicable Dollar Accrual Factor under (a) and (b) depends on the years of participation as shown below:

<u>Accrual Period</u>	<u>Dollar Accrual Factor Applicable to Years of Participation</u>		
	<u>Level One First 10 Years</u>	<u>Level Two Years 11-20</u>	<u>Level Three Years Beyond 20</u>
Before 2004	\$23.50	\$27.50	\$30.50
2004	\$25.50	\$29.50	\$32.50
2005	\$27.50	\$31.50	\$34.50
2006	\$29.50	\$33.50	\$36.50
2010	\$31.50	\$35.50	\$38.50
2013	\$35.50	\$39.50	\$42.50
2016 and After	\$38.50	\$42.50	\$45.50

Eligibility for Benefits

Normal retirement	Retirement on or after both attaining age 65 and completing five years of vesting service
Early retirement	Retirement before NRD and on or after both attaining age 57 and completing five years of vesting service
Postponed retirement	Retirement after both attaining age 65 and completing five years of vesting service
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Disability	Permanent and total disability on or after both attaining age 50 and completing fifteen years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse on or after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement (NRD)	Accrued benefit payable immediately
Early retirement	Monthly pension benefit determined as of early retirement date, reduced ½ of 1% for each month by which the early retirement date precedes 62. Unreduced for employees retiring after attaining age 60 with 40 years of uninterrupted service
Postponed retirement	Accrued benefit payable immediately
Vested termination	Accrued benefit determined as of termination date, actuarially reduced for commencement of payments prior to NRD
Disablement	Accrued benefit determined as of disability retirement date reduced by certain other benefits by or at the expense of the company

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Preretirement death 50% of the projected accrued benefit as of participant's normal retirement date is payable immediately to the dependent spouse until the death or remarriage of the dependent spouse. If not eligible for a dependent spouse benefit, a 50% surviving spouse benefit (100% if eligible for early retirement) is payable on the participant's early retirement age date. If neither a dependent nor surviving spouse benefit is payable, the lump sum balance as of the time of death is payable.

Other Plan Provisions

Forms of payment

Normal form	Life annuity
Optional forms	100%, 75%, and 50% contingent annuitant; level income; lump sum
Pension increases	None
Plan participants' contributions	None
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Plan Name: Nestle Hourly Retirement Plan
EIN / PN: 95-1572209 / 006
Plan Sponsor: Nestle USA Inc (US)
Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Optional Form Conversion Factors

<u>Form of Payment</u>	<u>Conversion Factors</u>	<u>Sample Rates</u>
Level Income Options to Age 62 (life Annuity Normal form)	The conversion factors are determined using an actuarial equivalent basis using 5.0% interest and the 1971 Group Annuity Mortality table blended 80% male / 20% female. Multiply the expected PIA at age 62 by the conversion factor to get the benefit decrease after age 62. The benefit before age 62 (payable until receipt of PIA) equals this decreased benefits plus PIA (payments are at beginning of month).	Age 55: 0.4378 Age 60: 0.1602
100% Contingent Annuitant	80% of the amount otherwise payable to the Participant as a sole annuitant, provided the age of the Participant and the designated contingent annuitant are the same. If the ages of the participant and the designated contingent annuitant are not the same, the 80% factor shall be increased by 1.0% up to a maximum of 100% for each full year that the birth date of the designated contingent annuitant precedes the birth date of the participant, or decreased by 1.0% for each full year that the birth date of the Participant precedes the birth date of the designated contingent annuitant.	Participant Age 60 and Spouse Age 60: 80.00% Participant Age 65 and Spouse Age 60: 75.00%
75% Contingent Annuitant	85% of the amount otherwise payable to the Participant as a sole annuitant, provided the age of the Participant and the designated contingent annuitant are the same. If the ages of the participant and the designated contingent annuitant are not the same, the 85% factor shall be increased by 0.85% up to a maximum of 100% for each full year that the birth date of the designated contingent annuitant precedes the birth date of the participant, or decreased by 0.85% for each full year that the birth date of the Participant precedes the birth date of the designated contingent annuitant.	Participant Age 60 and Spouse Age 60: 85.00% Participant Age 65 and Spouse Age 60: 80.75%
50% Contingent Annuitant	90% of the amount otherwise payable to the Participant as a sole annuitant, provided the age of the Participant and the designated contingent annuitant are not the same. If the ages of the participant and the designated contingent annuitant are the same, the 90% factor shall be increased by 0.7% up to a maximum of 100% for each full year that the birth date of the designated contingent annuitant precedes the birth date of the participant, or	Participant Age 60 and Spouse Age 60: 90.00% Participant Age 65 and Spouse Age 60: 86.50%

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

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decreased by 0.7% for each full year that the birth date of the Participant precedes the birth date of the designated contingent annuitant.

Future Plan Changes

No future plan changes were recognized in determining plan accounting liabilities or minimum and maximum contributions.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Nestle Hourly Retirement Plan
EIN / PN: 95-1572209 / 006
Plan Sponsor: Nestle USA Inc (US)
Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Nestlé Hourly Retirement Plan (Formerly Gerber Fremont Hourly Pension Plan)

Plan Provisions

Effective December 31, 2012, this plan merged into the Nestlé Hourly Retirement Plan.

The most recent amendment reflected in the following plan provisions was effective in 2016.

Covered Employees	Hourly paid employees on Fremont, Michigan hourly factory payroll.
Participation Date	Age 20 ½ and six months of service or upon attainment of age 40, if earlier.
Type of plan:	Dollar per month plan

Definitions

Vesting service The number of completed full plan years of employment with the Company or any Affiliate in which the employee works 1,000 hours.

Credited service One full year for each year with at least 1,000 hours of service

Pensionable earnings Total compensation including section 125 and 401(k) contributions but excluding deferred compensation.

Accumulated benefit:

Monthly benefit is the largest of (a) and (b) below:

(a) The sum of (1), (2), (3) and (4) below:

- (1) The accrued benefits as of December 31, 1988, based on participation service, final average compensation, and the primary Social Security benefit as of December 31, 1988.
- (2) For participation service after December 31, 1988 and before April 5, 2003 (maximum 40 years less pre-1989 credit service up to 33 1/3 years), the monthly benefit accrual in a given year is the applicable Dollar Accrual based on total years of participation.
- (3) \$50 for each year of participation service after April 4, 2003 and before April 1, 2012.
- (4) \$56 for each year of participation service after April 1, 2012.
- (5) \$58 for each year of participation service after April 1, 2017.

(b) The sum of (1), (2) and (3) below:

- (1) For all participant service credited prior to April 5, 2003, up to 40 years, the monthly benefit accrual in a given year is the applicable Dollar Accrual Factor.
- (2) \$50 for each year of participation service after April 4, 2003 and before April 1, 2012.

Plan Name:	Nestle Hourly Retirement Plan
EIN / PN:	95-1572209 / 006
Plan Sponsor:	Nestle USA Inc (US)
Valuation Date:	January 1, 2019

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(3) \$56 for each year of participation service after April 1, 2012.

(4) \$58 for each year of participation service after April 1, 2017.

The applicable Dollar Accrual Factor under (a) and (b) depends on termination date and years of participation as shown below:

<u>Dollar Accrual Factor Applicable to Years of Participation</u>			
Termination of Employment	Level One	Level Two	Level Three
<u>On or After</u>	<u>First 10 Years</u>	<u>Years 11-20</u>	<u>Years Beyond 20</u>
1/1/89	\$21.00	\$25.00	\$28.00
4/1/91	\$21.50	\$25.50	\$28.50
4/1/92	\$22.00	\$26.00	\$29.00
4/1/93	\$22.50	\$26.50	\$30.00
5/1/94	\$23.00	\$27.00	\$30.50
5/1/95	\$23.50	\$27.50	\$31.00
5/1/96	\$24.00	\$28.00	\$31.50
4/1/97	\$25.00	\$29.00	\$32.50
4/1/98	\$25.50	\$29.50	\$33.00
4/1/99	\$26.00	\$30.00	\$33.50

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

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Eligibility for Benefits

Normal retirement	Retirement after both attaining age 65 and completing five years of vesting service
Early retirement	Retirement before NRD and on or after both attaining age 57 and completing five years of vesting service
Postponed retirement	Retirement after both attaining age 65 and completing five years of vesting service
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Disability	Permanent and total disability on or after both attaining age 50 and completing fifteen years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse on or after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement (NRD)	Accrued benefit payable immediately
Early retirement	Monthly pension benefit determined as of early retirement date, reduced $\frac{1}{2}$ of 1% for each month by which the early retirement date precedes age 62. Unreduced for employee retiring after attaining age 60 with 30 years of uninterrupted service
Postponed retirement	Accrued benefit payable immediately
Vested termination	Accrued benefit determined as of termination date, actuarially reduced for commencement of payments prior to NRD
Disablement	Accrued benefit determined as of disability retirement date reduced by certain other benefits by or at the expense of the company
Preretirement death	50% of the projected accrued benefit as of participant's normal retirement date is payable immediately to the dependent spouse until the death or remarriage of the dependent spouse. If not eligible for a dependent spouse benefit, a 50% surviving spouse benefit (100% if eligible for early retirement) is payable on the participant's early retirement age date. If neither a dependent nor surviving spouse benefit is payable, the lump sum balance as of the time of death is payable.

Plan Name: Nestle Hourly Retirement Plan
 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
 Valuation Date: January 1, 2019

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Other Plan Provisions

Forms of payment	
Normal form	Life annuity
Optional forms	100%, 75%, and 50% contingent annuitant; level income option; lump sum
Pension increases	None
Plan participants' contributions	None
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Plan Name: Nestle Hourly Retirement Plan
EIN / PN: 95-1572209 / 006
Plan Sponsor: Nestle USA Inc (US)
Valuation Date: January 1, 2019

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Optional Form Conversion Factors

<u>Form of Payment</u>	<u>Conversion Factors</u>	<u>Sample Rates</u>
Level Income Options to Age 62 (life Annuity Normal form)	The conversion factors are determined using an actuarial equivalent basis using 5.0% interest and the 1971 Group Annuity Mortality table blended 80% male / 20% female. Multiply the expected PIA at age 62 by the conversion factor to get the benefit decrease after age 62. The benefit before age 62 (payable until receipt of PIA) equals this decreased benefits plus PIA (payments are at beginning of month).	Age 55: 0.4378 Age 60: 0.1602
100% Contingent Annuitant	80% of the amount otherwise payable to the Participant as a sole annuitant, provided the age of the Participant and the designated contingent annuitant are the same. If the ages of the participant and the designated contingent annuitant are not the same, the 80% factor shall be increased by 1.0% up to a maximum of 100% for each full year that the birth date of the designated contingent annuitant precedes the birth date of the participant, or decreased by 1.0% for each full year that the birth date of the Participant precedes the birth date of the designated contingent annuitant.	Participant Age 60 and Spouse Age 60: 80.00% Participant Age 65 and Spouse Age 60: 75.00%
75% Contingent Annuitant	85% of the amount otherwise payable to the Participant as a sole annuitant, provided the age of the Participant and the designated contingent annuitant are the same. If the ages of the participant and the designated contingent annuitant are not the same, the 85% factor shall be increased by 0.85% up to a maximum of 100% for each full year that the birth date of the designated contingent annuitant precedes the birth date of the participant, or decreased by 0.85% for each full year that the birth date of the Participant precedes the birth date of the designated contingent annuitant.	Participant Age 60 and Spouse Age 60: 85.00% Participant Age 65 and Spouse Age 60: 80.75%
50% Contingent Annuitant	90% of the amount otherwise payable to the Participant as a sole annuitant, provided the age of the Participant and the designated contingent annuitant are not the same. If the ages of the participant and the designated contingent annuitant are the same, the 90% factor shall be increased by 0.7% up to a maximum of 100% for each full year that the birth date of the designated	Participant Age 60 and Spouse Age 60: 90.00% Participant Age 65 and Spouse Age 60: 86.50%

Plan Name: Nestle Hourly Retirement Plan
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contingent annuitant precedes the birth date of the participant, or decreased by 0.7% for each full year that the birth date of the Participant precedes the birth date of the designated contingent annuitant.

Future Plan Changes

No future plan changes were recognized in determining plan accounting liabilities or minimum and maximum contributions.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Nestle Hourly Retirement Plan
EIN / PN: 95-1572209 / 006
Plan Sponsor: Nestle USA Inc (US)
Valuation Date: January 1, 2019

SCHEDULE SB ATTACHMENTS

Nestlé Hourly Retirement Plan (Formerly Gerber Reedsburg Hourly Pension Plan)

Plan Provisions

Effective December 31, 2012, this plan merged into the Nestlé Hourly Retirement Plan.

The most recent amendment reflected in the following plan provisions was effective in 2015.

Covered employees	Hourly paid employees on Reedsburg hourly payroll and Asheville, North Carolina hourly factory payroll.
Participation date	Age 21 and one-year of service or upon attainment of age 40, if earlier. Closed to new entrants effective December 31, 2006.
Type of plan	Frozen dollar per month

Definitions

Vesting service	The number of completed full plan years of employment with the Company or any Affiliate in which the employee works 1,000 hours. Automatic vesting was granted December 31, 2008.
Credited service	One full year for each year with at least 1,000 hours of service.
Pensionable earnings	Total compensation including section 125 and 401(k) contributions but excluding deferred compensation.
Accumulated benefit:	Monthly Benefit is the largest of (a) and (b) below: (a) The sum of (1) and (2) below: (1) The applicable benefit rate multiplied by years of participation completed after January 1, 1969 up to a maximum of 30 years. (2) \$21.50 multiplied by years of participation completed after February 28, 2003. (b) \$1.50 multiplied by years of participation completed prior to January 1, 1969, but not exceeding 30 years less the number of years of service after that date. For Hanksraft Motors only, the benefit rate in (a) above is \$19.00 For Baby care participants only, the benefit rate in (a) above is \$19.50

Eligibility for Benefits

Normal retirement	Retirement after both attaining age 65 and completing five years of vesting service
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Plan Name:	Nestle Hourly Retirement Plan
EIN / PN:	95-1572209 / 006
Plan Sponsor:	Nestle USA Inc (US)
Valuation Date:	January 1, 2019

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Early retirement	Retirement before NRD and on or after both attaining age 60 and completing five years of vesting service
Postponed retirement	Retirement after both attaining age 65 and completing five years of vesting service
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Disability	Permanent and total disability on or after attaining age 50 and completing fifteen years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse on or after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement (NRD)	Accrued benefit payable immediately
Early retirement	Monthly pension benefit determined as of early retirement date, reduced ½ of 1% for each month by which the early retirement date precedes age 65.
Postponed retirement	Accrued benefit payable immediately
Vested termination	Accrued benefit determined as of termination date, actuarially reduced for commencement of payments prior to NRD
Disablement	Accrued benefits determined as of disability retirement date, reduced by certain other benefits provided by or at the expense of the company
Preretirement death	Payable on the participant's early retirement age date to the surviving spouse as if the participant had elected a 50% survivorship annuity option. If neither a dependent nor surviving spouse benefit is payable, the lump sum balance as of the time of death is payable.

Other Plan Provisions

Forms of payment	
Normal form	Life annuity
Optional forms	100%, 75%, and 50% contingent annuitant; level income; lump sum
Pension increases	None
Plan participants' contributions	None
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become

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effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Optional Form Conversion Factors

<u>Form of Payment</u>	<u>Conversion Factors</u>	<u>Sample Rates</u>
Level Income Options to Age 62 (life Annuity Normal form)	The conversion factors are determined using an actuarial equivalent basis using 5.0% interest and the 1971 Group Annuity Mortality table blended 80% male / 20% female. Multiply the expected PIA at age 62 by the conversion factor to get the benefit decrease after age 62. The benefit before age 62 (payable until receipt of PIA) equals this decreased benefits plus PIA (payments are at beginning of month).	Age 55: 0.4378 Age 60: 0.1602
100% Contingent Annuitant	75% of the amount otherwise payable to the Participant as a sole annuitant, provided the age of the Participant and the designated contingent annuitant are the same. If the ages of the participant and the designated contingent annuitant are not the same, the 75% factor shall be increased by 1.0% up to a maximum of 100% for each full year that the birth date of the designated contingent annuitant precedes the birth date of the participant, or decreased by 1.0% for each full year that the birth date of the Participant precedes the birth date of the designated contingent annuitant.	Participant Age 60 and Spouse Age 60: 75.00% Participant Age 65 and Spouse Age 60: 70.00%
75% Contingent Annuitant	80% of the amount otherwise payable to the Participant as a sole annuitant, provided the age of the Participant and the designated contingent annuitant are the same. If the ages of the participant and the designated contingent annuitant are not the same, the 80% factor shall be increased by 1.0% up to a maximum of 100% for each full year that the birth date of the designated contingent annuitant precedes the birth date of the participant, or decreased by 1.0% for each full year that the birth date of the Participant precedes the birth date of the designated contingent annuitant.	Participant Age 60 and Spouse Age 60: 80.00% Participant Age 65 and Spouse Age 60: 75.00%
50% Contingent Annuitant	85% of the amount otherwise payable to the Participant as a sole annuitant, provided the age of the Participant and the designated contingent annuitant are not the same. If the ages of the participant and the designated contingent annuitant are the same, the 85% factor shall	Participant Age 60 and Spouse Age 60: 85.00% Participant Age 65 and Spouse Age 60: 80.00%

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be increased by 1.0% up to a maximum of 100% for each full year that the birth date of the designated contingent annuitant precedes the birth date of the participant, or decreased by 1.0% for each full year that the birth date of the Participant precedes the birth date of the designated contingent annuitant.

Future Plan Changes

No future plan changes were recognized in determining plan accounting liabilities, or minimum and maximum contributions.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Nestle Hourly Retirement Plan
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Plan Sponsor: Nestle USA Inc (US)
Valuation Date: January 1, 2019

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Benefit Levels for Valuations

Benefit increases negotiated on or before January 1, 2019 and effective during 2019 were recognized in determining contribution requirements.

	PPA	
	Benefit Level	Effective Date
▪ Allentown*	47.00	3/1/2015
▪ Bloomington - Beich	43.00	3/3/2019
▪ Burlington	47.25	2/15/2019
▪ Crete*	39.75	2/5/2018
▪ Decatur	27.00	7/1/1997
▪ Franklin Park	39.00	11/13/2016
▪ Freehold	58.50	7/28/2019
▪ Distribution*	36.00	1/1/2014
▪ Transportation*	36.00	1/1/2014
▪ Morton (nonunion)	30.00	1/1/2008
▪ Danville	33.00	4/9/2019
▪ Eau Claire	38.00	5/27/2018
▪ Fort Dodge	44.50	3/26/2017
▪ Gateway	37.00	11/1/2019
▪ Morton (Union)	43.00	4/1/2018
▪ St. Joseph (Packers)	14.00	12/12/2016
▪ St. Joseph (Lower Lakes)	30.50	6/1/2003

* See Plan Provisions for detail.

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 EIN / PN: 95-1572209 / 006
 Plan Sponsor: Nestle USA Inc (US)
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