

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). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2024 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ 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)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information	
1a	Name of plan	1b Three-digit plan number (PN) ▶ 001
	U. S. RETIREMENT PLAN	1c Effective date of plan 01/01/1968
	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)	2b Employer Identification Number (EIN) 22-1594774
	MARS, INCORPORATED	2c Plan Sponsor's telephone number 703-821-4900
	MARS BENEFITS 800 HIGH STREET HACKETTSTOWN, NJ 07840	2d Business code (see instructions) 311300

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.	10/06/2025	DIANA LANESE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/06/2025	APRIL SETLIK
	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

3a Plan administrator's name and address ☐ Same as Plan Sponsor U.S. BENEFIT PLANS COMMITTEE MARS BENEFITS 800 HIGH STREET HACKETTSTOWN, NJ 07840	3b Administrator's EIN 22-1594774 3c Administrator's telephone number 703-821-4900																						
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 27552																						
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(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) 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.....	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td colspan="2" style="height: 20px;"></td></tr> <tr><td style="width: 15%;">6a(1)</td><td style="text-align: right;">8869</td></tr> <tr><td>6a(2)</td><td style="text-align: right;">8193</td></tr> <tr><td>6b</td><td style="text-align: right;">8120</td></tr> <tr><td>6c</td><td style="text-align: right;">9375</td></tr> <tr><td>6d</td><td style="text-align: right;">25688</td></tr> <tr><td>6e</td><td style="text-align: right;">1197</td></tr> <tr><td>6f</td><td style="text-align: right;">26885</td></tr> <tr><td>6g(1)</td><td></td></tr> <tr><td>6g(2)</td><td></td></tr> <tr><td>6h</td><td style="text-align: right;">0</td></tr> </table>			6a(1)	8869	6a(2)	8193	6b	8120	6c	9375	6d	25688	6e	1197	6f	26885	6g(1)		6g(2)		6h	0
6a(1)	8869																						
6a(2)	8193																						
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6f	26885																						
6g(1)																							
6g(2)																							
6h	0																						
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: 1A 1C 1E 3F 3H 3J 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 (4) ☐ DCG (Individual Plan Information) – Number Attached _____ (5) ☐ MEP (Multiple-Employer Retirement Plan Information)	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ A (Insurance Information) – Number Attached <u>0</u> (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☒ G (Financial Transaction Schedules)
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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 2024 Form M-1 annual report. If the plan was not required to file the 2024 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 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
▶ 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. S. RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF MARS, INCORPORATED	D Employer Identification Number (EIN) 22-1594774
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 01 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	4257016304	
b	Actuarial value	2b	4614577545	
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	9095	2575128511	2575128511
b	For terminated vested participants	9588	798596241	798596241
c	For active participants	8869	965302601	991551444
d	Total	27552	4339027353	4365276196
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	5.16 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	76817427	
b	Expected plan-related expenses	6b	10900000	
c	Target normal cost	6c	87717427	

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 JAMES J. HOLLOWAN Type or print name of actuary WILLIS TOWERS WATSON US LLC Firm name 800 NORTH GLEBE ROAD FLOOR 10 ARLINGTON, VA 22203 Address of the firm	09/17/2025 Date 23-06456 Most recent enrollment number 703-258-8000 Telephone number (including area code)
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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)	485765812	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	41468	0
9	Amount remaining (line 7 minus line 8)	485724344	0
10	Interest on line 9 using prior year's actual return of 3.85 %	18700387	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		8252
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 5.28 %		0
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		318
c	Total available at beginning of current plan year to add to prefunding balance		8570
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)	504424731	0

Part III Funding Percentages

14	Funding target attainment percentage	14	94.15 %
15	Adjusted funding target attainment percentage	15	105.70 %
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	113.44 %
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
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21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %
			☐ N/A, full yield curve used
b Applicable month (enter code)			21b 4
22 Weighted average retirement age			22 60
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI	Miscellaneous Items
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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 Demographic and benefit information		
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? 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
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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
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31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)		31a	87717427
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	87717427
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	87717427	0	87717427
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 the American Rescue Plan Act of 2021 (See Instructions)
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41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☒ 2020 ☐ 2021
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SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection.

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan U. S. RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 MARS, INCORPORATED	D Employer Identification Number (EIN) 22-1594774	

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☒ Yes ☐ No
- b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
ADAGE CAPITAL MGMT, LP
04-3559355

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
ALEUTIAN FUND
98-0566066

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
ANCHORAGE CAPITAL GROUP LLC	6TH FLOOR, 610 BROADWAY NEW YORK, NY 10012
20-0042271	

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
ANGELO GORDON & CO.	245 PARK AVENUE, 25TH FLOOR NEW YORK, NY 10167
13-3478879	

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

ARCM FEEDER FUND IV, LTD.

12 QUEEN'S ROAD, CENTRAL HONG KONG
HONG KONG, HONG KONG SAR CN

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

BAYVIEW ASSET MANAGEMENT LLC

26-2961971

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

BLACKROCK INSTITUTIONAL TRUST CO

94-3112180

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

BLUECOVE LIMITED

98-1429783

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

BRACEBRIDGE CAPITAL, LLC

GOVERNERS SQUARE PO BOX 10555, 23 LIME TREE AVENUE KY1-1005
WEST BAY GRAND CAYMAN, CAYMAN ISLANDS 1005 KY

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

BRIDGEWATER ASSOCIATES, LP

ONE NYALA FARMS ROAD
WESTPORT, CT 06880

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

CATTERTON MANAGEMENT COMPANY, LLC

41-2066924

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

CAUSEWAY CAPITAL MANAGEMENT LLC

95-4861480

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

CENTERBRIDGE

375 PARK AVENUE, 11TH FLOOR
NEW YORK, NY 10152

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

CITADEL ADVISORS LLC

46-1648666

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

CROSS HARBOUR CAPITAL PARTNERS

04-3425442

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

DEERFIELD MANAGEMENT COMPANY

345 PARK AVENUE SOUTH
NEW YORK, NY 10010

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

DOUBLELINE CAPITAL LP

58-1428634

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

ELEMENT CAPITAL FEEDER FUND LIMITED

520 MADISON AVENUE
43 PH
NEW YORK, NY 10022

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

ELLINGTON MANAGEMENT GROUP LLC

06-1441140

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

FARALLON CAPITAL

94-3106323

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

GOLDENTREE ASSET MANAGEMENT LP

13-4118850

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

GRAHAM PARTNERS

23-2539420

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

GRAHAM PARTNERS MANAGEMENT IV, LP

47-4196673

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

HILDENE CAPITAL MANAGEMENT, LLC

27-1764870

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

HOLOCENE ADVISORS, LP

36-4833999

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

KING STREET CAPITAL MANAGEMENT, L.P

13-3978904

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

KOHLBERG & COMPANY, L.L.C

13-3850539

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

KOHLBERG MANAGEMENT IX, LLC

84-3692755

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

KOHLBERG MANAGEMENT VIII, L.L.C.

38-4008839

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

LAURION CAPITAL MANAGEMENT LP

56-2504425

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

MAGNETAR FINANCIAL LLC

04-3818748

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

RUBRIC CAPITAL	155 EAST 44TH STREET
	SUITE 1630
	NEW YORK, NY 10017

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

SCALE VENTURE PARTNERS VII, LP

85-3665389

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

SCOPIA CAPITAL MANAGEMENT LP

30-0711986

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

SILVERPEAK LEGACY PENSION III

27-1625061

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

TSG6 MANAGEMENT LLC

45-5531106

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

TSG7A MANAGEMENT LLC

35-2543421

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

TSG7B MANAGEMENT LLC

32-0476501

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

TSG8 MANAGEMENT LLC

98-1453466

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

TSG9 MANAGEMENT LLC

98-1628833

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

TWO SIGMA ADVISERS, LP

35-2191456

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

UNICO CORE PLUS PARTNERS LP

1326 FIFTH AVENUE SUITE 800
SEATTLE, WA 98101

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

UNION CAPITAL EQUITY PARTNERS III-A

81-2205469

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

UNITED STATES POWER FUND III L.P.

1800 AVENUE OF THE STARS
SUITE 1400
LOS ANGELES, CA 90067

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

USPF II INSTITUTIONAL FUND, L.P

1800 AVENUE OF THE STARS
SUITE 1400
LOS ANGELES, CA 90067

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

VIKING GLOBAL INVESTORS LP

13-4055118

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

WARBURG PINCUS PRIVATE EQUITY

26-0849130

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

WARBURG PINCUS PRIVATE EQUITY

45-3414550

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

WARBURG PINCUS PRIVATE EQUITY

47-4299035

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

WARBURG PINCUS PRIVATE EQUITY IX LP

20-2975990

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

SIG

52-1540171

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	NONE	3772489	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

WILLIS TOWERS WATSON US LLC

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 16 15 50	NONE	2071747	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

ARROWSTREET, LP

04-3472863

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	1726812	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

TRUST COMPANY OF WEST

95-3703295

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 14 51	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	1025955	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

BOLDHAVEN MANAGEMENT LLP

110 WIGMORE STREET, 1 W1U 3RN
LONDON, LONDON W1U 3RN GB

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
52 28	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	974260	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

TREXQUANT OFFSHORE FUND

300 FIRST STAMFORD PLACE
SUITE 510
STAMFORD, CT 06902

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 52 15 49 72	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	814954	Yes ☐ No ☒

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

NORTHERN TRUST

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	NONE	762389	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

LBA REALTY LLC

20-2138561

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
52 28	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	533477	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

ACADIAN ASSET MANAGEMENT

04-2929221

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	450720	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

JP MORGAN CHASE BANK

13-4994650

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 27 24 50 51	NONE	384967	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

PERFORMANCE VENTURE CAPITAL

26-1895337

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	318809	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

LONG WHARF CAPITAL

27-3699952

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
52 28	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	299324	Yes ☐ No ☒

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

CARTER-HASTON INVESTMENT PARTNERS

45-2910279

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
51 28	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	280000	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

MCDERMOTT WILL & EMERY LLP

36-1453176

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	274107	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

THACKERAY PARTNERS LP

20-1944763

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 49	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	273688	Yes ☐ No ☒

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

SHAMROCK CAPITAL ADVISORS LLC

27-1748810

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
52 28	NONE	-3153	Yes ☒ No ☐	Yes ☐ No ☒	210121	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

RIVERWOOD CAPITAL MANAGEMENT LP

26-4649660

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 28 52	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	195606	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

VOYA INVESTMENT TRUST COMPANY

06-1440627

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 52 51	NONE	188650	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

GREYSTAR INVESTMENT GROUP, LLC

36-3890381

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 49	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	188131	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

PRICEWATERHOUSECOOPERS

13-4008324

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	143023	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

WELLINGTON TRUST COMPANY NA

46-2110724

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	135169	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

RAINE CAPITAL LLC

80-0600921

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 52	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	133489	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

GREYSTAR REAL ESTATE PARTNERS

36-3890381

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 49	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	123647	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

CAUSEWAY CAPITAL MANAGEMENT LLC

95-4861480

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 56 68	NONE	0	Yes ☒ No ☐	Yes ☒ No ☐	116716	Yes ☒ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

HUE COMMUNICATIONS

3100 CLARENDON BLVD
SUITE 200
ARLINGTON, VA 22201

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
50 38	NONE	110331	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

CORTEC MANAGEMENT VII, LLC

84-2768609

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
52 28	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	105824	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

SEGALL BRYANT & HAMILL LLC

35-2679129

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 51 55	NONE	105186	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

TENAYA CAPITAL

3101 PARK BOULEVARD
PALO ALTO, CA 94306

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 52	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	92888	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

SHASTA VENTURES V GP, LLC

81-4925227

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 52	NONE	0	Yes ☒ No ☐	Yes ☒ No ☐	82436	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

PWC US TAX LLP

92-0460586

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	79760	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

CORTEC MANAGEMENT VI, LLC

47-2972091

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
52 28	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	46911	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

ANGELO GORDON & CO.

13-3478879

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51 52	NONE	46646	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

MGG SF EVERGREEN (CAYMAN) FUND

20-5077097

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
61 28	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	43907	Yes ☐ No ☒

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

HARRISON STREET ADVISORS LLC

45-3147571

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 52	NONE	28461	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

CARILLON TOWER ADVISERS

47-2484963

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
52 28	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	26392	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

WESTBROOK

7121 FAIRWAY DRIVE
SUITE 410
PALM BEACH GARDENS, FL 33418

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	24718	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

STATE STREET GLOBAL ADVISORS TRUST

81-4017137

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
51 19	NONE	20937	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

RHUMBLINE ADVISERS

04-3118582

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	10902	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

ACTIS GP LLP

2 MORE LONDON RIVERSIDE 2E1 2JT
LONDON, LONDON 2E1 2JT GB

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
99	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	7021	Yes ☒ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

TSG7B MANAGEMENT LLC

32-0476501

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51 52	NONE	5231	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

CROW HOLDINGS CAPITAL

27-4077052

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51 52	NONE	3030	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

WARBURG PINCUS GLOBAL GROWTH

82-5482931

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
52 28	NONE	2592	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

UNITED STATES POWER FUND IV L.P.

1800 AVENUE OF THE STARS
SUITE 1400
LOS ANGELES, CA 90067

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 52	NONE	1662	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

ONEX PARTNERS MANAGER LP

712 FIFTH AVENUE 40TH FLOOR
NEW YORK, NY 10019

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	175	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
BOLDHAVEN MANAGEMENT LLP	28 52	974260
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
BOLDHAVEN MANAGEMENT LLP 100 WIGMORE STREET LONDON, LONDON W1U 3RN GB	MANAGEMENT/INCENTIVE FEES	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
TREXQUANT OFFSHORE FUND	28 52 72	787186
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
TREXQUANT INVESTMENT LP 300 FIRST STAMFORD PLACE STAMFORD, CT 06902	INVESTMENT MANAGEMENT	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
TRUST COMPANY OF WEST	51 10 14	599112
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
TCW DIRECT LENDING VIII LLC 95-3703295	MANAGEMENT FEES, FUND ACCOUNTING AND ADMIN FEES	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
TRUST COMPANY OF WEST	51 10 14	419363

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
TCW DIRECT LENDING VII LLC 95-3703295	MANAGEMENT FEES AND FUND ACCOUNTING FEES

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
CARTER-HASTON INV. PARTNERS II	52	280000

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
CARTER-HASTON MULTIFAMILY VALUE V 45-2910279	INVESTMENT MANAGEMENT

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
LBA REALTY	28	225000

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
LBA LOGISTICS VALUE FUND IX 20-2138561	INVESTMENT MANAGEMENT

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
THACKERAY PARTNERS, LP	28 49	216354
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
THACKERAY PARTNERS RLTY FUND V, LP 20-1944763	ASSET MANAGEMENT FEES	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
LBA REALTY	28	199925
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
LBA LOGISTICS VALUE FUND VII, LP 20-2138561	INVESTMENT MANAGEMENT	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
GREYSTAR INVESTMENT GROUP, LLC	28 49	188131
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
GREYSTAR THACKERAY RLTY FUND VI, LP 04-3679677	ASSET MANAGEMENT FEES	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
LONG WHARF CAPITAL LLC	52	156004

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
LONG WHARF REAL ESTATE PARTNERS V 27-3699952	INVESTMENT MANAGEMENT FEES

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
SHAMROCK CAPITAL ADVISORS LLC	28	154631

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
SHAMROCK CAPITAL GROWTH FUND V,LP 27-1748810	INVESTMENT MANAGEMENT

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
GREYSTAR REAL ESTATE PARTNERS, LLC	28 49	150315

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
THACKERAY PARTNERS RLTY FUND V, LP 36-3890381	GREYSTAR EXPENSE REIMBURSEMENTS AND PROPERTY MANAGEMENT FEES

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
LONG WHARF CAPITAL LLC	28	143320
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
LONG WHARF REAL ESTATE PARTNERS VI 27-3699952	INVESTMENT MANAGEMENT FEES	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
RAINE CAPITAL LLC	28 52	133489
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
RAINE PARTNERS III, LP 80-0600921	FUND MANAGEMENT	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
CAUSEWAY CAPITAL MANAGEMENT LLC	28	116716
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
CAUSEWAY MULTI-FUND LLC 95-4861680	INVESTMENT MANAGEMENT	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
CORTEC MANAGEMENT VII LLC	28 52	105824

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
CORTEC GROUP FUND VII-A, LP 84-2768609	INVESTMENT MANAGEMENT SERVICES

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
SHASTA VENTURES V GP, LLC	28 52	82436

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
SHASTA VENTURES V, LP 81-4295227	INVESTMENT MANAGEMENT

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
LBA REALTY	28	71829

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
LBA REALTY FUND VI, LP 20-2138561	INVESTMENT MANAGEMENT

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
GREYSTAR REAL ESTATE PARTNERS, LLC	28 49	68658

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
GREYSTAR THACKERAY RLTY FUND VI, LP 36-3890381	GENERAL CONTRACTOR FEES, PROPERTY MANAGEMENT FEES AND DEVELOPMENT FEES

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
TENAYA CAPITAL	28 52	61083

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
TENAYA CAPITAL VII, LP 47-1709286	MANAGEMENT FEES, CALLED CAPITAL

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
THACKERAY PARTNERS, LP	28 49	57334

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
THACKERAY PARTNERS RLTY FUND IV, LP 20-1944763	ASSET MANAGEMENT FEES AND GREYSTAR EXPENSE REIMBURSEMENTS

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
SHAMROCK CAPITAL ADVISORS LLC	28 52	55490
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
SHAMROCK CAPITAL GROWTH FUND IV,LP 27-1748810	INVESTMENT MANAGEMENT	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
GREYSTAR REAL ESTATE PARTNERS, LLC	28 49	48447
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
THACKERAY PARTNERS RLTY FUND V, LP 36-3890381	PROPERTY MANAGEMENT FEES	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
CORTEC MANAGEMENT VI LLC	28 52	46911
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
CORTEC GROUP FUND VI-A, LP 47-2972091	INVESTMENT MANAGEMENT SERVICES	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
RIVERWOOD CAPITAL MANAGEMENT LP	27 28 52	46509
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
RIVERWOOD CAPITAL PARTNERS II, LP 26-4649660	0.5% OF LP'S INVESTED CAPITAL PER QUARTER, MINUS LP'S MPI CONTRIBUTIONS AND OTHER FEES AS DEFINED IN ADVISORY AGREEMENT	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
RIVERWOOD CAPITAL MANAGEMENT LP	27 28 52	149097
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
RIVERWOOD CAPITAL PARTNERS III, LP 26-4649660	0.5% OF LP'S INVESTED CAPITAL PER QUARTER, MINUS LP'S MPI CONTRIBUTIONS AND OTHER FEES AS DEFINED IN ADVISORY AGREEMENT	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
LBA REALTY	28	36723
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
LBA REALTY FUND V, LP 20-2138561	INVESTMENT MANAGEMENT	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
TENAYA CAPITAL	28 52	31805
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
TENAYA CAPITAL VI, LP 45-2636829	MANAGEMENT FEES FROM INVESTMENT PROCEEDS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
CARILLON TOWERS ADVISORS	52 28	26392
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
CLARIVEST ALL CANADA-A SERIES 47-2484963	INVESTMENT MANAGER	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
TREXQUANT OFFSHORE FUND	15	11002
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
SS&C GLOBEOP 300 FIRST STAMFORD PLACE STAMFORD, CT 06902	RECORDKEEPING AND INFORMATION MANAGEMENT	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
TREXQUANT OFFSHORE FUND	49	10931
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
REFINITIV US LLC 300 FIRST STAMFORD PLACE STAMFORD, CT 06902	ASSET MANAGEMENT FEES	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
TRUST COMPANY OF WEST	10 14	7480
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
TCW DIRECT LENDING LLC 95-3703295	FUND ACCOUNTING & ADMIN FEES	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
ACTIS GP LLP	99	7021
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
ACTIS GLOBAL 4 A, L.P. 2 MORE LONDON RIVERSIDE LONDON, LONDON 2E1 2JT GB	OTHER FEES	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
GREYSTAR REAL ESTATE PARTNERS, LLC	28 49	6542

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
GREYSTAR THACKERAY RLTY FUND VI, LP 36-3890381	PROPERTY MANAGEMENT FEES

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
TREXQUANT OFFSHORE FUND	49	5836

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
BLOOMBERG FINANCE LP 300 FIRST STAMFORD PLACE STAMFORD, CT 06902	ASSET MANAGEMENT FEES

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
GREYSTAR INVESTMENT GROUP, LLC	28 49	3096

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
GREYSTAR THACKERAY RLTY FUND VI, LP 36-3890381	PROPERTY MANAGEMENT FEES

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan U. S. RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 MARS, INCORPORATED	D Employer Identification Number (EIN) 22-1594774	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)		
a Name of MTIA, CCT, PSA, or 103-12 IE: ACADIAN INTL SMALL CAP LONG/SHORT F			
b Name of sponsor of entity listed in (a): ACADIAN			
c EIN-PN 04-2929221-001	d Entity code E	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 18661596	
a Name of MTIA, CCT, PSA, or 103-12 IE: UBS EMERGING MARKET EQUITY OPP FUND			
b Name of sponsor of entity listed in (a): UBS			
c EIN-PN 36-3762086-140	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0	
a Name of MTIA, CCT, PSA, or 103-12 IE: VOYA PRIVATE CREDIT TRUST FUND			
b Name of sponsor of entity listed in (a): VOYA			
c EIN-PN 06-1440627-096	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 81932481	
a Name of MTIA, CCT, PSA, or 103-12 IE: COLLECTIVE SHORT TERM INVESTMENT FD			
b Name of sponsor of entity listed in (a): NORTHERN TRUST COMPANY			
c EIN-PN 45-6138589-068	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 152503054	
a Name of MTIA, CCT, PSA, or 103-12 IE: ACADIAN EMERGING MARKETS EQUITY II			
b Name of sponsor of entity listed in (a): ACADIAN			
c EIN-PN 04-2929221-012	d Entity code E	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 34278290	
a Name of MTIA, CCT, PSA, or 103-12 IE: COLL LONG DURATION TOTAL RET BD FD			
b Name of sponsor of entity listed in (a): RELIANCE TRUST COMPANY			
c EIN-PN 90-6169542-012	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 57533701	
a Name of MTIA, CCT, PSA, or 103-12 IE: GREEN COURT CHINA OPPORTUNITY FUND			
b Name of sponsor of entity listed in (a): GREEN COURT CAPITAL MANAGEMENT LTD			
c EIN-PN 82-3546826-001	d Entity code E	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2686439	

a Name of MTIA, CCT, PSA, or 103-12 IE: **METLIFE INV MANAGER CIT**

b Name of sponsor of entity listed in (a): **SEI TRUST COMPANY**

c EIN-PN 46-2596644-062	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 60014835
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a Name of MTIA, CCT, PSA, or 103-12 IE: **PAC NORTH OF SOUTH EM ALL CAP EQ FD**

b Name of sponsor of entity listed in (a): **GLOBAL TRUST COMPANY**

c EIN-PN 84-2642916-001	d Entity code E	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 7012041
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a Name of MTIA, CCT, PSA, or 103-12 IE: **PACIFIC NOS GLOBAL EM EQUITY FUND**

b Name of sponsor of entity listed in (a): **GLOBAL TRUST COMPANY**

c EIN-PN 99-3769075-002	d Entity code E	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 19988704
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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)
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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)
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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)
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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)
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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)
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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)
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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)
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Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

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
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**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
plan sponsor**c** EIN-PN

SCHEDULE G (Form 5500) Department of Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	Financial Transaction Schedules 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.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan U. S. RETIREMENT PLAN		B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 MARS, INCORPORATED		D Employer Identification Number (EIN) 22-1594774

Part I	Schedule of Loans or Fixed Income Obligations in Default or Classified as Uncollectible Complete as many entries as needed to report all loans or fixed income obligations in default or classified as uncollectible. Check box (a) if obligor is known to be a party in interest. Attach Overdue Loan Explanation for each loan listed. See Instructions.				
(a)	(b) Identity and address of obligor		(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items		
☐					
	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest
(a)	(b) Identity and address of obligor		(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items		
☐					
	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest
(a)	(b) Identity and address of obligor		(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items		
☐					
	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor		(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items		
☐					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor		(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items		
☐					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor		(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items		
☐					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor		(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items		
☐					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor		(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items		
☐					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

Part II Schedule of Leases in Default or Classified as Uncollectible

Complete as many entries as needed to report all leases in default or classified as uncollectible. Check box (a) if lessor or lessee is known to be a party in interest. Attach Overdue Lease Explanation for each lease listed. (See instructions)

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)			
☐						
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears	

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)			
☐						
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears	

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)			
☐						
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears	

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)			
☐						
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears	

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)			
☐						
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears	

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)			
☐						
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears	

Part III Nonexempt Transactions

Complete as many entries as needed to report all nonexempt transactions. **Caution:** If a nonexempt prohibited transaction occurred with respect to a disqualified person, file Form 5330 with the IRS to pay the excise tax on the transaction.

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price
CONDUENT	BENEFITS ADMINISTRATION SERVICES	OVERPAYMENT OF FEES TO THE VENDOR FROM THE TRUST FROM 6/2020 - 2/2021 CORRECTED AND REPAYED 10/1/2025	
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset
			23125
			30844
			7719
(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset
(i) Current value of asset	(j) Net gain (or loss) on each transaction		
(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset
(i) Current value of asset	(j) Net gain (or loss) on each transaction		
(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset
(i) Current value of asset	(j) Net gain (or loss) on each transaction		
(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset
(i) Current value of asset	(j) Net gain (or loss) on each transaction		
(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset
(i) Current value of asset	(j) Net gain (or loss) on each transaction		

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan U. S. RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 MARS, INCORPORATED	D Employer Identification Number (EIN) 22-1594774

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	80857	129592
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	23917972	20689527
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)	1129618177	1024320626
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	296562	286850
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	41813268	48899671
(5) Partnership/joint venture interests	1c(5)	3230964181	3255015106
(6) Real estate (other than employer real property)	1c(6)	321285542	304877818
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	567609298	404923957
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)	2435055	29687184
(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)	574100	868788

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(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	5318595012	5089699119
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	2739184	2175276
i Acquisition indebtedness	1i		
j Other liabilities	1j	1385023	2082466
k Total liabilities (add all amounts in lines 1g through 1j)	1k	4124207	4257742
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	5314470805	5085441377

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.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	7743	
(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)		7743
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	3686216	
(B) U.S. Government securities	2b(1)(B)	36073430	
(C) Corporate debt instruments	2b(1)(C)	18200	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	15087	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		39792933
(2) Dividends:			
(A) Preferred stock	2b(2)(A)	1058569	
(B) Common stock	2b(2)(B)	16532	
(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)		1075101
(3) Rents	2b(3)		721196
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds	2b(4)(A)	661707191	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	1232787946	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate	2b(5)(A)	-1086213	
(B) Other	2b(5)(B)	551928879	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		37060209
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		752129
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		37977
c Other income	2c		29671261
d Total income. Add all income amounts in column (b) and enter total	2d		88880460

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	278376237	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)	22514038	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	-18575	
(3) Recordkeeping fees	2i(3)	1537484	
(4) IQPA audit fees	2i(4)	143023	
(5) Investment advisory and investment management fees	2i(5)	7224138	
(6) Bank or trust company trustee/custodial fees	2i(6)	762389	
(7) Actuarial fees	2i(7)	534263	
(8) Legal fees	2i(8)	274107	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	6562784	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		17019613
j Total expenses. Add all expense amounts in column (b) and enter total	2j		317909888

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-229029428
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 Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: **PRICEWATERHOUSECOOPERS**

(2) EIN: **13-4008324**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG 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. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
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.)		☒	
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.)		☒	
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.)	☒		30844
e Was this plan covered by a fidelity bond?	☒		35000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
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?		☒	
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?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
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.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
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.			

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 Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 552281.

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 2024 This Form is Open to Public Inspection.	
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024					
A Name of plan U. S. RETIREMENT PLAN				B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 MARS, INCORPORATED				D Employer Identification Number (EIN) 22-1594774	
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	0
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): _____ 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	499
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					
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					
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) 2024 v. 240311	

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (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 deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

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

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 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:

Public Equity: 16.0 % Private Equity: 17.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 27.0 %

High-Yield Debt: 14.0 % Real Assets: 6.0 % Cash or Cash Equivalents: 0.0 % Other: 20.0 %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☒ 5-10 years ☐ 10-15 years ☐ 15 years or more

20 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.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

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.....

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☒ Yes ☐ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/___ (MM/DD/YYYY) and the Opinion Letter serial number_____.

U.S. Retirement Plan

**Financial Statements and Supplemental Schedules Required
by ERISA
December 31, 2024 and 2023**

U.S. Retirement Plan

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* Other schedules required by 29 CFR 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA have been omitted because they are not applicable.



Report of Independent Auditors

To the Administrator of U.S. Retirement Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed an audit of the accompanying financial statements of U.S. Retirement Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended and the statement of accumulated plan benefits as of December 31, 2023 and the related statement of changes in accumulated plan benefits for the year then ended, including the related notes (collectively referred to as the "financial statements").

Management, having determined it is permissible in the circumstances, has elected to have the audit of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023 and for the years then ended, stating that the certified investment information, as described in Note 9 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audit and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).



Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with US GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with US GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.



- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter – Supplemental Schedules Required by ERISA

Schedule G, Part III – Schedule of Nonexempt Transactions as of and for the year ended December 31, 2024, Schedule H, line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2024, Schedule H, line 4j – Schedule of Assets (Acquired and Disposed of Within Year) for the year ended December 31, 2024 and Schedule H, line 4k – Schedule of Reportable Transactions for the year ended December 31, 2024 ("supplemental schedules"), are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with US GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. In our opinion



- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

PricewaterhouseCoopers LLP

Atlanta, Georgia
September 29, 2025

U.S. Retirement Plan

Statements of Net Assets Available for Benefits

December 31,	2024	2023
Assets		
Investments, at fair value		
U.S. government securities	\$ 812,175,824	\$ 904,382,003
Corporate debt instruments	227,441	237,430
Common stock	38,772,167	33,476,061
Commingled funds	1,196,122,483	1,190,465,092
Hedge funds	784,947,081	793,999,969
Private equity funds	670,930,522	652,689,036
Real estate investment funds	241,735,241	257,223,961
Common collective trusts	273,475,749	405,965,942
Exchange traded funds	688,855	459,629
Total investments	4,019,075,363	4,238,899,123
Receivables		
Due from broker	6,561,732	9,585,762
Accrued interest and dividends	9,825,754	9,571,089
Total receivables	16,387,486	19,156,851
Net assets held in 401(h) account	1,053,275,451	1,059,679,213
Non interest bearing cash	104,529	69,191
Total assets	5,088,842,829	5,317,804,378
Liabilities		
Payables		
Due to broker	242,182	265,861
Daily variation margin payable on futures contracts	1,408,989	843,000
Administrative fees payable and other liabilities	1,750,281	2,224,712
Total payables	3,401,452	3,333,573
Obligation related to 401(h) account	1,053,275,451	1,059,679,213
Total liabilities	1,056,676,903	1,063,012,786
Net assets available for benefits	\$ 4,032,165,926	\$ 4,254,791,592

The accompanying notes are an integral part of these financial statements.

U.S. Retirement Plan

Statements of Changes in Net Assets Available for Benefits

Years Ended December 31,	2024	2023
Additions to Plan assets attributed to		
Investment income		
Net appreciation of investments	\$ 1,159,228	\$ 108,025,114
Interest and dividend income	69,902,759	63,434,178
Net investment income	71,061,987	171,459,292
Employer contributions	24	8,685
Net additions	71,062,011	171,467,977
Deductions from Plan assets attributed to		
Benefits paid to participants	278,376,237	278,710,982
Purchase of annuity contract	—	2,576,124
Administrative and investment manager fees	15,311,440	15,377,076
Total deductions	293,687,677	296,664,182
Net decrease in net assets	(222,625,666)	(125,196,205)
Net assets available for benefits		
Beginning of year	4,254,791,592	4,379,987,797
End of year	\$ 4,032,165,926	\$ 4,254,791,592

The accompanying notes are an integral part of these financial statements.

U.S. Retirement Plan

Statement of Accumulated Plan Benefits

December 31,		2023
Actuarial present value of accumulated plan benefits		
Vested benefits		
Participants currently receiving payments	\$	2,516,817,554
Other vested benefits		1,664,616,353
		4,181,433,907
Non-vested benefits		19,763,351
Total actuarial present value of accumulated plan benefits	\$	4,201,197,258

The accompanying notes are an integral part of these financial statements.

U.S. Retirement Plan

Statement of Changes in Accumulated Plan Benefits

Year Ended December 31,		2023
Actuarial present value of accumulated plan benefits at beginning of year	\$	3,998,345,766
Increase/(decrease) during the year attributable to		
Decrease in the discount period		226,042,679
Actuarial losses		58,582,114
Assumption changes		100,803,717
Benefits paid		(281,287,106)
Benefits accumulated		73,474,807
Plan amendments		25,235,281
Net increase		202,851,492
Actuarial present value of accumulated plan benefits at end of year	\$	4,201,197,258

The accompanying notes are an integral part of these financial statements

U.S. Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

1. Description of Plan

The following brief description of the U.S. Retirement Plan (the “Plan”) is provided for general information purposes only. Participants should refer to the Plan documents for more complete information.

General

The Plan is a non-contributory defined benefit plan established by Mars, Incorporated (the “Company”) to provide retirement benefits for eligible employees (“Associates”) of Mars, Incorporated and its participating U.S. subsidiaries (the “Employers”). The Plan has multiple formulas for benefit payment calculations. For further details refer to the Plan document. The Mars Retirement Plan (“MRP”) formula utilizes a final average earnings calculation and the Associate Retirement Plan (“ARP”) formula utilizes a cash balance calculation. Eligible Company associates hired prior to September 1, 2002 were given a choice between MRP or ARP participation during an applicable election period called the “Choice Window”. Associates are not eligible to accrue benefits as both a MRP participant and an ARP participant for the same period of time. The Wrigley Retirement Plan (“WRP”) formula utilizes a final average earnings calculation and the Wrigley Associate Retirement Plan (“WARP”) formula utilizes a cash balance calculation. The Nutro pension formula utilizes a highest 5-year average annual compensation calculation. The Plan was closed to new entrants and re-entrants on December 31, 2020. Existing participants continue to accrue benefits.

Associates are MRP participants in the Plan if they: (1) were full-time or part-time associates hired before September 1, 2002, and completed 1,000 hours of service during the 12 month period beginning on the hire date or in any later calendar year, (2) were not converted to ARP participation, (3) did not elect to become an ARP participant during the Choice Window or (4) made an election to commence retirement benefits under the Plan on or before July 1, 2004 and were not rehired on or after September 1, 2002.

Associates are ARP participants in the Plan if they: (1) were hired or rehired on or after September 1, 2002 and completed one hour of service in the year hired, (2) elected to become an ARP participant and did not commence retirement benefits under the Plan prior to July 1, 2004, or (3) on July 1, 2004, were (a) classified as a temporary or flex associate, (b) a part-time associate in a certain division of Ethel M Chocolates, Inc. who had not commenced payment under the MRP, or (c) were converted to ARP participation. Special rules apply to expatriate, domestic transfer, disabled, and rehired associates.

Associates are WRP participants in the Plan if they: (1) are regular full-time or regular part-time Associates hired before July 1, 2008, and are scheduled to work at least 1,000 hours per year and completed one month of service, or (2) temporary Associates who completed 1,000 hours of service within 12 months of employment or within any plan year beginning after the year of employment. This became an additional formula under the Plan as of December 31, 2017.

Associates are WARP participants if they are regular full-time or regular part-time Associates hired on or after July 1, 2008. The WARP formula mirrored the ARP formula and merged into the ARP formula as of December 31, 2017 and is hereafter included in ARP references.

The Nutro Company (“Nutra”) eligible associates were given a choice between the Nutro pension formula and ARP participation during an election period in 2009 that was effective January 1, 2010. Beginning January 1, 2010, Mars Petcare US, Inc. and certain Nutro associates are eligible to participate in the ARP.

Prior plan mergers have resulted in certain participants having their benefits calculated in accordance with their previous plans as detailed in the Plan document.

U.S. Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

Plan Administration

The Plan is administered by the U.S. Benefit Plans Committee ("USBPC") established by the Mars, Incorporated Board of Officers. The USBPC has delegated the daily administration to Mars Benefits. All assets of the Plan are held by The Northern Trust Company (the "Trustee" or "NTC").

Pension Benefit Formula

Participants with five or more years of MRP vesting service are entitled to retirement benefits beginning at the normal retirement age of 65 or early retirement benefits upon reaching the age of 50. The retirement benefit for MRP participants is determined by using credited service, MRP-eligible earnings, the estimated or actual social security benefit, age, and other factors and applicable offsets under the Plan when the Associate commences the benefit.

Participants with five or more years of WRP vesting service are entitled to retirement benefits beginning at the normal retirement age of 65 or early retirement benefits upon reaching the age of 55. The retirement benefit for WRP participants is generally equal to one-twelfth of the following: 1.5% of final average annual compensation for the highest 36 consecutive months out of the last ten years before retirement times years and months of credited service, less 1% of the primary social security benefits times years and months of credited service for credited service after December 31, 1975.

Early retirement benefits under WRP are calculated in the same manner as the normal retirement benefit, but are based on benefits earned up to the date of early retirement and are reduced by a predetermined early retirement factor. The Plan also provides for spousal benefits on the death of an active member who had vested but had not reached age 65.

The retirement benefit for ARP participants is determined based on a notional ARP account balance, which is comprised of the following, to the extent applicable: an opening balance credit for those who transitioned from MRP to ARP; weekly pay credits through December 31, 2013; bi-weekly pay credits January 1, 2014 and thereafter; weekly transition pay credits (equal to an additional percentage of eligible earnings and available from July 1, 2004 to June 30, 2010); and weekly interest credits based on the change in the Consumer Price Index ("CPI-W") plus 3% subject to minimum and maximum limits, and factors related to conversion of the notional account balance to annuity forms. Pay credits are equal to 6% of eligible earnings and are credited each pay date. Participants are vested in their ARP notional account balances following three years of service, active Associate's death or upon reaching the normal retirement age of 65.

Effective January 1, 2023, the Plan was amended to incorporate a new minimum benefit for eligible ARP participants, and, for eligible ARP participants who commence their benefit on or after January 1, 2023, to allow such participants to receive their ARP benefit as a lump sum. The new minimum formula is based on the frozen 6/30/2004 MRP benefit, plus the annuity equivalent the ARP earned after 6/30/2004, excluding the opening balance. Participants who commenced their benefits prior to January 1, 2023, whose benefit calculations were impacted by the new minimum, had their benefits updated prospectively, and also received a one-time lump sum for any differential related to benefits already paid.

Nutro associates who have participated in the Plan for three or more years are entitled to annual pension benefits beginning at normal retirement age (65). All Nutro associates fully vest after 7 years of service, however associates who switched to the ARP during the 2009 choice only need 3 years of service to fully vest in the Nutro formula. The normal benefit is calculated as 25% of the participant's highest 5-year average annual compensation not in excess of the 1981 social security integration level plus 33.33% of the highest 5-year average annual compensation in excess of the 1981 social security integration level. The total benefit is reduced by one-twentieth for each year of service less than twenty years.

U.S. Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

Plan benefits are generally paid in the form of an annuity as elected by the participant; however, for terminated participants with an accrued benefit valued at \$1,000 or less, the participant will receive a direct lump sum distribution from the Plan. Nutro associates may elect to receive the value of their accrued benefit in the Nutro formula earned through December 31, 2009 in the form of a lump sum or an annuity upon terminating from the business. Nutro formula benefits earned after December 31, 2009 are only available as an annuity.

Termination

The Company has not expressed any intent to terminate the Plan. However, in the event the Plan is terminated, the Plan assets would be allocated to the participants in accordance with the applicable requirements of Employee Retirement Income Security Act of 1974 ("ERISA"). In general, ERISA requires that Plan assets be used to pay benefits in the following order (to participants to the extent there are sufficient assets to fund applicable benefit payments): first to participants who have commenced their retirement benefits, then to certain participants eligible for early retirement, then to vested participants and finally to all other eligible participants. Whether a participant's accumulated pension benefits will be paid depends on the sufficiency of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan sponsor and the level of pension benefits guaranteed by the Pension Benefits Guaranty Corporation ("PBGC") at that time.

As of December 31, 2024 and 2023, the Plan's net assets are sufficient to pay its benefit obligations on an on-going basis.

Upon termination of the Plan and the satisfaction of all liabilities to provide pension and postretirement medical benefits, the remaining assets in the Plan (including any remaining assets in the 401(h) account) would be returned to the Company.

2. Significant Accounting Policies

Basis of Accounting

The accompanying financial statements of the Plan have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Investment Valuation and Income Recognition

Investments are reported at fair value. The Plan's Post Retirement Investment Committee determines the Plan's valuation policies utilizing information provided by its investment managers and Trustee. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See [Note 5](#) for discussion of fair value measurements.

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

Foreign Currency Translation

Securities and other assets and liabilities of the Plan whose values are expressed in foreign currencies are translated to U.S. dollars at the bid price of such currency against U.S. dollars last quoted by an approved pricing vendor or major bank on the valuation date. Dividend and interest income and certain expenses denominated in foreign currencies are translated to U.S. dollars based on the exchange rates in effect on the date the income is earned and the expense is incurred. Exchange gains and losses are realized upon ultimate receipt or disbursement.

U.S. Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

Derivatives

The Plan enters into futures contracts for risk management purposes. The Plan may also hold swap agreements and forward currency contracts. Forward and futures contracts as well as swap agreements are recorded as contractual commitments on a trade-date basis and are carried at fair value based on closing exchange quotations. Changes in fair value are recorded in net appreciation (depreciation) of investments. The Plan does not designate any derivative instruments as hedging instruments.

Administrative Fees

Trustee, investment manager, investment related legal fees, audit fees, actuary and contract administrator expenses incurred are paid by the Plan. In addition, certain investment related expenses are included in net appreciation (depreciation) of investments presented in the accompanying Statements of Changes in Net Assets Available for Benefits. Other administrative expenses are paid by the Company.

Contributions

Contributions to the Plan are recognized based upon amounts required to be funded under the provisions of ERISA or, if greater, amounts actually contributed for the year.

Benefits

Benefit payments to participants are recorded upon distribution.

Use of Estimates

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

Risks and Uncertainties

The Plan invests in various investments. Investments are exposed to various risks such as interest rate, market and credit risks. Fair values of the Plan's investments may decline for a number of reasons, including changes in prevailing market and interest rates, increases in defaults, increases in voluntary prepayments for investments that are subject to prepayment risk under normal market conditions, and widening of credit spreads. Due to the level of risk associated with certain investments, it is reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect the amounts reported in the Statement of Net Assets Available for Benefits.

Plan contributions and the actuarial present value of accumulated plan benefits are prepared 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 estimations and assumptions process, it is reasonably possible that changes in these estimates and assumptions in the near term would be material to the Plan's financial statements.

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments that are attributable under the Plan's provisions to the service participants have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated Associates or their beneficiaries, (b) beneficiaries of Associates who have died, and (c) present Associates or their beneficiaries. Benefits payable under

U.S. Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

all circumstances (retirement, death, disability, and termination of employment) are included, to the extent they are deemed attributable to Associate service rendered as of the valuation date.

The actuarial present value of accumulated plan benefits is determined by the actuary and is that amount which results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the expected date of payment. The significant actuarial assumptions used in the actuary's valuation report are as follows:

Interest Rate	December 31, 2023	6.00% per annum
	December 31, 2022	5.75% per annum
Mortality	December 31, 2023	Mortality assumption for non-disabled participants: Sex distinct mortality rates based on the Society of Actuaries Pri-2012 mortality tables with 100% white collar adjustment and 0.9 multiplier and separate contingent survivor mortality tables. The tables are projected with generational improvements from the tables' base year of 2012 using Scale MP-2021. For disabled participants: Sex distinct mortality rates based on the Society of Actuaries Pri-2012 Disabled Tables without any adjustments. The tables are projected with generational improvements using Scale MP-2021.
	December 31, 2022	Mortality assumption for non-disabled participants: Sex distinct mortality rates based on the Society of Actuaries Pri-2012 mortality tables for Employees, Healthy Retirees and Contingent Survivors, with a 60%-40% blue-white collar blend adjustment. The tables are projected with generational improvements using Scale MP-2021. For disabled participants: Sex distinct mortality rates based on the Society of Actuaries Pri-2012 Disabled Tables without any adjustments. The tables are projected with generational improvements using Scale MP-2021.
Retirement	December 31, 2023 & December 31, 2022	Age 50 to 70

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.

3. Funding Policy

The Mars Benefits has employed an actuarial firm, Willis Towers Watson, to determine the annual amounts of employer contributions necessary to meet the retirement obligations of the Plan. The Company's funding policy is to make periodic contributions to the Plan in amounts, such that all Associates' benefits will be provided for during their retirement. The Plan contributes at least the minimum required contributions, but no more than the maximum tax deductible contribution as determined in accordance with ERISA and the Internal Revenue Code ("IRC"). There were no required employer contribution for the years ended December 31, 2024 and 2023 as minimum funding requirements of ERISA were satisfied as assets on the reporting date exceeded the target normal cost, or if this was not the case, a Funding Standard Carryover Balance was utilized. There were contributions of \$24 and \$8,685 for the years ended December 31, 2024 and 2023, respectively,

U.S. Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

to reimburse the Plan for overpayments caused by continuation of temporary supplements past the supplement termination date. Under the provisions of the Pension Protection Act, the minimum funding requirements have been increased, therefore, Plan sponsors may be required to make larger contributions in the future if plan obligations are less than 100% funded. No contributions to fund the postretirement benefit obligation were made to the 401(h) account during 2024 or 2023.

4. 401(h) account

The Plan includes a medical-benefit component in addition to normal retirement benefits to fund a portion of the postretirement obligations for eligible retirees and their beneficiaries in accordance with Section 401(h) of the IRC.

A separate 401(h) account has been established and maintained in the Plan for such contributions and net assets related to the medical-benefit component. Income and expenses common to both the Plan and 401(h) are allocated between them based on their percentage of the total portfolio while income and expenses specific to either are applied to the applicable account. In accordance with IRC Section 401(h), the Plan's investments in the 401(h) account may not be used for, or diverted to, any purpose other than providing health benefits for retirees and their beneficiaries. The related obligations for health benefits are not included in the Plan obligations in the Statement of Accumulated Plan Benefits but are reported as obligations in the financial statements of the Mars, Incorporated Retiree Health Care and Life Plan ("HCLP"). Associates do not contribute to the 401(h) account. Employer contributions or qualified transfers to the 401(h) account are determined annually and are at the discretion of the Plan sponsor.

The 401(h) account holds various investments. Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

A portion of the HCLP's liabilities are funded through contributions to the U.S. Retirement Trust, which holds the assets of the Plan and 401(h) in accordance with IRC Section 401(h). The following table presents the components of the net assets available for such postretirement health and welfare liabilities and the related changes in net assets available.

U.S. Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

Net Assets Available for Postretirement Health and Welfare Benefits in 401(h) Account:

December 31,	2024	2023
Investments at fair value		
U.S. government securities	\$ 212,144,802	\$ 225,236,174
Corporate debt instruments	59,409	59,132
Common stock	10,127,504	8,337,207
Commingled funds	312,433,785	296,485,116
Hedge funds	205,032,504	197,745,549
Private equity funds	175,250,750	162,552,086
Real estate investment funds	63,142,577	64,061,581
Common collective trusts	71,433,373	101,105,744
Exchange traded funds	179,933	114,471
Total investments	1,049,804,637	1,055,697,060
Receivables		
Due from broker	1,713,960	2,387,332
Accrued interest and dividends	2,557,237	2,373,789
Due from sponsor	30,844	—
Total receivables	4,302,041	4,761,121
Non interest-bearing cash	25,063	11,666
Total assets	1,054,131,741	1,060,469,847
Liabilities		
Due to broker	63,259	66,213
Daily variation margin payable on futures contracts	368,036	209,949
Administrative fees payable and other liabilities	424,995	514,472
Total liabilities	856,290	790,634
Net 401(h) assets available	\$ 1,053,275,451	\$ 1,059,679,213

U.S. Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

Changes in Net Assets in 401(h) Account:

Year Ended December 31,	2024	2023
Additions to 401(h) assets attributed to		
Investment income		
Net appreciation of investments	\$ 12,171	\$ 26,676,262
Interest and dividend income	17,798,559	15,396,614
Net investment income	17,810,730	42,072,876
Employer contributions	7,719	—
Net additions	17,818,449	42,072,876
Deductions from Plan assets attributed to		
Benefits paid to participants	22,514,038	21,665,680
Administrative and investment manager fees	1,708,173	2,336,588
Total deductions	24,222,211	24,002,268
Net (decrease)/increase in net assets	(6,403,762)	18,070,608
Net assets available for benefits		
Beginning of year	1,059,679,213	1,041,608,605
End of year	\$ 1,053,275,451	\$ 1,059,679,213

U.S. Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

5. Fair Value Measurements

In accordance with the authoritative guidance on fair value measurements and disclosures under GAAP, the Plan discloses the fair value of its investments in a hierarchy that prioritizes the inputs to valuation techniques used to measure the fair value. The guidance provides a consistent definition of fair value which focuses on an exit price, the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. As a basis for considering assumptions, authoritative guidance establishes a three-level hierarchy which prioritizes the inputs in measuring fair value as follows:

Level 1

Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2

Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets
- quoted prices for identical or similar assets or liabilities in inactive markets
- inputs other than quoted prices that are observable for the asset or liability
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3

Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Description of the Valuation Methodologies

Following is a description of the valuation methodologies used for assets at fair value. There have been no changes in the valuation methodologies used at December 31, 2024 and 2023.

U.S. government securities: Valued at the closing price reported in the active market in which individual securities are traded. When quoted prices are not available for identical or similar securities, the securities are valued using current yields of similar instruments.

Foreign government securities: Valued at the closing price reported in the active market in which individual securities are traded. Transactions denoted in foreign currency are translated to U.S. dollars at the exchange rate at the time the transaction is processed. Assets and liabilities denoted in foreign currency are translated to U.S. dollars at the appropriate closing exchange rate as of year-end.

Corporate debt instruments: Corporate bonds are valued based on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flows approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks.

U.S. Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

Preferred stock and Common stock: Valued at the last reported closing price in an active market. If no sales are reported for the day, the equity securities are valued at the more recent of the last published sales price or the mean between the last reported bid and asked prices if no sales price is available.

Exchange traded funds: Valued at the last reported closing price in an active market. If no sales are reported for the day, the exchange-traded funds are valued at the more recent of the last published sales price or the mean between the last reported bid and ask prices if no sales price is available.

Hedge funds, private equity, real estate investment trusts, commingled funds and Common Collective Trusts (“CCTs”): The fair value has been determined using the net asset value (“NAV”) as a practical expedient. The NAV is based on the fair value of underlying assets owned by the funds, minus liabilities. The NAV is obtained from the audited GAAP financial statements and the quarterly financial information received from the investment advisor and/or general partner. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Transactions (purchases and sales) may occur daily.

Futures contracts: Valued at the last settlement price at the end of each day on the exchange upon which they are traded. The value of the futures contracts included in the net assets is the amount of the unsettled variation margin.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a materially different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets, excluding assets designated to the 401(h) account at fair value as of December 31, 2024 and 2023:

December 31, 2024	Level 1	Level 2	Level 3	Total
U.S. government securities	\$ —	\$ 812,175,824	\$ —	\$ 812,175,824
Corporate debt	—	227,441	—	227,441
Common stock	38,772,167	—	—	38,772,167
Exchange traded funds	688,855	—	—	688,855
Total assets in the fair value hierarchy	\$ 39,461,022	\$ 812,403,265	\$ —	\$ 851,864,287
Commingled funds (a)	—	—	—	1,196,122,483
Hedge funds (a)	—	—	—	784,947,081
Private equity funds (a)	—	—	—	670,930,522
Real estate investment funds (a)	—	—	—	241,735,241
CCTs (a)	—	—	—	273,475,749
Investments at fair value	\$ 39,461,022	\$ 812,403,265	\$ —	\$ 4,019,075,363
Futures contracts-unrealized loss/ variation margin	\$ (1,408,989)	\$ —	\$ —	\$ (1,408,989)

U.S. Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

December 31, 2023	Level 1	Level 2	Level 3	Total
U.S. government securities	\$ —	\$ 904,382,003	\$ —	\$ 904,382,003
Corporate debt	—	237,430	—	237,430
Common stock	33,476,061	—	—	33,476,061
Exchange traded funds	459,629	—	—	459,629
Total assets in the fair value hierarchy	\$ 33,935,690	\$ 904,619,433	\$ —	\$ 938,555,123
Commingled funds (a)	—	—	—	1,190,465,092
Hedge funds (a)	—	—	—	793,999,969
Private equity funds (a)	—	—	—	652,689,036
Real estate investment funds (a)	—	—	—	257,223,961
CCTs (a)	—	—	—	405,965,942
Investments at fair value	\$ 33,935,690	\$ 904,619,433	\$ —	\$ 4,238,899,123
Futures contracts-unrealized loss/ variation margin	\$ (843,000)	\$ —	\$ —	\$ (843,000)

(a) In accordance with ASC 820, certain investments that are measured at fair value using the NAV per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the Statement of Net Assets Available for Benefits.

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The following table lists investments that calculate NAV; the Plan uses NAV as a practical expedient to determine the fair value of these investments at December 31, 2024, excluding assets designated for the 401(h) account.

Category of Investment	Investment Strategy	Fair Value Determined Using NAV	Unfunded Commitments	Remaining Life	Redemption Notice Period	Redemption Restrictions and Terms	Redemption Restrictions and Terms in Place at Year End
Commingled Fund	Asset-Backed (a)	178,409,840	N/A	N/A	15 - 365 days notice	Quarterly redemption with an average of one to three year lock up	Quarterly redemption with an average of one to three year lock up
Commingled Fund	Asset-Backed (b)	151,950,196	8,053,273	1 to 3 years	180 - 360 days	Quarterly redemption with an average of one to three year lock up	Quarterly redemption with an average of one to three year lock up
Commingled Fund	Corporate Debt (c)	130,062,211	N/A	N/A	90 days notice	Quarterly redemption	Quarterly redemption
Commingled Fund	Corporate Debt (d)	171,374,006	112,587,730	1 to 3 years	N/A	Funds are locked up for approximately 4 years from final closing	N/A
Commingled Fund	Non US Equity (e)	244,750,190	N/A	N/A	5 - 30 days notice	Daily to monthly redemption	Daily to monthly redemption
Commingled Fund	US Equity (f)	319,576,040	N/A	N/A	5 - 60 days notice	Monthly to quarterly redemption	Monthly to quarterly redemption
Hedge Fund	Equity and Fixed Income (i)	319,785,384	N/A	N/A	5 - 90 days notice	Monthly to quarterly redemption	Monthly to quarterly redemption
Hedge Fund	Equity and Fixed Income (i)	361,467,772	N/A	0 to 2 years	30 - 90 days notice	Quarterly to annual redemption with an average of one-year lockup	Quarterly redemption
Hedge Fund	Multi-Strategy (j)	103,693,925	N/A	N/A	30 - 90 days notice	Monthly to quarterly redemption with an average of one-year lockup	Monthly to quarterly redemption with an average of one-year lockup
Private Equity	Domestic (k)	631,971,050	124,476,791	1 to 10 Years	N/A	Funds are locked up for approximately 10 years from final closing	N/A
Private Equity	International (l)	38,959,472	1,925,779	1 to 10 Years	N/A	Funds are locked up for approximately 10 years from final closing	N/A
Real Estate Investment Funds	Domestic (m)	13,713,433	N/A	N/A	5 - 90 days notice	Monthly to quarterly redemption	Monthly to quarterly redemption
Real Estate Investment Funds	Domestic (n)	209,494,806	104,975,267	1 to 10 Years	N/A	Funds are locked up for approximately 10 years from final closing	N/A
Real Estate Investment Funds	International (o)	18,527,002	4,274,089	1 to 10 Years	N/A	Funds are locked up for approximately 10 years from final closing	N/A
CCTs	Multi-Strategy (p)	152,557,269	N/A	N/A	2 - 30 days notice	Daily to monthly redemption	Daily to monthly redemption
CCTs	Short-Term Investment Vehicles (q)	120,918,480	N/A	N/A	1 day notice	Daily redemption	Daily redemption
Total		3,167,211,076	356,292,929				

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The following table lists investments that calculate NAV; the Plan uses NAV as a practical expedient to determine the fair value of these investments at December 31, 2023, excluding assets designated for the 401(h).

Category of Investment	Investment Strategy	Fair Value Determined Using NAV	Unfunded Commitments	Remaining Life	Redemption Notice Period	Redemption Restrictions and Terms	Redemption Restrictions and Terms in Place at Year End
Commingled Fund	Asset-Backed (a)	166,619,965	N/A	N/A	15 - 365 days notice	Quarterly redemption with an average of one to three year lock up	Quarterly redemption with an average of one to three year lock up
Commingled Fund	Asset-Backed (b)	138,380,024	13,674,148	1 to 3 years	180 - 360 days	Quarterly redemption with an average of one to three year lock up	Quarterly redemption with an average of one to three year lock up
Commingled Fund	Corporate Debt (c)	126,324,006	N/A	N/A	90 days notice	Quarterly redemption	Quarterly redemption
Commingled Fund	Corporate Debt (d)	132,105,726	71,094,429	1 to 3 years	N/A	Funds are locked up for approximately 4 years from final closing.	N/A
Commingled Fund	Non U.S. Equity (e)	142,637,531	N/A	N/A	5 - 30 days notice	Daily to monthly redemption	Daily to monthly redemption
Commingled Fund	U.S. Equity (f)	443,357,328	N/A	N/A	5 - 60 days notice	Monthly to quarterly redemption	Monthly to quarterly redemption
Commingled Fund	U.S. Government (g)	41,040,512	N/A	N/A	1 day notice	Daily redemption	Daily redemption
Hedge Fund	Equity and Fixed Income (i)	262,925,311	N/A	N/A	5 - 90 days notice	Monthly to quarterly redemption	Monthly to quarterly redemption
Hedge Fund	Equity and Fixed Income (i)	372,622,165	N/A	0 to 2 years	30 - 90 days notice	Quarterly to annual redemption with an average of one-year lock up	Quarterly redemption
Hedge Fund	Multi-Strategy (j)	158,452,493	N/A	N/A	30 - 90 days notice	Monthly to quarterly redemption with an average of one-year lock up	Monthly to quarterly redemption with an average of one-year lock up
Private Equity	Domestic (k)	614,344,000	154,359,136	1 to 10 years	N/A	Funds are locked up for approximately 10 years from final closing	N/A
Private Equity	International (l)	38,345,036	2,135,672	1 to 10 years	N/A	Funds are locked up for approximately 10 years from final closing	N/A
Real Estate Investment Funds	Domestic (m)	16,241,915	N/A	N/A	5 - 90 days notice	Monthly to quarterly redemption	Monthly to quarterly redemption
Real Estate Investment Funds	Domestic (n)	220,623,042	121,892,900	1 to 10 years	N/A	Funds are locked up for approximately 10 years from final closing	N/A
Real Estate Investment Funds	International (o)	20,359,004	7,435,147	1 to 10 years	N/A	Funds are locked up for approximately 10 years from final closing	N/A
CCTs	Multi-Strategy (p)	196,209,555	N/A	N/A	2 - 30 days notice	Daily to monthly redemption	Daily to monthly redemption
CCTs	Short-Term Investment Vehicles (q)	209,756,387	N/A	N/A	1 day notice	Daily redemption	Daily redemption
Total		3,300,344,000	370,591,432				

(a) Includes active credit fixed income commingled funds that invest in mortgage-backed securities and other mortgage-related securities through an unlevered, long-only approach.

(b) Includes commingled funds that invest in residential and commercial-related opportunities, and trust preferred securities (TruPS) collateralized debt obligations (CDOs).

(c) Includes active credit fixed income commingled funds that invest in both investment grade and high yield corporate debt, including bank loans that must meet requirements for liquidity and safety.

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(d) Includes opportunistic commingled funds that focus on distressed credits and equities, recapitalization opportunities, and dislocations arising from specific events and force-selling situations. The investments in this category cannot be redeemed because the investments include restrictions that do not allow for redemptions in the first 3 years after subscription.

(e) Includes non-U.S. public equity commingled funds that focus on both developed and emerging markets.

(f) Includes U.S. public equity funds that focus on both core and style investing.

(g) Includes a U.S. Treasury fixed income fund designed to replicate the beta of the 10-year U.S. Treasury and generate alpha through investments in global sovereign sectors.

(i) Includes hedge funds that employ several strategies, including equity market-neutral, fixed income relative value, equity long/short, credit long/short, and global macro styles.

(j) Includes hedge funds that focus on multi-strategy investing.

(k) Includes close-ended private equity funds that specialize in U.S. low and mid-market buyouts of companies, as well as in venture capital and infrastructure investing. These investments can never be redeemed from the funds. Instead, the nature of the investments in this category is that distributions are received through the liquidation of the underlying assets of the fund. If these investments were held, it is estimated that the underlying assets of the fund would be liquidated over 5 to 10 years. Fair values of the investments in this category are estimated using recent observable transaction information for similar investments.

(l) Includes close-ended private equity funds that specialize in global low and mid-market buyouts of companies. These investments can never be redeemed from the funds. Instead, the nature of the investments in this category is that distributions are received through the liquidation of the underlying assets of the fund. If these investments were held, it is estimated that the underlying assets of the fund would be liquidated over 5 to 10 years. Fair values of the investments in this category are estimated using recent observable transaction information for similar investments.

(m) Contains open-ended real estate investment vehicles that actively invests in high-quality income-producing properties within major U.S. markets.

(n) Includes close-ended real estate funds that specialize in U.S. development and sale of commercial and multifamily properties. These investments can never be redeemed from the funds. Instead, the nature of the investments in this category is that distributions are received through the liquidation of the underlying assets of the fund. If these investments were held, it is estimated that the underlying assets of the fund would be liquidated over 5 to 10 years. Fair values of the investments in this category are estimated using recent observable transaction information for similar investments.

(o) Includes a close-ended real estate fund that specializes in global development and sale of commercial and multifamily properties. These investments can never be redeemed from the fund. Instead, the nature of the investments in this category is that distributions are received through the liquidation of the underlying assets of the fund. If these investments were held, it is estimated that the underlying assets of the fund would be liquidated over 5 to 10 years. Fair values of the investments in this category are estimated using recent observable transaction information for similar investments.

(p) Contains CCTs that invest in either equities or fixed income.

(q) Contains short-term investment vehicles and cash sweep vehicles investing in high-grade money market instruments with short maturities. Principal preservation is a prime objective.

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The following table sets forth by level, within the fair value hierarchy, the 401(h) assets at fair value as of December 31, 2024 and 2023:

December 31, 2024	Level 1	Level 2	Level 3	Total
U.S. government securities	\$ —	\$ 212,144,802	\$ —	\$ 212,144,802
Corporate debt	—	59,409	—	59,409
Common stock	10,127,504	—	—	10,127,504
Exchange traded funds	179,933	—	—	179,933
Total assets in the fair value hierarchy	\$ 10,307,437	\$ 212,204,211	\$ —	\$ 222,511,648
Commingled funds (a)	—	—	—	312,433,785
Hedge funds (a)	—	—	—	205,032,504
Private equity funds (a)	—	—	—	175,250,750
Real estate investment funds (a)	—	—	—	63,142,577
CCTs (a)	—	—	—	71,433,373
Investments at fair value	\$ 10,307,437	\$ 212,204,211	\$ —	\$ 1,049,804,637
Futures contracts-unrealized loss/ variation margin	\$ (368,036)	\$ —	\$ —	\$ (368,036)
December 31, 2023	Level 1	Level 2	Level 3	Total
U.S. government securities	\$ —	\$ 225,236,174	\$ —	\$ 225,236,174
Corporate debt	—	59,132	—	59,132
Common stock	8,337,207	—	—	8,337,207
Exchange traded funds	114,471	—	—	114,471
Total assets in the fair value hierarchy	\$ 8,451,678	\$ 225,295,306	\$ —	\$ 233,746,984
Commingled funds (a)	—	—	—	296,485,116
Hedge funds (a)	—	—	—	197,745,549
Private equity funds (a)	—	—	—	162,552,086
Real estate investment funds (a)	—	—	—	64,061,581
CCTs (a)	—	—	—	101,105,744
Investments at fair value	\$ 8,451,678	\$ 225,295,306	\$ —	\$ 1,055,697,060
Futures contracts-unrealized loss/ variation margin	\$ (209,949)	\$ —	\$ —	\$ (209,949)

(a) In accordance with ASC 820, certain investments that are measured at fair value using the NAV per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the Statement of Net Assets Available for Benefits.

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The following table lists investments that calculate NAV; the 401(h) uses NAV as a practical expedient to determine the fair value of these investments at December 31, 2024.

Category of Investment	Investment Strategy	Fair Value Determined Using NAV	Unfunded Commitments	Remaining Life	Redemption Notice Period	Redemption Restrictions and Terms	Redemption Restrictions and Terms in Place at Year End
Commingled Fund	Asset-Backed (a)	46,601,633	N/A	N/A	15 - 365 days notice	Quarterly redemption with an average of one to three year lock up	Quarterly redemption with an average of one to three year lock up
Commingled Fund	Asset-Backed (b)	39,690,229	2,103,559	1 to 3 years	180 - 360 days	Quarterly redemption with an average of one to three year lock up	Quarterly redemption with an average of one to three year lock up
Commingled Fund	Corporate Debt (c)	33,972,966	N/A	N/A	90 days notice	Quarterly redemption	Quarterly redemption
Commingled Fund	Corporate Debt (d)	44,763,835	29,408,536	1 to 3 years	N/A	Funds are locked up for approximately 4 years from final closing	N/A
Commingled Fund	Non US Equity (e)	63,930,098	N/A	N/A	5 - 30 days notice	Daily to monthly redemption	Daily to monthly redemption
Commingled Fund	US Equity (f)	83,475,023	N/A	N/A	5 - 60 days notice	Monthly to quarterly redemption	Monthly to quarterly redemption
Hedge Fund	Equity and Fixed Income (i)	83,529,705	N/A	N/A	5 - 90 days notice	Monthly to quarterly redemption	Monthly to quarterly redemption
Hedge Fund	Equity and Fixed Income (i)	94,417,375	N/A	N/A	30 - 90 days notice	Quarterly to annual redemption with an average of one-year lockup	Quarterly redemption
Hedge Fund	Multi-Strategy (j)	27,085,425	N/A	0 to 2 years	30 - 90 days notice	Monthly to quarterly redemption with an average of one-year lockup	Monthly to quarterly redemption with an average of one-year lockup
Private Equity	Domestic (k)	165,074,321	32,514,024	N/A	N/A	Funds are locked up for approximately 10 years from final closing	N/A
Private Equity	International (l)	10,176,429	503,024	1 to 10 Years	N/A	Funds are locked up for approximately 10 years from final closing	N/A
Real Estate Investment Funds	Domestic (m)	3,582,024	N/A	N/A	5 - 90 days notice	Monthly to quarterly redemption	Monthly to quarterly redemption
Real Estate Investment Funds	Domestic (n)	54,721,198	27,420,118	1 to 10 Years	N/A	Funds are locked up for approximately 10 years from final closing	N/A
Real Estate Investment Funds	International (o)	4,839,355	1,116,416	1 to 10 Years	N/A	Funds are locked up for approximately 10 years from final closing	N/A
CCTs	Multi-Strategy (p)	39,848,799	N/A	N/A	2 - 30 days notice	Daily to monthly redemption	Daily to monthly redemption
CCTs	Short-Term Investment Vehicles (q)	31,584,574	N/A	N/A	1 day notice	Daily redemption	Daily redemption
Total		827,292,989	93,065,677				

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The following table lists investments that calculate NAV; the 401(h) uses NAV as a practical expedient to determine the fair value of these investments at December 31, 2023.

Category of Investment	Investment Strategy	Fair Value Determined Using NAV	Unfunded Commitments	Remaining Life	Redemption Notice Period	Redemption Restrictions and Terms	Redemption Restrictions and Terms in Place at Year End
Commingled Fund	Asset-Backed (a)	41,496,672	N/A	N/A	15 - 365 days notice	Quarterly redemption with an average of one to three year lock up	Quarterly redemption with an average of one to three year lock up
Commingled Fund	Asset-Backed (b)	34,463,520	3,405,544	1 to 3 years	180 -360 days	Quarterly redemption with an average of one to three year lock up	Quarterly redemption with an average of one to three year lock up
Commingled Fund	Corporate Debt (c)	31,460,971	N/A	N/A	90 days notice	Quarterly redemption	Quarterly redemption
Commingled Fund	Corporate Debt (d)	32,900,907	17,706,055	1 to 3 years	N/A	Funds are locked up for approximately 4 years from final closing.	N/A
Commingled Fund	Non U.S. Equity (e)	35,523,852	N/A	N/A	5 - 30 days notice	Daily to monthly redemption	Daily to monthly redemption
Commingled Fund	U.S. Equity (f)	110,418,062	N/A	N/A	5 - 60 days notice	Monthly to quarterly redemption	Monthly to quarterly redemption
Commingled Fund	U.S. Government (g)	10,221,132	N/A	N/A	1 day notice	Daily redemption	Daily redemption
Hedge Fund	Equity and Fixed Income (i)	65,481,501	N/A	N/A	5 - 90 days notice	Monthly to quarterly redemption	Monthly to quarterly redemption
Hedge Fund	Equity and Fixed Income (i)	92,801,483	N/A	N/A	30 - 90 days notice	Quarterly to annual redemption with an average of one-year lock up	Quarterly redemption
Hedge Fund	Multi-Strategy (j)	39,462,565	N/A	0 to 2 years	30 - 90 days notice	Monthly to quarterly redemption with an average of one-year lock up	Monthly to quarterly redemption with an average of one-year lock up
Private Equity	Domestic (k)	153,002,262	38,443,115	N/A	N/A	Funds are locked up for approximately 10 years from final closing	N/A
Private Equity	International (l)	9,549,824	531,889	1 to 10 years	N/A	Funds are locked up for approximately 10 years from final closing	N/A
Real Estate Investment Funds	Domestic (m)	4,045,046	N/A	N/A	5 - 90 days notice	Monthly to quarterly redemption	Monthly to quarterly redemption
Real Estate Investment Funds	Domestic (n)	54,946,129	30,357,405	1 to 10 years	N/A	Funds are locked up for approximately 10 years from final closing	N/A
Real Estate Investment Funds	International (o)	5,070,406	1,851,722	1 to 10 years	N/A	Funds are locked up for approximately 10 years from final closing	N/A
CCTs	Multi-Strategy (p)	48,865,954	N/A	N/A	2 - 30 days notice	Daily to monthly redemption	Daily to monthly redemption
CCTs	Short-Term Investment Vehicles (q)	52,239,790	N/A	N/A	1 day notice	Daily redemption	Daily redemption
Total		821,950,076	92,295,730				

For definitions of (a) through (q) see pages 21-22 of the notes to financial statements.

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6. Derivatives

Futures Contracts

A futures contract is a contractual agreement to make or take delivery of a standardized quantity of a specified grade or type of commodity or financial instrument at a specified future date in accordance with terms specified by a regulated futures exchange. The Plan uses equity index and fixed income futures contracts to manage equity price and interest rate risk. Losses in value may arise from changes in the value of the underlying instrument or if there is an illiquid secondary market for the contracts. The Plan does not employ leverage in its use of futures, thus cash balances are maintained at a level at least equal to the contract value of the futures.

Upon entering into a futures contract, the Plan is required to deposit either in cash or securities an amount equal to a certain percentage of the nominal value of the contract ("initial margin"). Pursuant to the futures contract, the Plan agrees to receive from, or pay to, the broker an amount of cash equal to the daily fluctuation in the value of the futures contract. Such receipts or payments are known as "variation margin" which are settled daily and are included in the unrealized gains (losses) on futures contracts. The Plan will record a variation margin receivable or payable in the net assets for variation margins, which have not yet been paid at the end of the year. The significant accounting policies for derivatives and any related gain/(loss) have been summarized in [Note 2](#). The Plan has credit risk associated with counterparty nonperformance. The risks associated with exchange-traded contracts are typically perceived to be less than those associated with the over-the-counter transactions (non-exchange traded), because exchanges typically (but not universally) provide clearinghouse arrangements in which the collective credit (in some cases limited in amount, in some cases not) of the members of the exchange is pledged to support the financial integrity of the exchange. In over-the-counter transactions, on the other hand, the Plan must rely solely on the credit of their respective individual counterparties. Margins, which may be subject to loss in the event of a default, are generally required in exchange trading, and counterparties may require margin in the over-the-counter markets.

The Plan may be required to pledge securities as collateral to support open futures contracts. At December 31, 2024 and 2023, U.S. government securities with a fair market value of \$64,656,661 and \$87,495,940, respectively were pledged as collateral for open future positions.

The 401(h) account may be required to pledge securities as collateral to support open futures contracts. At December 31, 2024 and 2023, U.S. government securities with a fair market value of \$16,888,676 and \$21,790,848, respectively were pledged as collateral for open future positions.

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At December 31, 2024, the Plan had the following open futures categorized by primary underlying risk:

		Long Contracts	
	Number of Contracts	Notional Amount	Unrealized Appreciation/ (Depreciation)
Equity Price:			
S&P Mini 500 Index Future	(1,097)	(325,683,559)	10,569,746
RUSSELL 2000 EMINI INDEX	(286)	(32,198,472)	1,827,906
Interest Rate:			
U.S. Note 10 years	2,134	232,123,153	(1,967,017)
U.S. Note 5 years	867	92,126,955	(357,869)
U.S. Note 2 years	3,964	815,130,338	357,789
U.S. Ultra Bond	4,573	543,806,100	(15,479,763)
	10,155	\$ 1,325,304,515	\$ (5,049,208)

The value on the Plan's Statement of Net Assets Available for Benefits is the related unsettled variation margin. The derivative activities during the year are reflective of the year end notional amounts.

At December 31, 2023, the Plan had the following open futures categorized by primary underlying risk:

		Long Contracts	
	Number of Contracts	Notional Amount	Unrealized Appreciation/ (Depreciation)
Equity Price:			
Mini MSCI Emerging Mkt	(739)	\$ (38,193,236)	\$ (1,720,010)
S&P Mini 500 Index Future	(1,698)	(409,239,882)	(15,141,739)
Mini MSCI EAFE	(204)	(22,991,957)	(868,723)
RUSSELL 2000 EMINI INDEX	(289)	(29,591,282)	(2,043,860)
Interest Rate:			
U.S. Note 10 years	2,938	331,699,014	12,074,303
U.S. Note 5 years	1,773	192,806,073	4,791,422
U.S. Ultra Bond	4,713	629,651,752	60,903,158
	6,494	\$ 654,140,482	\$ 57,994,551

The value on the Plan's Statement of Net Assets Available for Benefits is the related unsettled variation margin. The derivative activities during the year are reflective of the year end notional amounts.

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At December 31, 2024, the 401(h) account had the following open futures categorized by primary underlying risk:

		Long Contracts	
	Number of Contracts	Notional Amount	Unrealized Appreciation/ (Depreciation)
Equity Price:			
S&P Mini 500 Index Future	(287)	(85,070,341)	2,760,876
RUSSELL 2000 EMINI INDEX	(75)	(8,410,418)	477,459
Interest Rate:			
U.S. Note 10 years	558	60,631,847	(513,796)
U.S. Note 5 years	226	24,064,068	(93,477)
U.S. Note 2 years	1,036	212,916,537	93,456
U.S. Ultra Bond	1,195	142,045,150	(4,043,399)
	2,653	\$ 346,176,843	\$ (1,318,881)

The value on the 401(h) account's Net Assets Available for Postretirement Health and Welfare Benefits is the related unsettled variation margin. The derivative activities during the year are reflective of the year end notional amounts.

At December 31, 2023, the 401(h) account had the following open futures categorized by primary underlying risk:

		Long Contracts	
	Number of Contracts	Notional Amount	Unrealized Appreciation/ (Depreciation)
Equity Price:			
Mini MSCI Emerging Mkt	(184)	\$ (9,512,019)	\$ (428,368)
S&P Mini 500 Index Future	(423)	(101,921,118)	(3,771,047)
Mini MSCI EAFE	(51)	(5,726,143)	(216,355)
RUSSELL 2000 EMINI INDEX	(72)	(7,369,703)	(509,023)
Interest Rate:			
U.S. Note 10 years	732	82,609,579	3,007,103
U.S. Note 5 years	441	48,018,318	1,193,303
U.S. Ultra Bond	1,174	156,814,655	15,167,920
	1,617	\$ 162,913,569	\$ 14,443,533

The value on the 401(h) account's Net Assets Available for Postretirement Health and Welfare Benefits is the related unsettled variation margin. The derivative activities during the year are reflective of the year end notional amounts.

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The following Plan and 401(h) account tables identify the fair value amounts of futures included in the Statements of Net Assets Available for Benefits and Net Assets Available for Postretirement Health and Welfare Benefits, categorized by primary underlying risk of the derivative, at December 31, 2024 and 2023.

Plan:	2024		2023	
Primary Underlying Risk	Gross Derivative Assets/(Liabilities)		Gross Derivative Assets/(Liabilities)	
Daily variations on future contracts				
Equity Price	\$	1,201,890	\$	1,508,477
Interest Rate		(2,610,879)		(2,351,477)
Total	\$	(1,408,989)	\$	(843,000)

401(h) Account:	2024		2023	
Primary Underlying Risk	Gross Derivative Assets/(Liabilities)		Gross Derivative Assets/(Liabilities)	
Daily variations on future contracts				
Equity Price	\$	313,940	\$	375,686
Interest Rate		(681,976)		(585,635)
Total	\$	(368,036)	\$	(209,949)

The following Plan and 401(h) account tables identify the gain and loss amounts included in the Statements of Changes in Net Assets Available for Benefits and Changes in Net Assets in 401(h) account, categorized by primary underlying risk of the derivative, for the years ended December 31, 2024 and 2023.

Plan:	2024		2023	
Primary Underlying Risk	Net Depreciation of Investments		Net Depreciation of Investments	
Equity Price	\$	(53,774,742)	\$	(86,822,477)
Interest Rate		(189,405,715)		(9,877,876)
Total	\$	(243,180,457)	\$	(96,700,353)

401(h) Account:	2024		2023	
Primary Underlying Risk	Net Depreciation of Investments		Net Depreciation of Investments	
Equity Price	\$	(13,511,354)	\$	(21,010,855)
Interest Rate		(47,743,143)		(1,846,990)
Total	\$	(61,254,497)	\$	(22,857,845)

7. Commitments

The Plan has committed to investments in commingled funds, private equity and real estate funds not to exceed \$1,574 million of which approximately \$356 million remains outstanding at December 31, 2024 and \$1,550 million of which approximately \$371 million remained outstanding at December 31, 2023.

The 401(h) account has committed to investments in commingled funds, private equity and real estate funds not to exceed \$411 million of which approximately \$93 million remained outstanding at December 31, 2024 and \$386 million of which approximately \$92 million remained outstanding at December 31, 2023.

U.S. Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

8. Related Party and Party-in-Interest Transactions

The Trustee and Strategic Investment Group ("SIG"), which is the investment advisor, are considered parties-in-interest due to their roles as fiduciaries to the Plan. Certain Plan investments are managed by the Trustee. Administrative fees paid to the Trustee and SIG are considered party-in-interest transactions. Pursuant to the prohibited transaction exemption in ERISA Section 408(b)(2) or other applicable exemption, these party-in-interest transactions are not prohibited transactions.

The following table lists fees paid by the Plan and 401(h) account, in aggregate.

December 31,		2024		2023
NTC	\$	796,375	\$	718,220
SIG		5,011,976		6,353,037

9. Information Certified by the Trustee

As permitted by 29 CFR 2520.103-8 of the Department of Labor Rules and Regulations for Reporting and Disclosure under the ERISA, the following information, including investments balances and related investment information in the notes to the financial statements and supplemental schedules, but excluding the fair value measurement leveling, was certified as to completeness and accuracy by The Northern Trust Company, the Trustee.

Plan:

December 31,		2024		2023
Investments, at fair value	\$	4,019,075,363	\$	4,238,899,123
Due from broker		6,561,732		9,585,762
Accrued interest and dividends		9,825,754		9,571,089
Net assets held in 401(h) account		1,053,275,451		1,059,679,213
Due to broker		(242,182)		(265,861)
Daily variations margin payable on futures contracts		(1,408,989)		(843,000)
Net appreciation of investments	\$	1,159,228	\$	108,025,114
Interest and dividend income		69,902,759		63,434,178
Net investment income	\$	71,061,987	\$	171,459,292

401(h) Account:

December 31,		2024		2023
Investments, at fair value	\$	1,049,804,637	\$	1,055,697,060
Due from broker		1,713,960		2,387,332
Accrued interest and dividends		2,557,237		2,373,789
Due to broker		(63,259)		(66,213)
Daily variations margin payable on futures contracts		(368,036)		(209,949)
Net appreciation of investments	\$	12,171	\$	26,676,262
Interest and dividend income		17,798,559		15,396,614
Net investment income	\$	17,810,730	\$	42,072,876

U.S. Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

10. Tax Status

The Internal Revenue Service ("IRS") has determined and informed the Company by a letter dated August 23, 2021, that the Plan and related trust are designed in accordance with applicable sections of the IRC. The Plan has been amended since receiving the determination letter. However, the plan administrator believes the Plan is designed to comply with applicable requirements of the IRC, and the plan administrator believes the Plan is being operated in compliance with applicable IRC requirements. Therefore, no provision for income taxes has been made.

Pursuant to certain provisions of the IRC and state tax statutes, a portion of the income generated by the Trust may be subject to an unrelated business income tax ("UBIT"). There was no material UBIT incurred during the years ended December 31, 2024 and 2023 and there were no balances outstanding as of December 31, 2024 and 2023.

GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not 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, 2024 and 2023 there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Tax years 2021 and onward are still open to examination by the IRS according to the statute of limitations.

11. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for pension benefits per the financial statements to the Form 5500 Schedule H:

December 31,	2024		2023
Net assets available for pension benefits per the financial statements	\$	4,032,165,926	\$ 4,254,791,592
Net assets held in 401(h) included as assets in Form 5500		1,053,275,451	1,059,679,213
Net assets available for benefits per the Form 5500	\$	5,085,441,377	\$ 5,314,470,805

The net assets of the 401(h) included in the Form 5500 are not available to pay pension benefits but are to be used only to pay retiree health benefits.

The following is reconciliation of investment income, benefits paid and administrative expenses per the financial statements to the Form 5500:

Year ended December 31,	2024		
	Amounts per Financial Statements	401(h) Account	Amounts per Form 5500
Net investment income	\$ 71,061,987	\$ 17,810,730	\$ 88,872,717
Benefits paid	278,376,237	22,514,038	300,890,275
Administrative and investment manager fees	15,311,440	1,708,173	17,019,613

12. Subsequent Events

Management has evaluated subsequent events through September 29, 2025, which is the date the financial statements were available to be issued, and have no events to disclose.

Supplemental Schedules Required by ERISA

U.S. Retirement Plan

Schedule G, Part III - Schedule of Nonexempt Transactions

As of and for the Year Ended December 31, 2024

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price	(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction
Conduent, Inc.	Benefits Administration Services	Overpayment of administrative fees to the vendor from the Trust (401h) from June 2020 - February 2021 to be repaid on October 1, 2025.					\$ 23,125	\$ 30,844	\$ 7,719

U.S. Retirement Plan
Schedule H, line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a) (b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value and shares	(d) Cost	(e) Current value
ALEUTIAN FUND LTD	Commingled fund	\$ 60,000,000	\$ 55,952,634
ARCM FEEDER FUND IV LTD.	Commingled fund	15,879,071	40,299,455
ARROWSTREET INTERNATIONAL EQUITY-ALPHA EXTENSION FUND	Commingled fund	55,175,619	99,855,329
BAYVIEW MSR OPPORTUNITY OFFSHORE, L.P	Commingled fund	34,263,000	44,386,867
BAYVIEW OPPORTUNITY FUND OFFSHORE VII LP	Commingled fund	41,489,032	50,759,718
BAYVIEW OPPORTUNITY OFFSHORE VI 2, LP	Commingled fund	19,861,600	32,336,872
CARILLON TOWER SERIES HEDGE FD LLC-CLARIVEST ALL CANADA SERIES A	Commingled fund	5,000,001	10,450,457
ELLINGTON STRATEGIC MORTGAGE INSTITUTIONAL LP FUND	Commingled fund	206,056,295	225,011,473
EMERGING MARKETS ALPHA ADVANTAGE FUND - STRATEGIC LTD. CLASS A	Commingled fund	1	4,142,731
FIDELITY LONG CORP COMMINGLED POOL	Commingled fund	20,000,000	21,071,038
GOLDEN TREE HIGH YIELD VALUE FUND OFFSHORE (STRATEGIC) LTD	Commingled fund	45,833,713	82,949,304
GOLDENTREE DISTRESSED FUND IV (CAYMAN) LP	Commingled fund	10,063,603	17,881,216
GREEN COURT CHINA OPPORTUNITY FUND LLC	Commingled fund	3,050,000	2,686,439
HELIKON LONG SHORT EQUITY FUND LP	Commingled fund	8,250,000	9,285,530
HILDENE OPPORTUNITIES OFFSHORE FUND, LTD	Commingled fund	44,129,883	64,156,968
INTERNATIONAL VALUE INSTITUTIONAL SERIES	Commingled fund	50,000,100	54,678,584
KKR ENHAN US DIR LD FDR SCSP SR	Commingled fund	34,561,426	37,428,749
KKR GLOBAL CREDIT OPPORTUNITIES FUND (OVERSEAS) LP (USD)	Commingled fund	49,800,000	61,755,132
METLIFE LONG CREDIT CIT CL E	Commingled fund	72,998,865	60,014,835
MGG SF Evergreen (Cayman) Fund	Commingled fund	9,501,297	9,645,572
OASIS JAPAN STRAT FD OFFSHORE FEEDER	Commingled fund	5,000,000	5,675,387
PACIFIC NORTH OF SOUTH EM ALL CAP EQ FUND	Commingled fund	7,000,000	7,012,041
PACIFIC NOS GLOBAL EM EQUITY FUND	Commingled fund	19,500,000	19,988,704
SSGA MSCI JAPAN INDEX NL FUND ZV1N1	Commingled fund	10,964,675	13,062,070
STRATEGIC NON-CORE EMERGING MARKETS EQUITY TRUST	Commingled fund	10,000,100	25,890,382
Strategic U.S. Equity Extended Fund, L.P. (Adage)	Commingled fund	100	350,265,300
TCW DIRECT LENDING LLC	Commingled fund	2,272,396	4,103,256
TCW DIRECT LENDING VII LLC	Commingled fund	20,366,799	14,932,139
TCW DIRECT LENDING VIII LLC	Commingled fund	32,053,362	30,092,321
TWO SIGMA ACTIVE EXT US ALL CAP EQTY CAY FD LTD SR1 BENCHMARK	Commingled fund	14,670,290	52,785,765
ACADIAN EMERGING MARKETS EQUITY II FUND LLC	Common collective trusts	19,383,594	34,278,290
ACADIAN INTERNATIONAL SMALL CAP FUND	Common collective trusts	13,773,288	18,661,596
COL DOUBLELINE LNG DUR TL RT B F CL3	Common collective trusts	66,206,791	57,533,701
* NT COLLECTIVE GOVT SHORT TERM INVT FD	Common collective trusts	152,503,054	152,503,054
VOYA PRIVATE CREDIT TRUST FUND	Common collective trusts	77,610,871	81,932,481
NORTEL NETWORKS CORP NEW COM	Common stock, 1	7	0

The information on this schedule has been certified as to its completeness and accuracy by The Northern Trust Company, Trustee.

U.S. Retirement Plan
Schedule H, line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a) (b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value and shares	(d) Cost	(e) Current value
BORG WARNER INC COM	Common stock, 1,001	36,252	31,822
FIRST HORIZON CORPORATION COM	Common stock, 1,093	14,965	22,013
GLOBAL PMTS INC COM	Common stock, 1,120	153,457	125,507
NUCOR CORP COM	Common stock, 1,129	178,294	131,766
MGIC INVT CORP WIS COM	Common stock, 1,131	16,738	26,816
THE CIGNA GROUP	Common stock, 1,140	330,211	314,800
DEERE & CO COM	Common stock, 1,142	452,198	483,865
OLD NATL BANCORP IND COM	Common stock, 1,144	18,917	24,831
EXPEDIA GROUP INC COM USD0.001	Common stock, 1,168	172,816	217,633
GRAPHIC PACKAGING HLDG CO COM STK	Common stock, 1,196	33,464	32,483
LYONDELLBASELL IND N V COM USD0.01 CL 'A'	Common stock, 1,201	104,041	89,198
5TH 3RD BANCORP COM	Common stock, 1,202	40,105	50,821
HOST HOTELS & RESORTS INC REIT	Common stock, 1,216	22,447	21,304
AMERICAN INTERNATIONAL GROUP INC COM	Common stock, 1,244	73,920	90,563
FOX CORP CL B CL B	Common stock, 1,328	58,944	60,743
BEST BUY INC COM STK	Common stock, 1,331	114,703	114,200
BANK NEW YORK MELLON CORP COM STK	Common stock, 1,343	67,365	103,183
F N B CORP PA COM	Common stock, 1,370	16,178	20,249
UGI CORP NEW COM	Common stock, 1,400	43,324	39,522
MOSAIC CO/THE	Common stock, 1,404	53,060	34,510
SKECHERS U S A INC CL A CL A ISIN #US8305661055	Common stock, 1,408	86,831	94,674
NEXTRACKER INC CL A COM USD0.0001 CL A	Common stock, 1,460	60,794	53,334
FIRST SOLAR INC COM	Common stock, 1,496	247,180	263,655
DARLING INGREDIENTS INC COMSTK	Common stock, 1,503	73,640	50,636
AMDOCS ORD GBP0.01	Common stock, 1,519	132,591	129,328
LITTELFUSE INC COM	Common stock, 1,527	389,198	359,838
ROYALTY PHARMA PLC COM USD0.0001 CLASS A	Common stock, 1,528	58,950	38,979
INTERPUBLIC GROUP COMPANIES INC COM	Common stock, 1,602	43,299	44,888
MOLSON COORS BEVERAGE COMPANY COM USD0.01 CLASS B	Common stock, 1,663	87,236	95,323
FOX CORP CL A CL A	Common stock, 1,711	58,643	83,120
LOCKHEED MARTIN CORP COM	Common stock, 1,745	778,287	847,965
TAPESTRY INC COM USD0.01	Common stock, 1,781	56,593	116,353
BAXTER INTL INC COM	Common stock, 1,916	68,884	55,871
SENSATA TECHNOLOGIES B V HOLDING	Common stock, 1,971	70,906	54,005
CAPRI HOLDINGS LTD COM NPV	Common stock, 10,005	214,736	210,705
NATIONAL BK HLDGS CORP CL A COM STK	Common stock, 10,342	372,046	445,327
RENAISSANCE RE HLDGS LTD COM	Common stock, 100	24,019	24,881

The information on this schedule has been certified as to its completeness and accuracy by The Northern Trust Company, Trustee.

U.S. Retirement Plan
Schedule H, line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a) (b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value and shares	(d) Cost	(e) Current value
SNAP-ON INC COM	Common stock, 103	29,975	34,966
JACKSON FINANCIAL INC CL A COM	Common stock, 107	8,596	9,318
POPULAR INC COM NEW COM USD6 (POST REV SPLIT)	Common stock, 108	8,555	10,158
CADENCE BK COM	Common stock, 11,060	230,074	381,017
MERCURY SYSTEMS INC	Common stock, 11,083	444,175	465,486
QUANEX BLDG PRODS CORP COM STK	Common stock, 11,587	289,608	280,869
REINSURANCE GROUP AMER INC COM NEW STK	Common stock, 112	25,499	23,927
WINTRUST FINL CORP COM	Common stock, 113	10,247	14,092
KB HOME COM	Common stock, 114	6,855	7,492
MERITAGE HOMES CORP COM	Common stock, 114	15,427	17,535
BANK OF AMERICA CORP	Common stock, 12,314	417,977	541,200
HP INC COM	Common stock, 12,373	337,303	403,731
INGEVITY CORP COM	Common stock, 12,490	527,226	508,968
LITHIA MTRS INC COM CL A	Common stock, 126	35,431	45,036
AIR LEASE CORP CL A CL A	Common stock, 128	6,501	6,171
OSHKOSH CORPORATION	Common stock, 128	13,964	12,169
ASBURY AUTOMOTIVE GROUP INC COM	Common stock, 129	27,688	31,351
SEACOAST BKG CORP FLA COM NEW COM NEW	Common stock, 13,383	403,357	368,434
MURPHY USA INC COM	Common stock, 132	41,767	66,231
ONEMAIN HLDGS INC COM	Common stock, 137	7,090	7,142
UNITED THERAPEUTICS CORP DEL COM STK	Common stock, 144	37,172	50,809
ELEMENT SOLUTION INC COM	Common stock, 15,622	348,404	397,267
ALTRIA GROUP INC COM	Common stock, 16,321	706,077	853,425
HEWLETT PACKARD ENTERPRISE CO COM	Common stock, 16,559	257,037	353,535
COLUMBIA BKG SYS INC COM	Common stock, 16,790	381,937	453,498
NEOGENOMICS INC COM NEW COM NEW	Common stock, 17,034	261,583	280,720
CISCO SYSTEMS INC	Common stock, 17,321	763,559	1,025,403
COUSINS PPTYS INC	Common stock, 170	5,336	5,209
SYNOVUS FINL CORP COM NEW COM NEW	Common stock, 173	7,345	8,863
AFFILIATED MANAGERS GROUP INC COM STK	Common stock, 182	25,313	33,655
ESSENT GROUP LTD COM STK	Common stock, 183	8,734	9,963
WEX INC COM	Common stock, 186	31,912	32,610
WESTERN ALLIANCE BANCORPORATION COM	Common stock, 192	10,738	16,040
ZIONS BANCORPORATION N A	Common stock, 199	10,076	10,796
PACCAR INC COM	Common stock, 2,044	139,080	212,617
REGIONS FINL CORP NEW COM	Common stock, 2,100	41,754	49,392
ICU MED INC COM	Common stock, 2,154	363,717	334,236

The information on this schedule has been certified as to its completeness and accuracy by The Northern Trust Company, Trustee.

U.S. Retirement Plan
Schedule H, line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a) (b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value and shares	(d) Cost	(e) Current value
CENTENE CORP DEL COM	Common stock, 2,252	156,292	136,426
VALMONT INDS INC COM	Common stock, 2,262	524,472	693,688
APTIV PLC NEW ORD USD0.01	Common stock, 2,305	132,055	139,406
ALBERTSONS COS INC CL A CL A	Common stock, 2,313	44,497	45,427
ARCHER-DANIELS-MIDLAND CO COM	Common stock, 2,317	123,057	117,055
SKYWORKS SOLUTIONS INC COM	Common stock, 2,385	232,601	211,502
ALASKA AIR GROUP INC COM	Common stock, 2,447	121,951	158,443
HUNTINGTON BANCSHARES INC COM	Common stock, 2,454	28,629	39,927
SMURFIT WESTROCK LTD	Common stock, 2,483	97,011	133,734
TRUIST FINL CORP COM	Common stock, 2,504	105,482	108,624
3M CO COM	Common stock, 2,511	266,685	324,145
TEXTRON INC COM	Common stock, 2,688	211,957	205,605
SS&C TECHNOLOGIES HLDGS INC COM	Common stock, 2,808	173,185	212,790
ARCBEST CORP COM USD0.01	Common stock, 2,815	279,919	262,696
NETAPP INC COM STK	Common stock, 2,866	249,350	332,685
TARGET CORP COM STK	Common stock, 2,903	446,075	392,428
GEN MTRS CO COM	Common stock, 2,959	130,872	157,626
META PLATFORMS INC COM USD0.000006 CL 'A'	Common stock, 2,968	645,882	1,737,794
RADIAN GROUP INC COM	Common stock, 200	6,177	6,344
COMCAST CORP NEW-CL A	Common stock, 21,816	962,128	818,754
BOISE CASCADE CO COM	Common stock, 213	28,654	25,317
EAST WEST BANCORP INC COM	Common stock, 217	11,405	20,780
MAGNERA CORP COM	Common stock, 219	3,985	3,979
CRESCENT ENERGY CO COM CL A COM CL A	Common stock, 22,148	267,920	323,582
PFIZER INC COM	Common stock, 23,641	849,459	627,196
MOHAWK INDS INC COM	Common stock, 233	33,740	27,757
V F CORP COM	Common stock, 24,233	416,526	520,040
SLM CORP COM	Common stock, 241	6,584	6,647
JAZZ PHARMACEUTICALS PLC COM USD0.0001	Common stock, 245	38,337	30,172
BRUNSWICK CORP COM	Common stock, 246	19,082	15,911
REV GROUP INC COM	Common stock, 25,762	423,551	821,035
AGCO CORP COM	Common stock, 260	28,719	24,305
NEXTDOOR HLDGS INC CL A CL A	Common stock, 267,527	692,895	634,039
COMERICA INC COM	Common stock, 275	18,763	17,009
M & T BK CORP COM	Common stock, 279	40,388	52,455
WHITE MOUNTAINS INSURANCE GROUP COMMON STOCK	Common stock, 3	5,657	5,835
CNH INDUSTRIAL NV COM STK	Common stock, 3,056	29,276	34,624

The information on this schedule has been certified as to its completeness and accuracy by The Northern Trust Company, Trustee.

U.S. Retirement Plan
Schedule H, line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a) (b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value and shares	(d) Cost	(e) Current value
ZOOM COMMUNICATIONS INC	Common stock, 3,127	196,501	255,194
DELL TECHNOLOGIES INC COM USD0.01 CL C WI COMMON STOCK	Common stock, 3,384	314,046	389,972
BELDEN INC COM	Common stock, 3,410	193,207	384,000
OVINTIV INC COM USD0.01	Common stock, 3,453	155,287	139,847
CITIGROUP INC COM NEW COM NEW	Common stock, 3,674	200,510	258,613
EBAY INC COM USD0.001	Common stock, 3,754	174,064	232,560
VALERO ENERGY CORP COM STK NEW	Common stock, 3,777	538,499	463,022
TOLL BROS INC COM	Common stock, 304	26,939	38,289
ALLISON TRANSMISSION HOLDING	Common stock, 310	15,045	33,499
LEAR CORP COM NEW COM NEW	Common stock, 312	41,383	29,546
AXIS CAPITAL HOLDINGS LTD COM USD0.0125	Common stock, 326	19,340	28,890
ADAPTHEALTH CORP COM	Common stock, 34,826	368,462	331,544
CADENCE BK COM	Common stock, 353	9,031	12,161
DICKS SPORTING GOODS INC OC-COM OC-COM	Common stock, 355	44,582	81,238
TAYLOR MORRISON HOME CORP COM USD0.00001	Common stock, 359	16,615	21,974
ABERCROMBIE & FITCH CO CL A CL A	Common stock, 366	50,967	54,706
CORPAY INC COM	Common stock, 367	82,986	124,200
ARROW ELECTR INC COM	Common stock, 375	42,894	42,420
UNUM GROUP	Common stock, 386	14,864	28,190
SONOCO PROD CO COM	Common stock, 390	19,312	19,052
WESTN DIGITAL CORP COM	Common stock, 4,026	268,051	240,070
TE CONNECTIVITY PLC COM USD0.01	Common stock, 4,034	609,094	576,741
HALLIBURTON CO COM	Common stock, 4,080	141,884	110,935
SOUTHSTATE CORP COM	Common stock, 4,380	346,960	435,722
ENERSYS COM	Common stock, 4,407	407,206	407,339
GILEAD SCIENCES INC	Common stock, 4,566	357,273	421,761
KROGER CO COM	Common stock, 4,566	199,233	279,211
PAYPAL HLDGS INC COM	Common stock, 4,595	298,047	392,183
TERRENO RLTY CORP	Common stock, 4,695	271,899	277,662
INTERNATIONAL BUSINESS MACHS CORP COM	Common stock, 4,700	856,691	1,033,201
MEDTRONIC PLC COMMON STOCK STOCK	Common stock, 4,738	395,575	378,471
MUELLER INDS INC COM	Common stock, 400	22,756	31,744
M/I HOMES INC	Common stock, 42	6,759	5,584
AT&T INC COM	Common stock, 43,874	807,353	999,011
ALLY FINL INC COM	Common stock, 431	20,669	15,520
COREBRIDGE FINL INC COM	Common stock, 435	10,274	13,020
O-I GLASS INC COM	Common stock, 44,216	556,668	479,301

The information on this schedule has been certified as to its completeness and accuracy by The Northern Trust Company, Trustee.

U.S. Retirement Plan
Schedule H, line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a) (b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value and shares	(d) Cost	(e) Current value
TD SYNEX CORPORATION COM USD0.001	Common stock, 441	44,958	51,721
COMMERCIAL METALS CO COM	Common stock, 443	22,523	21,973
JABIL INC COM USD0.001	Common stock, 444	45,401	63,892
AVNET INC COM	Common stock, 455	26,017	23,806
GOODYEAR TIRE & RUBBER CO COM	Common stock, 49,670	612,599	447,030
FMC CORP COM (NEW)	Common stock, 494	29,928	24,013
TEXAS CAP BANCSHARES INC DEL COM	Common stock, 5,129	309,227	401,088
VIATRIS INC	Common stock, 5,194	67,294	64,665
FLEX LTD COM USD0.01	Common stock, 5,223	102,616	200,511
JPMORGAN CHASE & CO COM	Common stock, 5,232	750,024	1,254,163
ON SEMICONDUCTOR CORP COM	Common stock, 5,324	373,057	335,678
RAMBUS INC DEL COM	Common stock, 5,324	283,447	281,427
QUIDELORTHO CORPORATION COM USD0.001	Common stock, 5,462	225,391	243,332
VISTRA CORP COM USD0.01	Common stock, 5,474	766,999	754,700
AZZ INC COM	Common stock, 5,727	282,829	469,156
WELLS FARGO & CO NEW COM STK	Common stock, 5,813	289,038	408,305
QUALCOMM INC COM	Common stock, 5,957	794,199	915,114
GERON CORP COM	Common stock, 50,957	212,029	180,388
STATE STR CORP COM	Common stock, 510	37,144	50,057
BANK OZK COM	Common stock, 511	22,207	22,755
OLIN CORP COM	Common stock, 522	24,602	17,644
LKQ CORP COM LKQ CORP	Common stock, 539	24,899	19,808
WEBSTER FNCL CORP WATERBURY CONN COM	Common stock, 551	30,053	30,426
THE HARTFORD INSURANCE GROUP INC COM USD0.01	Common stock, 554	45,484	60,608
NOBLE CORPORATION PLC COM	Common stock, 557	19,712	17,490
PULTE GROUP INC	Common stock, 567	39,792	61,746
LENNAR CORP CL A CL A	Common stock, 570	61,565	77,731
COGNIZANT TECH SOLUTIONS CORP CL A	Common stock, 6,096	413,875	468,782
S.W. AIRL CO COM	Common stock, 6,537	188,538	219,774
COLUMBUS MCKINNON CORP N Y COM	Common stock, 6,683	269,247	248,875
APOGEE ENTERPRISES INC COM	Common stock, 6,767	265,877	483,231
EMERSON ELECTRIC CO COM	Common stock, 6,876	687,660	852,143
FIDELITY NATL INFORMATION SVCS INC COM STK	Common stock, 6,942	473,043	560,705
HUNTINGTON INGALLS INDS INC COM	Common stock, 618	154,083	116,783
STEEL DYNAMICS INC COM	Common stock, 621	66,688	70,837
GROUP 1 AUTOMOTIVE INC COM	Common stock, 64	26,073	26,975
CAPITAL ONE FINL CORP COM	Common stock, 641	73,580	114,303

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U.S. Retirement Plan
Schedule H, line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a) (b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value and shares	(d) Cost	(e) Current value
KILROY RLTY CORP COM	Common stock, 641	25,678	25,928
CELANESE CORP DEL COM STK	Common stock, 656	91,866	45,402
GENPACT LIMITED COM STK USD0.01	Common stock, 664	20,796	28,519
BUNGE GLOBAL SA F COMMON STOCK	Common stock, 682	67,425	53,032
EVEREST GROUP LTD	Common stock, 69	23,373	25,010
GEN DIGITAL INC COM USD0.01	Common stock, 7,115	144,227	194,809
JOHNSON & JOHNSON COM USD1	Common stock, 7,194	1,132,756	1,040,396
BRISTOL MYERS SQUIBB CO COM	Common stock, 7,300	452,555	412,888
PVH CORP COM USD1	Common stock, 717	79,169	75,823
OWENS CORNING NEW COM STK	Common stock, 734	77,379	125,015
CITIZENS FINL GROUP INC COM	Common stock, 761	29,551	33,301
BUILDERS FIRSTSOURCE INC COM STK	Common stock, 763	68,349	109,056
CROCS INC COM	Common stock, 763	86,637	83,571
INVESCO LTD COM STK USD0.20	Common stock, 771	12,613	13,477
D R HORTON INC COM	Common stock, 787	84,678	110,038
WILLIAMS SONOMA INC COM	Common stock, 792	57,304	146,663
BERRY GLOBAL GROUP INC MERGER AMCOR PLC 2Y19AS2 04-30-2025	Common stock, 793	43,937	51,283
CHUBB LTD ORD CHF24.15	Common stock, 795	203,066	219,659
PRUDENTIAL FINL INC COM	Common stock, 797	75,796	94,468
GLACIER BANCORP INC NEW COM	Common stock, 8,059	376,221	404,723
GENTHERM INC COM NPV	Common stock, 8,065	403,074	321,995
ICHOR HOLDINGS LTD COM USD0.0001	Common stock, 8,161	253,376	262,947
MICRON TECH INC COM	Common stock, 8,587	745,437	722,682
CVS HEALTH CORP COM	Common stock, 8,752	618,134	392,877
ADVANCE AUTO PTS INC COM	Common stock, 8,769	377,688	414,686
TALEN ENERGY CORP NEW COM	Common stock, 802	109,893	161,579
ARCH CAPITAL GROUP COM STK	Common stock, 810	78,265	74,804
OMNICOM GROUP INC COM	Common stock, 818	53,225	70,381
SYNCHRONY FINL COM	Common stock, 854	31,713	55,510
CF INDS HLDGS INC COM	Common stock, 859	66,556	73,290
MR COOPER GROUP INC COM USD0.01	Common stock, 87	8,221	8,353
DEVON ENERGY CORP NEW COM	Common stock, 9,094	376,228	297,647
SILGAN HLDGS INC COM	Common stock, 9,434	453,329	491,040
STAG INDL INC COM	Common stock, 9,461	302,661	319,971
SUMMIT MATLS INC CL A MERGER 02-10-2025	Common stock, 9,636	292,540	487,582
MURPHY OIL CORP COM	Common stock, 9,955	406,155	301,238
FOOT LOCKER INC COM	Common stock, 9,995	224,877	217,491

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U.S. Retirement Plan
Schedule H, line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a) (b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value and shares	(d) Cost	(e) Current value
FEDEX CORP COM	Common stock, 940	227,766	264,450
INGREDION INC COM	Common stock, 967	111,456	133,021
MATSON INC COM	Common stock, 98	16,272	13,214
ALBERTA ULC PIK 00% 12-31-2040 1839688	Corporate debt instruments, 0%, 12/31/2040, 1,032,169	0	10
CB SANCHEZ ENERGY D02/23/15 06.125%JJ23 ESCROW	Corporate debt instruments, 6.125%, 02/23/2015, 280,000	224,700	3,850
HERCULES INC 6.5% DUE 06-30-2029	Corporate debt instruments, 6.5%, 06/30/2029, 280,000	229,286	279,821
CB SANCHEZ ENERGY D06/15/14 07.750% JD21 ESCROW	Corporate debt instruments, 7.75%, 06/15/2014, 230,000	207,575	3,163
PVTPL OGX AUSTRIA GMBH GTD SR NT144A 8.375 04012022/03302012	Corporate debt instruments, 8.375%, 04/01/2022, 400,000	0	4
PVTPL OGX PETROLEO E GAS PARTICIPACOES S144A 8.5 DUE 12/31/2040	Corporate debt instruments, 8.5%, 12/31/2040, 200,000	0	2
MFC ISHARES TR RUSSELL 2000 VALUE ETF	Exchange Traded Funds, 5,292	828,740	868,788
ALEUTIAN FUND	Hedge fund	766,531	1,920,881
ALEUTIAN FUND SERIES 89_41-362736	Hedge fund	20,000,000	45,572,600
ANCHORAGE CAPITAL PARTNERS OFFSHORE, LTD. SERIES M	Hedge fund	8,125,802	12,069,009
ASIG INTERNATIONAL LIMITED CLASS A	Hedge fund	15,643,499	39,046,595
BIL LTD	Hedge fund	17,761,726	46,193,880
BLUECOVE EQUINOX CREDIT FUND LTD	Hedge fund	33,500,000	39,043,603
BOLDHAVEN FUND	Hedge fund	30,000,000	38,916,111
BRIDGEWATER PURE ALPHA FUND II, LTD.	Hedge fund	12,347,209	34,410,091
CITADEL GBL EQTY FD II LTD.	Hedge fund	3,790,117	38,636,509
DEERFIELD PARTNERS, LP	Hedge fund	22,926,750	22,315,252
FARALLON CAPITAL OFFSHORE INVESTORS, INC	Hedge fund	1	21,782,406
HOLOCENCE ADVISORS OFFSHORE FUND LTD. CL B(E) SER 09(2019)	Hedge fund	28,875,000	46,238,513
KING STREET CAPITAL LTD	Hedge fund	12,200,000	32,913,162
LAURION CAPITAL LIMITED	Hedge fund	10,018,037	35,986,163
MAGNETAR CONSTELLATION FUND, LTD	Hedge fund	13,165,398	58,355,094
PSQUARED SICAV PLC EVENT OPPORTUNITY FUND INVESTOR ACCOUNT	Hedge fund	28,500,000	33,909,499
RUBRIC CAPITAL OFFSHORE FUND LTD	Hedge fund	1	67,899,044
SCOPIA INTL LTD - CLS A SUB-CLS A5 SER 1	Hedge fund	20,106,239	37,277,848
SCULPTOR OVERSEAS FUND II LTD	Hedge fund	1,725	54,686
SONA CREDIT FUND LIMITED	Hedge fund	35,000,000	35,390,618
STRATEGIC PORTFOLIOS(RESTRICT)LTD SPC- STRATEGIC	Hedge fund	114,967,586	185,927,884
THE 32 CAPITAL FUND	Hedge fund	25,000,000	34,375,430
TREXQUANT OFFS FD LD A 2 SERIES 2024 11	Hedge fund	15,000,000	15,373,190
TREXQUANT OFFS FD LD A-2-TRFAE-TRFABA2SIM -SER045AUG2024	Hedge fund	20,000,000	21,880,834
VIKING GBL EQTY III LTD. CLS H-E SER 2018-11	Hedge fund	29,637,980	44,490,683
ACTIS EMERGING MARKETS 3	Private equity	1	157,000
ACTIS GLOBAL 4 LP	Private equity	2,340,853	2,116,000

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U.S. Retirement Plan
Schedule H, line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a) (b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value and shares	(d) Cost	(e) Current value
BATTERY VENTURES XIII SIDE FUND, LP	Private equity	3,321,387	4,944,997
BATTERY VENTURES XIII, LP	Private equity	4,059,817	5,300,578
BCP FUND II-A, LP	Private equity	9,877,013	13,210,798
BESSEMER VENTURE PARTNERS CENTURY FUND II INSTITUTIONAL LP	Private equity	466,667	455,776
BESSEMER VENTURE PARTNERS XI INSTITUTIONAL LP	Private equity	1,657,905	1,750,364
CASTLE HARLAN PARTNERS V	Private equity	1	390,713
CATTERTON PARTNERS VII	Private equity	170,374	1,971,418
CENTERBRIDGE SPECIAL CREDIT PARTNERS, L.P.	Private equity	74,667	5,998
CENTRE LANE PARTNERS V LP	Private equity	9,602,007	12,502,282
CLAYTON DUBILIER & RICE FD VI	Private equity	1	472
CORTEC GROUP FUND VI	Private equity	3,905,996	5,115,175
CORTEC GROUP FUND VII-A, LP	Private equity	11,380,565	14,292,613
EIF UNITED STATES POWER FUND IV LP	Private equity	4,712,221	4,458,105
GRAHAM PARTNERS IV PARALLEL, LP	Private equity	4,380,979	221,677
GRAHAM PARTNERS V PARALLEL, LP	Private equity	8,648,299	11,608,632
HIGHSTAR CAPITAL IV	Private equity	1,388,191	355,387
KOHLBERG TE INVESTORS IX, L.P.	Private equity	12,441,960	20,974,893
KOHLBERG TE INVESTORS VIII LP	Private equity	4,152,244	5,841,695
L CATTERTON VIII LP	Private equity	4,677,168	4,097,642
LC9 INTERNATIONAL AIV, L.P.	Private equity	8,270,946	10,035,240
LITTLEJOHN FUND IV	Private equity	506	462,213
LITTLEJOHN FUND VI, LP	Private equity	13,230,893	21,545,977
LITTLEJOHN FUND, V LP	Private equity	957,264	1,155,504
NAVIS ASIA FUND VI	Private equity	1	2,636,741
NEW MOUNTAIN PARTNERS III	Private equity	4,454,862	4,179,665
NEW MOUNTAIN PARTNERS IV	Private equity	37,952	1,982,054
NEW MOUNTAIN PARTNERS V	Private equity	7,474,505	7,756,209
NEW MOUNTAIN PARTNERS VI LP	Private equity	9,547,549	13,392,990
ONEX PARTNERS III	Private equity	1	1,472,786
ONEX PARTNERS IV LP	Private equity	745,703	885,644
ONEX PARTNERS V LP	Private equity	8,342,354	12,076,060
Performance Buyout FoF II, L.P.	Private equity	1,267,358	69,406,222
Performance Buyout FoF L.P.	Private equity	1	6,433,116
Performance Direct Investments III L.P.	Private equity	5,556,078	21,326,482
Performance Effem PE Fund, L.P. Series 2017	Private equity	16,897,946	23,484,823
Performance Effem PE Fund, L.P. Series 2018	Private equity	39,387,425	55,311,994
Performance Effem PE Fund, L.P. Series 2019	Private equity	61,270,267	107,401,325

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U.S. Retirement Plan
Schedule H, line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a) (b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value and shares	(d) Cost	(e) Current value
PERFORMANCE EFFEM PE FUND, L.P. SERIES 2020	Private equity	37,259,939	57,775,598
PERFORMANCE EFFEM PE FUND, L.P. SERIES 2022	Private equity	24,265,741	27,268,929
PERFORMANCE EFFEM PE FUND, L.P.: SERIES 2021	Private equity	29,195,226	37,924,643
PERFORMANCE EFFEM PE SERIES 2024	Private equity	5,070,728	6,151,118
PERFORMANCE VENTURE CAPITAL	Private equity	1	2,651,668
Performance Venture Capital II, L.P.	Private equity	1,455,812	4,562,824
Performance Venture Capital III, L.P.	Private equity	16,422,807	37,997,875
QUAD-C PARTNERS IX LP	Private equity	8,615,278	11,901,876
QUAD-C PARTNERS X LP	Private equity	3,718,469	4,164,691
RAINE PARTNERS III	Private equity	9,454,540	10,466,827
RIVERSIDE FUND VI-B, L.P.	Private equity	9,059,372	11,623,601
RIVERWOOD CAPITAL PARTNERS II L.P.	Private equity	2,598,272	6,281,344
RIVERWOOD CAPITAL PARTNERS III LP	Private equity	8,441,188	13,367,739
SBS-2 A SERIES OF STRATEGIC BUYOUT SERIES FUND, L.P.	Private equity	1,071,241	1,172,531
SBS-3, A Series of Strategic Buyout Series Fund	Private equity	879,850	945,200
Scale Venture Partners VII, LP	Private equity	4,049,581	3,513,125
SHAMROCK CAPITAL GROWTH FUND III, L.P.	Private equity	1,032,273	2,681,431
SHAMROCK CAPITAL GROWTH FUND IV, L.P.	Private equity	3,478,228	4,646,217
SHAMROCK CAPITAL GROWTH FUND V, LP	Private equity	7,172,742	7,964,180
SHASTA VENTURES II	Private equity	1	1,736,742
SHASTA VENTURES V, LP	Private equity	4,476,285	9,330,867
STG V-A,LP	Private equity	5,573,423	6,849,487
STG VI-A, L.P.	Private equity	8,697,963	11,095,394
STRATEGIC BUYOUT SERIES FUND	Private equity	9,361,114	9,205,171
STRATEGIC VENTURE SERIES FUND	Private equity	2,277,445	2,088,260
SVS-2, A SERIES OF STRATEGIC VENTURE SERIES FUND LP .	Private equity	364,756	388,557
SVS-3, A SERIES OF STRATEGIC VENTURE SERIES FUND LP	Private equity	282,980	280,126
TENAYA CAPITAL VI LP	Private equity	3,593,233	2,715,139
TENAYA CAPITAL VII LP	Private equity	2,639,182	9,670,824
TOWER ARCH PARTNERS II Q LP	Private equity	5,570,694	11,898,046
TSG 6 LP	Private equity	507,031	55,346
TSG 7 B LP	Private equity	538,233	1,073,396
TSG7 A L.P.	Private equity	1	2,505,727
TSG8 PARALLEL L.P.	Private equity	18,366,024	15,458,776
TSG9 PARALLEL LP	Private equity	3,577,067	3,283,776
UNION CAPITAL EQUITY PARTNERS III-A, L.P.	Private equity	2,586,072	3,633,771
UNITED STATES POWER FUND III	Private equity	1	948,235

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U.S. Retirement Plan
Schedule H, line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a) (b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value and shares	(d) Cost	(e) Current value
USPF II INSTITUTIONAL FUND	Private equity	784,323	18,857
VERITAS CAPITAL FUND IV	Private equity	485,219	339,662
WARBURG PINCUS GLOBAL GROWTH LP	Private equity	13,492,706	24,577,076
WARBURG PINCUS PRIVATE EQUITY IX	Private equity	1	25,065
WARBURG PINCUS PRIVATE EQUITY X	Private equity	1	406,261
WARBURG PINCUS PRIVATE EQUITY XI, LP	Private equity	1	1,167,772
WARBURG PINCUS PRIVATE EQUITY XII LP	Private equity	1,784,438	3,650,262
AG REALTY FUND IX LP	Real estate	6,032,767	4,811,877
AG REALTY VALUE FUND X LP	Real estate	8,630,856	8,821,304
ASANA PARTNERS FUND I, LP	Real estate	12,461,844	22,349,622
ASANA PARTNERS FUND II LP	Real estate	13,220,830	14,247,831
ASANA PARTNERS FUND III, LP	Real estate	8,150,000	7,522,786
CARTER-HASTON MULTIFAMILY VALUE FUND V REIT, L.P.	Real estate	17,516,239	12,331,301
CF JPMCB STRATEGIC PROPERTY FUND	Real estate	13,009,712	17,295,457
CORNERSTONE REAL ESTATE FUND X LP	Real estate	9,179	59,161
CROSSHARBOR INSTITUTIONAL PARTNERS 2021 LP	Real estate	11,497,317	12,804,889
CROW HOLDINGS REALTY PARTNERS VI LP	Real estate	1	372,151
CROW HOLDINGS REALTY PARTNERS VII LP	Real estate	1	24,169
DEERFIELD HEALTHCARE INNOVATIONS FUND III LP	Real estate	173,250	486,234
Greystar-Thackeray Realty Fund VI, LP	Real estate	8,243,670	5,475,329
HARRISON STREET CORE PROPERTY FUND LP	Real estate	192,047	10,079,244
LBA LOGISTICS VALUE FUND IX, L.P.	Real estate	11,923,077	11,232,477
LBA LOGISTICS VALUE FUND VII, LP	Real estate	11,189,915	17,161,922
LBA REALTY FUND V, LP	Real estate	688,693	6,128,636
LBA REALTY FUND VI, LP	Real estate	4,088,326	4,957,973
LONG WHARF REAL ESTATE PARTNERS IV LP	Real estate	1	1
LONG WHARF REAL ESTATE PARTNERS V LP	Real estate	8,519,638	10,338,971
LONG WHARF REAL ESTATE PARTNERS VI, LP	Real estate	10,608,033	9,871,825
PRIME PROPERTY FUND LLC	Real estate	36,194,619	43,041,827
PRISA	Real estate	1,832,082	42,045,842
SILVERPEAK LEGACY PENSION PARTNERS II, L.P.	Real estate	1	150,960
SILVERPEAK LEGACY PENSION PARTNERS III L.P.	Real estate	13,283,343	650,538
SRS-1, A SERIES OF STRATEGIC REAL ESTATE SERIES FUND, L.P.	Real estate	9,623,184	8,700,968
THACKERAY PARTNERS REALTY FUND IV	Real estate	1	1,080,751
THACKERAY PARTNERS REALTY FUND IV 2021	Real estate	2,356,788	779,732
THACKERAY PARTNERS REALTY FUND V 2021	Real estate	5,521,673	4,019,950
THACKERAY PARTNERS REALTY FUND V, L.P.	Real estate	6,192,425	9,103,154

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U.S. Retirement Plan
Schedule H, line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a) (b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value and shares	(d) Cost	(e) Current value
THOR URBAN PROPERTY FUND	Real estate	15,479,220	1,271,547
THOR URBAN PROPERTY FUND II, INC.	Real estate	1	319,725
UNICO CORE PLUS PARTNERS LP	Real estate	14,864,388	2,794,612
WESTBROOK RE FUND X LP	Real estate	7,733,714	3,915,917
WESTBROOK REALTY MANAGEMENT XI, L.P.	Real estate	11,678,718	10,629,135
UNITED STATES TREAS BDS 1.875% 11-15-2051	US Government Securities, 1.875%, 11/15/2051, 275,000,000	262,807,617	151,958,983
UNITED STATES TREAS BDS 2.0% 02-15-2052	US Government Securities, 2%, 02/15/2052, 123,000,000	103,339,219	74,703,282
UNITED STATES OF AMER TREAS BONDS 2.0% 08-15-2051	US Government Securities, 2%, 08/15/2051, 52,000,000	52,422,500	29,767,969
UNITED STATES TREAS BDS 2.875% 05-15-2049 REG	US Government Securities, 2.875%, 05/15/2049, 47,500,000	50,437,207	33,723,145
UNITED STATES OF AMER TREAS BONDS 2.875% 05-15-2052	US Government Securities, 2.875%, 05/15/2052, 170,000,000	152,614,844	119,092,970
UNITED STATES OF AMER TREAS BONDS 3% DUE08-15-2052	US Government Securities, 3%, 08/15/2052, 529,000,000	418,956,870	380,198,087
UNITED STATES TREAS BDS DTD 3.125% 05-15-2048	US Government Securities, 3.125%, 05/15/2048, 110,500,000	111,337,383	82,887,950
UNITED STATES TREAS BDS .. 3.125% DUE 11-15-2041 REG	US Government Securities, 3.125%, 11/15/2041, 34,610,000	34,406,692	27,881,329
UNITED STATES OF AMER TREAS BONDS 3.75% 11-15-2043	US Government Securities, 3.75%, 11/15/2043, 21,850,000	24,850,961	18,834,529
US TREASURY N/B 3.875% 08-15-2034	US Government Securities, 3.875%, 08/15/2034, 20,000,000	19,129,297	18,915,625
UNITED STATES OF AMER TREAS BONDS 4.25% 02-15-2054	US Government Securities, 4.25%, 02/15/2054, 94,500,000	95,267,676	86,356,757
		\$ 3,918,966,368	\$ 5,068,880,000

* Party-in-interest

The information on this schedule has been certified as to its completeness and accuracy by The Northern Trust Company, Trustee.

U.S. Retirement Plan

Schedule H, line 4i - Schedule of Assets (Acquired and Disposed of Within Year) Year Ended December 31, 2024

(a) Identity of issue, borrower, lessor, or similar party	(b) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(c) Cost of acquisitions	(d) Proceeds of dispositions
ACADEMY SPORTS & OUTDOORS INC COM	Common Stock, 466	\$ 29,971	\$ 22,260
ACUITY INC	Common Stock, 156	40,083	42,077
AES CORP COM	Common Stock, 12,157	201,840	233,830
AKAMAI TECHNOLOGIES INC COM STK	Common Stock, 1,054	222,424	184,143
ALKERMES PLC SHS	Common Stock, 437	10,431	11,550
AMGEN INC COM	Common Stock, 1,764	491,098	564,604
AMKOR TECHNOLOGY INC COM	Common Stock, 2,001	57,109	54,746
ASSURED GUARANTY LTD COMMON STK	Common Stock, 66	5,112	5,823
ATMOS ENERGY CORP COM	Common Stock, 13	281,224	341,491
AUTOLIV INC COM STK	Common Stock, 11	41,907	46,889
CABOT CORP COM	Common Stock, 269	21,051	31,703
CARDINAL HLTH INC	Common Stock, 1,606	185,638	187,748
CARNIVAL CORP COM PAIRED	Common Stock, 5,272	104,859	183,156
CONCENTRIX CORP COM USD0.0001	Common Stock, 245	20,532	14,031
COPA HOLDINGS SA COM STK	Common Stock, 159	16,008	13,193
ENCORE MERGER 07-02-2024	Common Stock, 52	14,603	15,080
ENSTAR GROUP LIMITED COM	Common Stock, 11	3,506	3,574
F5 INC COM STK NPV	Common Stock, 100	89,041	80,206
FORTIVE CORP COM MON STOCK	Common Stock, 2,104	173,233	160,092
WESTROCK CO MERGER SMURFIT WESTROCK LTD 2X12AU4 070824	Common Stock, 1,462	58,370	74,708
		\$ 2,068,040	\$ 2,270,904

The information on this schedule has been certified as to its completeness and accuracy by The Northern Trust Company, Trustee.

U.S. Retirement Plan
Schedule H, line 4j - Schedule of Reportable Transactions
Year Ended December 31, 2024

(a) Identity of Party Involved	(b) Description of Assets	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expense Incurred with Transaction	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain or (Loss)
Series of transactions								
NT COLLECTIVE GOVT SHORT TERM INVT FD	GOVT SHORT TERM INVT	\$2,548,039,413				\$2,548,039,413	\$ 2,548,039,413	
NT COLLECTIVE GOVT SHORT TERM INVT FD	GOVT SHORT TERM INVT		\$2,668,127,623			\$2,668,127,623	\$ 2,668,127,623	

The information on this schedule has been certified as to its completeness and accuracy by The Northern Trust Company, Trustee.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a

Schedule of Active Participant Data for Frozen Plans as of January 1, 2024

Number and average plan compensation limited by IRC §401(a)(17) distributed by attained age and attained years of credited service

Attained Age	Attained Years of Service¹ Credited																			
	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	
	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.
Under 25			39	54,907	34	57,851														
25 - 29			133	76,210	406	85,282	9													
30 - 34			162	96,420	764	99,620	222	113,896	2											
35 - 39			96	109,762	707	122,137	417	128,758	80	130,277	4									
40 - 44			105	126,616	555	126,182	362	142,744	175	162,281	74	130,675	6							
45 - 49			78	145,082	404	124,913	269	139,072	175	145,834	172	144,566	75	132,137	6					
50 - 54			77	144,450	351	109,718	235	122,764	178	136,744	236	133,713	136	148,446	68	137,195	4			
55 - 59			34	100,129	245	98,854	195	108,500	137	120,451	187	119,735	130	132,770	133	138,379	47	111,199		
60 - 64			24	112,802	172	89,314	132	92,528	107	99,971	116	92,911	68	105,468	75	113,731	30	132,399	20	103,041
65 - 69			9		45	88,488	25	97,372	26	120,613	34	89,057	24	121,348	5		5		5	
70 & Over			2		4		3		4		3		2				2		3	

Note: Counts above include active associates who are not accruing benefits but have frozen benefits; however, their pay is excluded from the average compensation figures above. Further, vesting service was used for ARP participants because credited service is not defined in the ARP.

¹ Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: U.S. Retirement Plan
 EIN / PN: 22-1594774/001
 Plan Sponsor: Mars, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a

Schedule of Active Participant Data for Cash Balance Plans as of January 1, 2024 Number and average account balance distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ²																			
	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	
	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.
Under 25			39	11,676	34	16,403														
25 – 29			133	16,028	406	26,686	9													
30 – 34			162	20,237	764	36,671	222	64,183	2											
35 - 39			96	24,019	707	45,407	417	74,260	73	99,371	3									
40 - 44			105	27,465	555	49,096	362	85,024	143	133,858	50	136,934	3							
45 - 49			78	32,071	404	49,679	269	88,829	108	129,934	105	173,794	43	180,673	5					
50 - 54			77	35,128	351	45,881	235	81,836	125	140,168	141	192,717	78	270,806	35	253,707	2			
55 - 59			34	25,339	245	41,147	195	76,588	90	141,026	109	178,685	76	282,210	63	404,563	17			
60 - 64			24	23,390	172	38,244	132	68,203	67	104,647	62	132,323	27	190,920	22	247,394	15		11	
65 - 69			9		45	37,127	25	74,218	16		20	136,521	13		2		1			
70 & Over			2		4		3		4		2						2			

Note: Participants with a total cash balance amount of \$0 were excluded from the schedule

² Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: U.S. Retirement Plan
 EIN / PN: 22-1594774/001
 Plan Sponsor: Mars, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Plan Sponsor Mars, Incorporated

EIN/PN 22-1594774/001

Economic Assumptions

Interest rate basis:

- Applicable month September
- Interest rate basis 3-Segment Rates

Interest rates:	<u>Reflecting Stabilization</u>	<u>Not Reflecting Stabilization</u>
• First segment rate	4.75%	3.62%
• Second segment rate	4.87%	4.46%
• Third segment rate	5.59%	4.52%
• Effective interest rate	5.16%	4.44%

As permitted by law, rates reflecting stabilization are used to determine the funding target and target normal cost, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from (and currently are higher than) current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Rates not reflecting stabilization are used to determine PBGC variable rate premiums if the alternative method is used, and are used to determine the PBGC FTAP and the PBGC 4010 FS.

Inclusion Date

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

Plan-related Expenses

The amount included this year for plan-related expenses is \$10,900,000.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Mortality

Healthy	Separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with generational projection as specified in the regulations under §1.430(h)(3)-1 using IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).
Disabled	Mortality in accordance with Revenue Ruling 96-7.

Retirement

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.

Percentage retiring during the year			
Age	MRP	WRET	All other associates
50	12.5%	0.00%	9.0%
51	12.5	0.00	9.0
52	10.0	0.00	9.0
53	10.0	0.00	9.0
54	10.0	0.00	9.0
55	15.0	8.00	12.0
56	15.0	8.00	9.0
57	15.0	8.00	9.0
58	25.0	8.00	12.0
59	20.0	8.00	9.0
60	20.0	8.00	9.0
61	20.0	8.00	9.0
62	25.0	23.75	20.0
63	25.0	31.25	20.0
64	25.0	23.25	20.0
65	30.0	50.25	30.0
66	30.0	85.75	30.0
67	30.0	100.00	30.0
68	30.0	100.00	30.0
69	30.0	100.00	30.0
70	100.0	100.00	100.0

Plan Name:	U.S. Retirement Plan
EIN / PN:	22-1594774/001
Plan Sponsor:	Mars, Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Representative Disability Rates

The rates at which participants become disabled by age are shown below:

Percentage becoming disabled during the year			
Age	WRET Males	WRET Females	All other associates
25	0.12%	0.18%	0.06%
30	0.12	0.18	0.10
35	0.13	0.19	0.15
40	0.14	0.22	0.24
45	0.19	0.29	0.39
50	0.34	0.50	0.67
55	0.64	0.96	1.27

Representative Termination Rates not Due to Disability, Retirement or Mortality

Percentage leaving during the year		
Age	WRET	All other associates ^{1,2,3}
25	18.51%	17.62%
30	12.19	12.26
35	8.78	8.64
40	7.00	4.99
45	6.21	2.96
50	5.63	0.70
55	2.92	0.00

¹ For participants with less than or equal to 3 years of service, the rates are assumed to be at least 15%.

² Assumed to be no less than 9% at any age less than 50 for ARP, Hubbard, and Nutro associates.

³ Termination rates for MRP participants are assumed to be 80% of the rates shown above.

Benefit Commencement Date

WRET associates: Benefits for current and future terminated vested and disabled associates commence at age 65. Preretirement death benefits for future beneficiaries commence immediately upon the participant's death.

All other associates: Benefits for current and future terminated vested participants commence at age 58. Current and future disabled participants commence at age 65. For future terminated vested participants, 50% will immediately elect a lump sum.

Compensation Increases

For purposes of determining the target normal cost and the additional funding target for maximum deductible contribution purposes compensation is assumed to increase by 3.75% during the plan year.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Future Increases in Social Security

For purposes of determining target normal cost and the additional funding target for maximum deductible contribution purposes the Social Security Wage Base is assumed to increase by 4% per annum.

Future Increases in Maximum Benefits and Plan Compensation Limitations

Accrued benefits projected to be paid in future years are limited to the maximum presently allowed under IRC Section 415. Plan compensation is limited to the maximum presently allowed under IRC Section 401(a)(17). No provision is made for future increases in the maximum annual benefit or compensation limit for purposes of determining funding target and target normal cost. For purposes of determining the additional funding target for maximum deductible purposes, the maximum annual benefit and compensation limits are assumed to increase by 3% per year.

ARP Interest Crediting Rate

The ARP interest crediting rate is assumed to be 6% per annum.

ARP Annuity Conversion Rate at Retirement

The ARP annuity conversion rate to convert ARP account balances at retirement to an annuity is assumed to be the 3rd segment rate.

Form of Payment

For the MRP formula, 70% of males and 50% of females are assumed to be married and elect the unreduced 50% J&S option; remainder are assumed to elect the single life annuity option.

For the ARP formula, 50% of future terminated vested participants are assumed to elect a lump sum immediately upon termination. Otherwise, at the assumed future benefit commencement date, 50% of associates are assumed elect a lump sum and 50% are assumed to elect an annuity option. Of those ARP associates who elect an annuity option, 70% of males and 50% of females are assumed to elect the 50% J&S with a 5-year payment guarantee; remainder are assumed to elect the single life annuity with a 5-year payment guarantee.

For the WRET, Nutro, and Hubbard formulas, 70% of males and 50% of females are assumed to elect the 50% J&S option; remainder are assumed to elect the single life annuity option.

Percent married

70% of males; 50% of females. Used to value pre-retirement surviving spouse benefits and in determining the optional forms expected to be elected at commencement.

Plan Name:	U.S. Retirement Plan
EIN / PN:	22-1594774/001
Plan Sponsor:	Mars, Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Spouse age

Wife two years younger than husband.

Employees

It was assumed that there will be no new or rehired employees.

Plan Compensation

For MRP, ARP, and Nutro associates, plan compensation for the valuation year is actual base earnings during the prior year provided by the employer, adjusted by an Other Eligible Pay percentage and the compensation increase rate. The Other Eligible Pay percentage is composed of 95% of the target variable pay, 8% for overtime (if eligible), and 2% for other pay. Target variable pay amounts were provided by Mars, Incorporated for each individual. Plan compensation is annualized for participants who did not work for a full year in the prior year. For years where the actual base earnings are not based on 26 bi-weekly periods, the actual earnings are prorated to estimate 26 bi-weeks of base pay. For 2024 plan compensation, no ratio of 2023 base earnings was necessary (the first payroll date was on January 6, 2023 and the last was on December 22, 2023; the last time an adjustment was necessary was for the 2017 valuation).

For WRET associates, plan compensation for the valuation year is actual base salary as of the beginning of the year provided by the employer adjusted by "SHOT". The SHOT is assumed to be 8% for overtime (if eligible).

Methods

Valuation date

First day of plan year

Funding target

Present value of accrued benefits as required by regulations under IRC §430.

Target normal cost

Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.

Plan Name:	U.S. Retirement Plan
EIN / PN:	22-1594774/001
Plan Sponsor:	Mars, Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Actuarial value of assets – Asset Method

Average of the fair market value of assets on the valuation date and the dates 12 and 24 months before the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (5.75% in 2023 and 6.50% in 2022, with such expected earnings limited as described in IRS Notice 2010-23). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the 2023 plan year).

The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets

Benefits not Included in Valuation

Actuarial increases for participants who defer commencement past their normal retirement date due to the small number of affected participants. Otherwise, WTW has reviewed the plan provisions with Mars, Inc. and, based on that review, is not aware of any significant benefits required to be valued that were not.

Sources of Data and Other Information

Data as of January 1, 2024 was provided by the plan sponsor and WTW's administration team, including final benefit amounts for certain retirees impacted by the minimum benefit effective January 1, 2024. Information on assets, contributions, and plan provisions were 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. Data assumptions used in the valuation are described in the data question deliverables dated March 8, 2024 and March 22, 2024.

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

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
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Plan Name:	U.S. Retirement Plan
EIN / PN:	22-1594774/001
Plan Sponsor:	Mars, Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Cash balance interest crediting rate

Participants who are in the ARP formula have a notional account that is credited with interest on a weekly basis. This interest credit is based on changes in the Consumer Price Index (CPI-W) plus 3%. An interest crediting rate of 6% was selected as a long-term assumption. This is consistent with the 3% assumption for the long-term rate of inflation.

Cash balance annuity conversion rate

Participants who are in the ARP formula have their account balance converted to an annuity at retirement based on the Moody's AAA bond yield. The annuity conversion rate is assumed to be equal to the 3rd segment rate to be consistent with the discount rate used to measure the funding target and the target normal cost.

Plan-related expenses

As required by regulations, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration and trustee fees to be paid from the trust). The expense load is the sum of the expected PBGC premiums and the other administrative expenses, rounded to the nearest one hundred thousand dollars. The expected non-PBGC administrative expenses are determined based on an average of the non-PBGC administrative expenses for the three calendar years preceding the valuation year.

Assumed return for asset smoothing

The assumed return used for asset smoothing is the expected return on assets assumption chosen by the client for the applicable year under U.S. GAAP. We understand that the expected return on assets assumption reflects the plan sponsor's estimate of future experience for trust asset returns, reflecting the plan's current asset allocation and any expected changes during the current plan year, current market conditions and the plan sponsor's expectations for future market conditions. WTW was unable to evaluate this assumption due to the sophistication of the plan sponsor's investment strategy for the plan's assets.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Rates of increase in:

Compensation and National average wages (NAW) (e.g., Social Security wage bases)

The increases in base earnings and Social Security Wage Base (SSWB) are consistent with each other and the inflation assumption. The compensation increase assumption reflects the plan sponsor's expectations. We relied on the plan sponsor for this assumption, as the plan sponsor has access to pertinent information related to their business and is in a better position to set this assumption. The assumed NAW is based on assumed CPI as shown below, plus assumed increases in real wages (the portion of GDP increases that become part of wages). We believe that the assumptions chosen do not significantly conflict with what would be reasonable based on current and expected future CPI and GDP growth, taking into account historical variability adjusted to current conditions.

Inflation (CPI)

The assumed CPI is based on a combination of historical average CPI over the last 20 years and future forecasts by economists. The other economic assumptions chosen do not significantly conflict with this assumption, taking into account historical variability in CPI.

Assumptions Rationale - Significant Demographic Assumptions

Healthy Mortality

Assumptions used for funding purposes are as prescribed by IRC §430(h).

Disabled Mortality

Assumptions used for funding purposes are in accordance with Revenue Ruling 96-7. The disability mortality table used does not project mortality improvements beyond the valuation date.

Termination

Termination rates for WRET associates were based on an experience study conducted in 2011, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Termination rates for all other associates were based on an experience study conducted in 2016, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. Assumed termination rates vary based on age, service, and benefit formula.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Plan Name: U.S. Retirement Plan
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Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Retirement

Retirement rates for WRET associates were based on an experience study conducted in 2011, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Retirement rates for all other associates were based on an experience study conducted in 2016, 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 benefit formula because of observed differences.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Disability

Disability rates for WRET associates were based on a published table for pension participants believed to have reasonably similar characteristics participating in pension plans with similar disability provisions, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Disability rates for all other associates were based on a published table for pension participants believed to have reasonably similar characteristics participating in pension plans with similar disability provisions, adjusted to reflect plan experience based on an experience study conducted in 2016, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Benefit commencement date for deferred benefits

For WRET associates, deferred vested participants are assumed to begin benefits at normal retirement (age 65 or current age if later) because using other commencement ages is not expected to be significant.

For all other associates, deferred vested participants are assumed to begin benefits based on an analysis of actual commencement patterns conducted in 2016.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Form of payment

The percentage of retiring participants assumed to take lump sums (for ARP associates with less than 7 years of service only) and joint and survivor annuities, and the assumed survivor percentages, are based on an experience study conducted in 2016.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

We believe the use of a 50% assumption for immediate election of lump sums after termination of employment is appropriate for all ARP associates who have access to the lump sum option effective January 1, 2023. Recent lump sum experience for associates with less than 7 years has been about 50% since its inception in 2015. The current administrative process is to provide communications to participants shortly after they terminate, which has resulted in this take rate. We expect that the expanded group will see similar election rates.

For those ARP associates do not elect an immediate lump sum upon termination, we believe that a second 50% election upon retirement is appropriate. In general, we see higher acceptance rates for other similarly situated cash balance plans that offer lump sums. However, due to the availability of the lump sum at termination and the long history of only providing annuities under the USRP, we anticipate that a lower lump sum rate is likely for the USRP.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Percent married and spouse age

The assumed percentage married and age difference for spouses are based on an experience study conducted in 2016. For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Source of Prescribed Methods

Funding methods

The methods used for funding purposes, 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.

Changes in Assumptions and Methods

Change in assumptions since prior valuation

The overtime pay percentage was changed from 13% in 2023 to 8% in 2024.

Change in methods since prior valuation

None.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

Plan Name	U. S. Retirement Plan
Plan Sponsor EIN	22-1594774
ERISA Plan #	001
Plan Year Ending	12/31/2024

The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	X

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 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

► 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. S. RETIREMENT PLAN	B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF MARS, INCORPORATED	D Employer Identification Number (EIN) 22-1594774
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 01 Day 01 Year 2024	
2 Assets:	
a Market value	2a 4,257,016,304
b Actuarial value	2b 4,614,577,545
3 Funding target/participant count breakdown	
a For retired participants and beneficiaries receiving payment	(1) Number of participants 9,095 (2) Vested Funding Target 2,575,128,511 (3) Total Funding Target 2,575,128,511
b For terminated vested participants	9,588 798,596,241 798,596,241
c For active participants	8,869 965,302,601 991,551,444
d Total	27,552 4,339,027,353 4,365,276,196
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 5.16%
6 Target normal cost	
a Present value of current plan year accruals	6a 76,817,427
b Expected plan-related expenses	6b 10,900,000
c Target normal cost	6c 87,717,427

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	James J. Holloman 	9/17/2025
	Signature of actuary	Date
James J. Holloman	Type or print name of actuary	2306456
		Most recent enrollment number
Willis Towers Watson US LLC	Firm name	703-258-8000
		Telephone number (including area code)
800 North Glebe Road Floor 10 Arlington VA 22203	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.

Schedule SB (Form 5500) 2024
v. 240311

Part II	Beginning of Year Carryover and Prefunding Balances
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		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	485,765,812	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	41,468	0
9	Amount remaining (line 7 minus line 8)	485,724,344	0
10	Interest on line 9 using prior year's actual return of <u>3.85</u> %	18,700,387	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		8,252
	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>5.28</u> %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		318
	c Total available at beginning of current plan year to add to prefunding balance.....		8,570
	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).....	504,424,731	0

Part III | Funding Percentages

14	Funding target attainment percentage.....	14	94.15 %
15	Adjusted funding target attainment percentage.....	15	105.70 %
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	113.44 %
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: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %	☐ N/A, full yield curve used
	b Applicable month (enter code).....				21b 4
22	Weighted average retirement age				22 60
23	Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute				

Part VI	Miscellaneous Items
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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	Demographic and benefit information	
	a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
	b Is the plan required to provide a projection of expected benefit payments? 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
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31	Target normal cost and excess assets (see instructions):		
	a Target normal cost (line 6c).....	31a	87,717,427
	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 87,717,427
		Carryover balance	Prefunding balance
35	Balances elected for use to offset funding requirement	87,717,427	0
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 the American Rescue Plan Act of 2021 (See Instructions)
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41	If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☒ 2020 ☐ 2021
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SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Mars, Inc.
EIN/PN	22-1594774/001
Plan Name	U.S. Retirement Plan
Valuation Date	January 1, 2024
Enrolled Actuary	James J. Holloman
Enrollment Number	23-06456

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.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 15

Reconciliation of differences between valuation results and amounts used to calculate AFTAP as of January 1, 2024

The AFTAP reported on line 15 is the final certified AFTAP for the plan year and does not correspond to the valuation results reported on this SB.

The AFTAP reported on line 15 was certified on September 27, 2024. In addition, adjustments were made to the AFTAP for annuity purchases for non-highly compensated employees totaling \$2,576,124.

Date of AFTAP certification/ recertification	AFTAP	Description and the amount of each adjustment to the funding target, AVA, carryover balance, prefunding balance
September 27, 2024	105.70%	Annuity purchases for NHCEs during 2022 and 2023 totaling \$2,576,124.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2024

See Schedule SB, Part V - Statement of Actuarial Assumptions/Methods for retirement rates. The average retirement age for Line 22 was calculated by determining the average age at retirement for those current active participants expected to reach retirement, based on all current decrements assumed.

Plan Name:	U.S. Retirement Plan
EIN / PN:	22-1594774/001
Plan Sponsor:	Mars, Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Plan Sponsor Mars, Incorporated

EIN/PN 22-1594774/001

Economic Assumptions

Interest rate basis:

- Applicable month September
- Interest rate basis 3-Segment Rates

Interest rates:	<u>Reflecting Stabilization</u>	<u>Not Reflecting Stabilization</u>
• First segment rate	4.75%	3.62%
• Second segment rate	4.87%	4.46%
• Third segment rate	5.59%	4.52%
• Effective interest rate	5.16%	4.44%

As permitted by law, rates reflecting stabilization are used to determine the funding target and target normal cost, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from (and currently are higher than) current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Rates not reflecting stabilization are used to determine PBGC variable rate premiums if the alternative method is used, and are used to determine the PBGC FTAP and the PBGC 4010 FS.

Inclusion Date

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

Plan-related Expenses

The amount included this year for plan-related expenses is \$10,900,000.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Mortality

Healthy	Separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with generational projection as specified in the regulations under §1.430(h)(3)-1 using IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).
Disabled	Mortality in accordance with Revenue Ruling 96-7.

Retirement

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.

Percentage retiring during the year			
Age	MRP	WRET	All other associates
50	12.5%	0.00%	9.0%
51	12.5	0.00	9.0
52	10.0	0.00	9.0
53	10.0	0.00	9.0
54	10.0	0.00	9.0
55	15.0	8.00	12.0
56	15.0	8.00	9.0
57	15.0	8.00	9.0
58	25.0	8.00	12.0
59	20.0	8.00	9.0
60	20.0	8.00	9.0
61	20.0	8.00	9.0
62	25.0	23.75	20.0
63	25.0	31.25	20.0
64	25.0	23.25	20.0
65	30.0	50.25	30.0
66	30.0	85.75	30.0
67	30.0	100.00	30.0
68	30.0	100.00	30.0
69	30.0	100.00	30.0
70	100.0	100.00	100.0

Plan Name:	U.S. Retirement Plan
EIN / PN:	22-1594774/001
Plan Sponsor:	Mars, Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Representative Disability Rates

The rates at which participants become disabled by age are shown below:

Percentage becoming disabled during the year			
Age	WRET Males	WRET Females	All other associates
25	0.12%	0.18%	0.06%
30	0.12	0.18	0.10
35	0.13	0.19	0.15
40	0.14	0.22	0.24
45	0.19	0.29	0.39
50	0.34	0.50	0.67
55	0.64	0.96	1.27

Representative Termination Rates not Due to Disability, Retirement or Mortality

Percentage leaving during the year		
Age	WRET	All other associates ^{1,2,3}
25	18.51%	17.62%
30	12.19	12.26
35	8.78	8.64
40	7.00	4.99
45	6.21	2.96
50	5.63	0.70
55	2.92	0.00

¹ For participants with less than or equal to 3 years of service, the rates are assumed to be at least 15%.

² Assumed to be no less than 9% at any age less than 50 for ARP, Hubbard, and Nutro associates.

³ Termination rates for MRP participants are assumed to be 80% of the rates shown above.

Benefit Commencement Date

WRET associates: Benefits for current and future terminated vested and disabled associates commence at age 65. Preretirement death benefits for future beneficiaries commence immediately upon the participant's death.

All other associates: Benefits for current and future terminated vested participants commence at age 58. Current and future disabled participants commence at age 65. For future terminated vested participants, 50% will immediately elect a lump sum.

Compensation Increases

For purposes of determining the target normal cost and the additional funding target for maximum deductible contribution purposes compensation is assumed to increase by 3.75% during the plan year.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Future Increases in Social Security

For purposes of determining target normal cost and the additional funding target for maximum deductible contribution purposes the Social Security Wage Base is assumed to increase by 4% per annum.

Future Increases in Maximum Benefits and Plan Compensation Limitations

Accrued benefits projected to be paid in future years are limited to the maximum presently allowed under IRC Section 415. Plan compensation is limited to the maximum presently allowed under IRC Section 401(a)(17). No provision is made for future increases in the maximum annual benefit or compensation limit for purposes of determining funding target and target normal cost. For purposes of determining the additional funding target for maximum deductible purposes, the maximum annual benefit and compensation limits are assumed to increase by 3% per year.

ARP Interest Crediting Rate

The ARP interest crediting rate is assumed to be 6% per annum.

ARP Annuity Conversion Rate at Retirement

The ARP annuity conversion rate to convert ARP account balances at retirement to an annuity is assumed to be the 3rd segment rate.

Form of Payment

For the MRP formula, 70% of males and 50% of females are assumed to be married and elect the unreduced 50% J&S option; remainder are assumed to elect the single life annuity option.

For the ARP formula, 50% of future terminated vested participants are assumed to elect a lump sum immediately upon termination. Otherwise, at the assumed future benefit commencement date, 50% of associates are assumed elect a lump sum and 50% are assumed to elect an annuity option. Of those ARP associates who elect an annuity option, 70% of males and 50% of females are assumed to elect the 50% J&S with a 5-year payment guarantee; remainder are assumed to elect the single life annuity with a 5-year payment guarantee.

For the WRET, Nutro, and Hubbard formulas, 70% of males and 50% of females are assumed to elect the 50% J&S option; remainder are assumed to elect the single life annuity option.

Percent married

70% of males; 50% of females. Used to value pre-retirement surviving spouse benefits and in determining the optional forms expected to be elected at commencement.

Plan Name:	U.S. Retirement Plan
EIN / PN:	22-1594774/001
Plan Sponsor:	Mars, Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Spouse age

Wife two years younger than husband.

Employees

It was assumed that there will be no new or rehired employees.

Plan Compensation

For MRP, ARP, and Nutro associates, plan compensation for the valuation year is actual base earnings during the prior year provided by the employer, adjusted by an Other Eligible Pay percentage and the compensation increase rate. The Other Eligible Pay percentage is composed of 95% of the target variable pay, 8% for overtime (if eligible), and 2% for other pay. Target variable pay amounts were provided by Mars, Incorporated for each individual. Plan compensation is annualized for participants who did not work for a full year in the prior year. For years where the actual base earnings are not based on 26 bi-weekly periods, the actual earnings are prorated to estimate 26 bi-weeks of base pay. For 2024 plan compensation, no ratio of 2023 base earnings was necessary (the first payroll date was on January 6, 2023 and the last was on December 22, 2023; the last time an adjustment was necessary was for the 2017 valuation).

For WRET associates, plan compensation for the valuation year is actual base salary as of the beginning of the year provided by the employer adjusted by "SHOT". The SHOT is assumed to be 8% for overtime (if eligible).

Methods

Valuation date

First day of plan year

Funding target

Present value of accrued benefits as required by regulations under IRC §430.

Target normal cost

Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.

Plan Name:	U.S. Retirement Plan
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Plan Sponsor:	Mars, Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Actuarial value of assets – Asset Method

Average of the fair market value of assets on the valuation date and the dates 12 and 24 months before the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (5.75% in 2023 and 6.50% in 2022, with such expected earnings limited as described in IRS Notice 2010-23). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the 2023 plan year).

The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets

Benefits not Included in Valuation

Actuarial increases for participants who defer commencement past their normal retirement date due to the small number of affected participants. Otherwise, WTW has reviewed the plan provisions with Mars, Inc. and, based on that review, is not aware of any significant benefits required to be valued that were not.

Sources of Data and Other Information

Data as of January 1, 2024 was provided by the plan sponsor and WTW's administration team, including final benefit amounts for certain retirees impacted by the minimum benefit effective January 1, 2024. Information on assets, contributions, and plan provisions were 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. Data assumptions used in the valuation are described in the data question deliverables dated March 8, 2024 and March 22, 2024.

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

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
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Plan Name:	U.S. Retirement Plan
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Plan Sponsor:	Mars, Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

**Cash balance interest
crediting rate**

Participants who are in the ARP formula have a notional account that is credited with interest on a weekly basis. This interest credit is based on changes in the Consumer Price Index (CPI-W) plus 3%. An interest crediting rate of 6% was selected as a long-term assumption. This is consistent with the 3% assumption for the long-term rate of inflation.

**Cash balance annuity
conversion rate**

Participants who are in the ARP formula have their account balance converted to an annuity at retirement based on the Moody's AAA bond yield. The annuity conversion rate is assumed to be equal to the 3rd segment rate to be consistent with the discount rate used to measure the funding target and the target normal cost.

Plan-related expenses

As required by regulations, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration and trustee fees to be paid from the trust). The expense load is the sum of the expected PBGC premiums and the other administrative expenses, rounded to the nearest one hundred thousand dollars. The expected non-PBGC administrative expenses are determined based on an average of the non-PBGC administrative expenses for the three calendar years preceding the valuation year.

**Assumed return for asset
smoothing**

The assumed return used for asset smoothing is the expected return on assets assumption chosen by the client for the applicable year under U.S. GAAP. We understand that the expected return on assets assumption reflects the plan sponsor's estimate of future experience for trust asset returns, reflecting the plan's current asset allocation and any expected changes during the current plan year, current market conditions and the plan sponsor's expectations for future market conditions. WTW was unable to evaluate this assumption due to the sophistication of the plan sponsor's investment strategy for the plan's assets.

Plan Name: U.S. Retirement Plan
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Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Rates of increase in:

Compensation and National average wages (NAW) (e.g., Social Security wage bases)

The increases in base earnings and Social Security Wage Base (SSWB) are consistent with each other and the inflation assumption. The compensation increase assumption reflects the plan sponsor's expectations. We relied on the plan sponsor for this assumption, as the plan sponsor has access to pertinent information related to their business and is in a better position to set this assumption. The assumed NAW is based on assumed CPI as shown below, plus assumed increases in real wages (the portion of GDP increases that become part of wages). We believe that the assumptions chosen do not significantly conflict with what would be reasonable based on current and expected future CPI and GDP growth, taking into account historical variability adjusted to current conditions.

Inflation (CPI)

The assumed CPI is based on a combination of historical average CPI over the last 20 years and future forecasts by economists. The other economic assumptions chosen do not significantly conflict with this assumption, taking into account historical variability in CPI.

Assumptions Rationale - Significant Demographic Assumptions

Healthy Mortality

Assumptions used for funding purposes are as prescribed by IRC §430(h).

Disabled Mortality

Assumptions used for funding purposes are in accordance with Revenue Ruling 96-7. The disability mortality table used does not project mortality improvements beyond the valuation date.

Termination

Termination rates for WRET associates were based on an experience study conducted in 2011, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Termination rates for all other associates were based on an experience study conducted in 2016, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. Assumed termination rates vary based on age, service, and benefit formula.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Retirement

Retirement rates for WRET associates were based on an experience study conducted in 2011, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Retirement rates for all other associates were based on an experience study conducted in 2016, 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 benefit formula because of observed differences.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Disability

Disability rates for WRET associates were based on a published table for pension participants believed to have reasonably similar characteristics participating in pension plans with similar disability provisions, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Disability rates for all other associates were based on a published table for pension participants believed to have reasonably similar characteristics participating in pension plans with similar disability provisions, adjusted to reflect plan experience based on an experience study conducted in 2016, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Benefit commencement date for deferred benefits

For WRET associates, deferred vested participants are assumed to begin benefits at normal retirement (age 65 or current age if later) because using other commencement ages is not expected to be significant.

For all other associates, deferred vested participants are assumed to begin benefits based on an analysis of actual commencement patterns conducted in 2016.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Form of payment

The percentage of retiring participants assumed to take lump sums (for ARP associates with less than 7 years of service only) and joint and survivor annuities, and the assumed survivor percentages, are based on an experience study conducted in 2016.

Plan Name: U.S. Retirement Plan
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Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

We believe the use of a 50% assumption for immediate election of lump sums after termination of employment is appropriate for all ARP associates who have access to the lump sum option effective January 1, 2023. Recent lump sum experience for associates with less than 7 years has been about 50% since its inception in 2015. The current administrative process is to provide communications to participants shortly after they terminate, which has resulted in this take rate. We expect that the expanded group will see similar election rates.

For those ARP associates do not elect an immediate lump sum upon termination, we believe that a second 50% election upon retirement is appropriate. In general, we see higher acceptance rates for other similarly situated cash balance plans that offer lump sums. However, due to the availability of the lump sum at termination and the long history of only providing annuities under the USRP, we anticipate that a lower lump sum rate is likely for the USRP.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Percent married and spouse age

The assumed percentage married and age difference for spouses are based on an experience study conducted in 2016. For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Source of Prescribed Methods

Funding methods

The methods used for funding purposes, 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.

Changes in Assumptions and Methods

Change in assumptions since prior valuation

The overtime pay percentage was changed from 13% in 2023 to 8% in 2024.

Change in methods since prior valuation

None.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24 Change in Actuarial Assumptions

The overtime pay percentage was changed from 13% in 2023 to 8% in 2024.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Sponsor

Mars, Incorporated

Plan

U.S. Retirement Plan

EIN/PN

22-1594774/001

Effective Date and Most Recent Amendment

The plan was originally effective January 1, 1968 (consolidating and continuing the former U.S. Retirement Plan and Mars, Inc. Retirement Plan, both of which were established effective December 31, 1950). The plan was amended and restated July 1, 2004 as the U.S. Retirement Plan. Effective June 6, 2006, the pension benefits for Ethel M Retail participants were frozen. The Hubbard Milling Company Retirement Plan was merged into the U.S. Retirement Plan on December 31, 2007. The Nutro Products, Inc. Pension Plan was merged into the U.S. Retirement Plan on July 14, 2009. The Wrigley Retirement Plan was merged into the U.S. Retirement Plan on December 31, 2017. Effective December 31, 2020 the plan was closed to new entrants. The plan was amended and restated on June 1, 2020 and the most recent amendment to the plan as of the valuation date was the Sixth Amendment dated December 29, 2023.

Plan Year

The twelve-month period ending December 31, 2023.

PROVISIONS FOR MRP PARTICIPANTS

Participating Employers

All domestic subsidiaries of Mars, Incorporated that have adopted the plan.

Eligibility

Associates hired prior to September 1, 2002 who chose to continue to accrue benefits as MRP participants.

Plan Name:	U.S. Retirement Plan
EIN / PN:	22-1594774/001
Plan Sponsor:	Mars, Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Credited Service

Full-time associates are entitled to a week of credited service for each calendar week worked during the plan year which they worked 1,000 or more hours of service.

Part-time associates are entitled to a full or fractional year of credited service based on the number of hours worked during a plan year.

Vesting Service

Associates are entitled to a full year of vesting service for each plan year during which they have completed 1,000 or more hours of service.

Final Average Earnings

Earnings consist of W-2 cash compensation, including deferrals made under IRC Sections 401(k), 125, and 132(f)(4), and the employer contribution to a profit sharing plan, and excluding certain other bonuses and incentives.

Final Average Earnings is the sum of (a) and (b):

(a) Average monthly base pay earnings during the highest-paid 52 consecutive weeks out of the 156 consecutive weeks prior to date of termination.

(b) Average monthly other eligible pay (punctuality and rotation bonuses, overtime, cashed out vacation days, etc.) during the 156 calendar week period immediately prior to date of termination.

Normal Retirement Benefit

Normal Retirement Date: Age 65 with 5 years of participation (age 65 for associates hired prior to January 1, 1995).

Benefit Formula: 2% of final average earnings times credited service, less 2% of Social Security benefit times credited service up to 25 years.

Normal Form of Benefit: Benefits are payable for the lifetime of the retired associate. If married, benefit is paid as an unreduced joint and 50% survivor benefit.

Late Retirement

Benefit calculated as in normal retirement, including pay and service after age 65, but no less than the actuarial equivalent of the benefit accrued at normal retirement age.

Accrued Benefits

The participant's accrued benefit at any given date is determined under the normal retirement formula shown above, but is based on current credited service, final average earnings, and Social Security benefit.

Plan Name:	U.S. Retirement Plan
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Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Early Retirement Benefit

Eligibility: Age 50 with 5 years of vesting service.

Benefit: 2% of final average earnings times credited service, reduced 3% per year that benefits begin prior to age 58, with a Social Security offset beginning at age 62. The offset is 2% of the age 62 Social Security benefit times the lesser of projected credited service at normal retirement and 25 years, times the ratio of credited service at early retirement to projected credited service at normal retirement.

Disability Benefit

Eligibility: Disabled after 5 years of vesting service.

Benefit: Accrued benefit commencing at normal retirement date, or at early retirement date if eligible on date of disability.

Vested Benefits Upon Termination of Service

Vesting: 100% vesting in accrued benefit after 5 complete years of vesting service.

Termination Benefit: Benefit payable at age 65 with a reduced benefit available at age 50. Benefit as described in early retirement benefit except that it is reduced for payment prior to age 65 (rather than age 58) according to special plan reduction factors (rather than 3% per year).

Death Benefits for Participants Before Retirement

Eligibility: Age 65 or 5 years of vesting service.

Benefit: If the associate had met the requirements of early or normal retirement benefit, spouse's benefit is equal to 50% of the associate's early or normal retirement benefit if he or she had retired on the date of his or her death; otherwise, spouse's benefit is 50% of associate's accrued benefit at date of death, reduced 3% for each year deceased associate was under age 58. The temporary Social Security supplement is also payable if associate was less than age 62 to the date the associate would have attained age 62.

Optional Forms of Retirement Income in Lieu of Normal Form

An associate may elect a benefit payable in an optional form as provided by the plan. The optional forms include a life annuity, joint and survivor, period certain and continuous, and Social Security leveling. Annuity optional form conversion factors are generally based on Moody's AAA corporate bond yields and the RP-2000 mortality table.

Effective July 1, 2015, associates who terminate employment with less than seven years of service are eligible to receive their benefit as a lump sum. Lump sum is based on conversion factors using IRC section 417(e) mortality and interest rate assumptions for non-ARP participants.

Pension Increases

Effective January 1, 2024, certain retirees and beneficiaries who commenced prior to January 1, 2002 received an increase to their monthly benefits. For all others, none.

Plan Name:	U.S. Retirement Plan
EIN / PN:	22-1594774/001
Plan Sponsor:	Mars, Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Plan Participants' Contributions

None required or permitted.

PROVISIONS FOR ARP 6% AND ARP 3% to 6% PARTICIPANTS

Participating Employers

All domestic subsidiaries of Mars, Incorporated that have adopted the plan.

Eligibility

ARP 6%: Associates hired prior to September 1, 2002 who chose not to continue to accrue benefits as MRP participants. Any associate hired on or after September 1, 2002 who is not covered by a collective bargaining agreement (excluding certain Petcare associates), as well as former Wrigley associates hired on or after July 1, 2008 (initial plan eligibility at the later of hire date and January 1, 2016). No future participants after December 31, 2020.

ARP 3% to 6%: Effective January 1, 2010, associates hired prior to October 1, 2008 who chose not to continue to accrue benefits as Nutro participants and Petcare associates not previously covered by the U.S. Retirement Plan.

Vesting Service

Associates are entitled to a full year of vesting service for each plan year during which they have completed 1 hour of service.

Earnings

Earnings consist of W-2 cash compensation, including deferrals made under IRC Sections 401(k), 125, and 132(f)(4). Earnings exclude the employer contribution to a profit sharing plan and certain other bonuses and incentives.

Pay Credit

ARP 6%: 6% of compensation while an active associate (plus, for participants hired on or after September 1, 2002, an additional 6% for compensation earned from September 1, 2002 to September 30, 2003).

ARP 3% to 6%: 3% of compensation while an active associate. The pay credit increased from 3% to 4% on January 1, 2014, from 4% to 5% on January 1, 2015, and from 5% to 6% on January 1, 2016.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Additional Transition Pay Credit

For participants who accrued MRP benefits prior to July 1, 2004, additional transitional pay credits are awarded while active associates as follows:

<u>Pay Date</u>	<u>ARP Transitional Pay Credit</u>
7/1/2004 – 6/30/2006	6%
7/1/2006 – 6/30/2008	4%
7/1/2008 – 6/30/2010	2%
7/1/2010 and later	0%

Interest Credit

Effective January 1, 2015, interest is credited each pay period at a rate equal to the percentage increase in the average 3-month CPI-W for August – October from the preceding plan year, compared to the average 3-month CPI-W for August – October from the second preceding plan year, plus 3%, subject to certain limits. Interest accrues on the balance until retirement. Interest credit rate is reset each January.

Opening Balance

For each associate who accrued MRP benefits prior to July 1, 2004, an opening balance is calculated as of July 1, 2004. This will be the present value of the accrued benefit assuming commencement at age 65, plus a 10% load for the free J&S form. The present value is based on a 12-month average of 30-year treasuries from June 2003 through May 2004. Mortality is according to the GAR 94 mortality table set out in Revenue Ruling 2001-62.

Vesting

Associates are 100% vested in their account balances following (a) three years of service, (b) active associate's death, or (c) active associate's attainment of age 65.

Retirement Benefit

Associates who are 100% vested in their account balances will have their balances converted to annuities upon retirement (at any age on or after age 50 and with 3 or more years of vesting service). The annuity will be the account balance divided by an immediate single life annuity factor. The factor will be based on Moody's AAA bond yield and a 50/50 blend of the RP-2000 male and female mortality tables. For commencements beyond normal retirement, the benefit is no less than the age 65 amount actuarially increased.

Effective January 1, 2023, a new minimum benefit formula was added for associates hired prior to July 1, 2004, who chose to accrue benefits as ARP participants. These participants will receive a benefit that is no less than a) plus b) as defined below:

- a) Frozen MRP accrued benefit as of June 30, 2004, with early/late retirement adjustments (as applicable)

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

- b) ARP account balance earned after June 30, 2004, excluding the opening balance calculated as of July 1, 2004 and interest credits earned on the opening balance, converted to an annuity. This includes transition credits, pay credits, and interest credits on the transition credits and pay credits

Vested Benefits Upon Termination of Services

Terminated vested associates who are 100% vested continue to accrue interest credit after termination, but no further pay credits. The account balance at retirement will be converted to an annuity based on Moody's AAA bond yield and a 50/50 blend of the RP-2000 male and female mortality tables.

Disability Benefit

Associates who become disabled are treated in the same manner as terminated vested associates.

Death Benefits for Participants Before Retirement

Eligibility: Age 65 or 3 years of vesting service for terminated associates; immediate for active associates.

Benefit: 100% of associate's vested benefit or retirement benefit at date of death.

Normal Form of Retirement Income

Benefits are payable for the lifetime of the retired associate. If married, benefits are actuarially converted to joint and 50% survivor benefits. A minimum of five years of payments is guaranteed. If the participant dies within five years of commencing benefits, the surviving spouse or beneficiary will receive the payment amount the participant would have received for the remainder of the five-year period.

Optional Forms of Retirement Income in Lieu of Normal Form

An associate may elect a benefit payable in an optional form as provided by the plan. The optional forms include a life annuity, an inflation adjusted annuity, joint and survivor, and period certain and continuous, all with or without indexing. Annuity optional form conversion factors are generally based on Moody's AAA corporate bond yields and the RP-2000 mortality table.

Effective July 1, 2015, associates who terminate employment with less than seven years of service are eligible to receive their benefit as a lump sum. Lump sum is equal to ARP account balance. Effective January 1, 2023, all ARP associates are eligible to receive their benefit as a lump sum. Lump sum is equal to ARP account balance. For associates hired prior to July 1, 2004, who chose to accrue benefits as ARP participants, the lump sum will be no less than a) the present value of the frozen MRP accrued benefit as of June 30, 2004, with early/late retirement adjustments (as applicable), based on applicable IRS 417(e) assumptions plus b) the ARP account balance earned after June 30, 2004, excluding the opening balance calculated as of July 1, 2004 and interest credits earned on the opening balance.

Pension Increases

None.

Plan Participants' Contributions

None required or permitted.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

PROVISIONS FOR FORMER HUBBARD MILLING COMPANY PARTICIPANTS

Participating Employer

Former Doane Pet Care Company.

Eligibility

May 1 or November 1 on or after one year of service (1,000 hours) and age 21. No future participants after May 21, 1998.

Vesting Service

Associates are entitled to a full year of vesting service for each plan year during which they have completed 1,000 or more hours of service after attaining age 18.

Normal Retirement Benefit

Normal Retirement Date: Last day of month in which attains age 65 with 4 years of participation.

Benefit: Accrued benefit as of May 21, 1998.

Normal Form of Benefit: Single life annuity.

Early Retirement Benefit

Eligibility: Age 55 with 10 years of service.

Benefit: Normal retirement benefit reduced by 1/12 of 4% for each month by which the date of first payment precedes the first day of the month following Normal Retirement Date.

Disability Benefit

Eligibility: For salaried participants, unless entitled to benefits under a long-term disability plan sponsored by the Employer; disabled after 10 years of vesting service, eligible for Social Security disability benefits, and termination of employment on account of disability. For hourly participants the first of the month subsequent to completion of 10 years of vesting service.

Benefit: Greater of the accrued benefit and \$150.

Vested Benefits Upon Termination of Service

Vesting: 100% vesting in accrued benefit after 5 complete years of vesting service.

Termination Benefit: The accrued benefit at the date of termination payable upon normal retirement eligibility (or reduced amount at early retirement date if hourly participant).

Plan Name:	U.S. Retirement Plan
EIN / PN:	22-1594774/001
Plan Sponsor:	Mars, Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Death Benefits for Participants Before Retirement

Eligibility: 5 years of vesting service.

Benefit: For associates who have been married for the entire 12-month period prior to death, a Qualified Pre-Retirement Survivor Annuity.

Optional Forms of Retirement Income in Lieu of Normal Form

The optional forms include a life annuity, joint and survivor, and period certain and continuous. Annuity optional form conversion factors are based on a 7% interest rate and the UP84 mortality table.

Pension Increases

Effective January 1, 2024, certain retirees and beneficiaries who commenced prior to January 1, 2002 received an increase to their monthly benefits. For all others, none.

Plan Participants' Contributions

None required or permitted.

PROVISIONS FOR LEGACY NUTRO PRODUCTS, INC. PARTICIPANTS

Participating Employers

Former Nutro Products, Inc.

Eligibility

Former Nutro Products, Inc. hired prior to October 1, 2008. Active associates were provided an election to continue to accrue benefits as Nutro participants or ARP 3% to 6% participants effective January 1, 2010.

Credited Service

A year of service means the employee is a participant in the plan and has completed 1,000 or more hours of service during the plan year. For participants who became ARP 3% participants on January 1, 2010 (or later), no credited service is earned after that date.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Vesting Service

A year of vesting service means a year of credited service plus the year during which the employee was hired if 1,000 or more hours of service were attained in that year.

Final Average Compensation/Salary

Average Compensation means the compensation of a participant averaged over the five highest-paid consecutive years while a participant. For participants who became ARP 3% participants after January 1, 2010, Average Compensation is based on compensation earned while a Nutro participant.

Normal Retirement Benefit

Normal Retirement Date: Age 65 with 5 years of participation.

Benefit Formula: 25% of average monthly compensation plus 33.33% of average monthly compensation in excess of the social security integration level (1981 Covered Compensation) times a fraction (not to exceed 1.0) where:

- 1) the numerator is the number of years of service projected to be earned as of the Normal Retirement Date
- 2) the denominator is 20 years

Normal Form of Benefit: Benefits are payable for the lifetime of the retired associate. If married, benefits are actuarially converted to joint and 50% survivor benefits. A minimum of five years of payments is guaranteed. If the participant dies within five years of commencing benefits, the surviving spouse or beneficiary will receive the payment amount the participant would have received for the remainder of the five-year period.

Accrued Benefits

Normal Retirement Benefit times a fraction (not to exceed 1.0) where:

- 1) the numerator is the number of years of service earned as of the determination date
- 2) the denominator is the number of years of service projected to be earned as of the Normal Retirement Date

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Vested Benefits Upon Termination of Service

A percentage based on service, determined from the below table, times the accrued benefit, payable at normal retirement age. Actuarial equivalent benefit is payable as soon as administratively feasible following termination or deferred to a later age at the participant's election.

Years of Service	Vested Percent
Less than 3	0%
3	20%
4	40%
5	60%
6	80%
7 or More	100%

Nutro participants who elected the ARP 3% formula are 100% vested with 3 years of combined vesting service.

Death Benefits for Participants before Retirement

For married associates, a Pre-Retirement Survivor Annuity as of the date of death equal to the actuarial value of the survivor's portion of the 100% J&S benefit payable at Normal Retirement Date.

Optional Forms of Retirement Income in Lieu of Normal Form

Generally, the same forms of payment available to ARP participants. The Accrued Benefit as of January 1, 2010 is available as a lump sum, with any remaining benefit available in an annuity form of payment. Optional form conversion factors for annuities are generally based on Moody's AAA corporate bond yields and the RP-2000 mortality table. Lump sum conversion factors are based on IRC section 417(e), but with no pre-retirement mortality.

Pension Increases

None.

Plan Participants' Contributions

None required or permitted.

PROVISIONS FOR WRET PARTICIPANTS

Eligibility

All former Wrigley associates hired before July 1, 2008 who have completed one month of service.

Vesting service

Years and months of service as a covered associate.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Credited service

Years and months of service as a covered associate.

Final average earnings

Pensionable pay consists of W-2 with certain adjustments. Final average earnings is the average of the highest 36 consecutive months of pensionable pay during the ten-year period ending on the earlier of the participant's termination date or retirement date.

Social Security Benefit

The projected amount of the participant's primary Social Security benefit according to the law in effect at the date of termination of employment. If retiring, it is assumed the member will receive no compensation after that date. If terminating prior to retirement, it is assumed the member will receive level future earnings.

Normal Retirement Benefit

Normal Retirement Date: First of month coinciding with or next following the attainment of age 65 with five years of participation.

Benefit Formula: (a) – (b) + (c) where:

- (a) 1.5% times final average earnings times credited service.
- (b) 1% of Social Security benefit available at retirement times credited service after January 1, 1976.
- (c) The difference between the prior plan basic benefit and minimum benefit as of January 1, 1975.

Normal Form of Benefit: Benefits are payable for the lifetime of the retired associate. If married, benefit is paid as a reduced joint and 50% survivor benefit.

Early Retirement Benefit

Eligibility: Age 55 and completing five years of vesting service.

Benefit: Normal retirement benefit reduced by 1/12 of 2% each of the first 36 months by which the participant's benefit commencement date precedes age 65 plus 1/12 of 5% for each of the next 84 months by which the participant's benefit commencement date precedes age 62.

Disability Benefit

Eligibility: Disabled after 5 years of vesting service.

Benefit: Accrued benefit commencing at normal retirement date, or early retirement date if eligible on date of disability. For associates whose disability began prior to January 1, 2014, credited service shall continue to accrue while the associate qualifies for benefits under the employer's long-term disability plan.

Plan Name:	U.S. Retirement Plan
EIN / PN:	22-1594774/001
Plan Sponsor:	Mars, Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Vested Benefits Upon Termination of Service

Vesting: 100% vesting in accrued benefit after 5 complete years of vesting service.

Termination Benefit: Benefits payable at age 65 with a reduced benefit available at age 55 (reduction done according to special plan reduction factors for participants terminated before 1/1/2005. For participants terminated 1/1/2005 or later, the reduction is the same as the early retirement reduction).

Death Benefits for Participants Before Retirement

Participants who are vested and who have been married one year, are eligible for a preretirement spouse's benefit equal to the greater of: (a) or (b)

- (a) 50% of a participant's accrued annuity based on final average earnings at the date of death and years of credited service projected to normal retirement date;
- (b) The benefit that could be provided by the accumulated employee contributions.

Optional Forms of Retirement Income in Lieu of Normal Form

An associate may elect a benefit payable in an optional form as provided by the plan. The optional forms include a life annuity, joint and survivor, contingent annuity, period certain and continuous, and Social Security leveling. Optional form conversion factors are generally based on a 6% interest rate and the GAM71 mortality table with an 80% male and 20% female blend.

Pension Increases

Effective January 1, 2024, certain retirees and beneficiaries who commenced prior to January 1, 2001 received an increase to their monthly benefits. For all others, none.

Plan Participants' Contributions

None currently required or permitted. Some participants may have accumulated employee contributions from previous plan provisions.

Plan Name:	U.S. Retirement Plan
EIN / PN:	22-1594774/001
Plan Sponsor:	Mars, Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

FOR ALL PROVISIONS

Significant Events during Plan Year Not Reflected in Valuation

None.

Changes in Plan Provisions since Last Actuarial Valuation

The plan was amended to provide certain USRP retirees and beneficiaries a cost of living adjustment effective January 1, 2024.

The plan was amended to provide additional benefits to certain retirees involved in the 2020 annuity purchase in November 2023. These additional benefits were transferred to the same insurance company involved in the 2020 annuity purchase in November 2023.

Plan Name:	U.S. Retirement Plan
EIN / PN:	22-1594774/001
Plan Sponsor:	Mars, Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a

Schedule of Active Participant Data for Frozen Plans as of January 1, 2024

Number and average plan compensation limited by IRC §401(a)(17) distributed by attained age and attained years of credited service

Attained Age	Attained Years of Service ¹ Credited															
	Under 1		1 to 4		5 to 9		10 to 14		15 to 19		20 to 24		25 to 29		30 to 34	
	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.
Under 25			39	54,907	34	57,851										
25 - 29			133	76,210	406	85,282	9									
30 - 34			162	96,420	764	99,620	222	113,896	2							
35 - 39			96	109,762	707	122,137	417	128,758	80	130,277	4					
40 - 44			105	126,616	555	126,182	362	142,744	175	162,281	74	130,675	6			
45 - 49			78	145,082	404	124,913	269	139,072	175	145,834	172	144,566	75	132,137	6	
50 - 54			77	144,450	351	109,718	235	122,764	178	136,744	236	133,713	136	148,446	68	137,195
55 - 59			34	100,129	245	98,854	195	108,500	137	120,451	187	119,735	130	132,770	133	138,379
60 - 64			24	112,802	172	89,314	132	92,528	107	99,971	116	92,911	68	105,468	75	113,731
65 - 69			9		45	88,488	25	97,372	26	120,613	34	89,057	24	121,348	5	
70 & Over			2		4		3		4		3		2			

Note: Counts above include active associates who are not accruing benefits but have frozen benefits; however, their pay is excluded from the average compensation figures above. Further, vesting service was used for ARP participants because credited service is not defined in the ARP.

¹ Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: U.S. Retirement Plan

EIN / PN: 22-1594774/001

Plan Sponsor: Mars, Inc.

Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a

Schedule of Active Participant Data for Cash Balance Plans as of January 1, 2024

Number and average account balance distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ²															
	Under 1		1 to 4		5 to 9		10 to 14		15 to 19		20 to 24		25 to 29		30 to 34	
	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.
Under 25			39	11,676	34	16,403										
25 – 29			133	16,028	406	26,686	9									
30 – 34			162	20,237	764	36,671	222	64,183	2							
35 – 39			96	24,019	707	45,407	417	74,260	73	99,371	3					
40 – 44			105	27,465	555	49,096	362	85,024	143	133,858	50	136,934	3			
45 – 49			78	32,071	404	49,679	269	88,829	108	129,934	105	173,794	43	180,673	5	
50 – 54			77	35,128	351	45,881	235	81,836	125	140,168	141	192,717	78	270,806	35	253,707
55 – 59			34	25,339	245	41,147	195	76,588	90	141,026	109	178,685	76	282,210	63	404,563
60 – 64			24	23,390	172	38,244	132	68,203	67	104,647	62	132,323	27	190,920	22	247,394
65 – 69			9		45	37,127	25	74,218	16		20	136,521	13		2	
70 & Over			2		4		3		4		2				2	

Note: Participants with a total cash balance amount of \$0 were excluded from the schedule

² Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26b Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	36,762,304	85,571,360	233,168,323	355,501,987
2025	40,420,468	30,890,972	227,145,323	298,456,763
2026	43,921,763	33,994,518	221,206,043	299,122,324
2027	47,027,575	35,048,548	215,162,720	297,238,843
2028	49,334,995	39,040,136	209,092,637	297,467,768
2029	51,725,673	41,212,410	202,959,712	295,897,795
2030	54,075,942	42,352,920	196,896,071	293,324,933
2031	55,466,415	42,583,317	190,581,043	288,630,775
2032	56,860,582	44,596,573	184,234,764	285,691,919
2033	58,962,411	46,144,959	177,822,762	282,930,132
2034	60,527,119	46,359,741	171,209,215	278,096,075
2035	62,096,149	48,023,227	164,472,907	274,592,283
2036	62,996,287	50,482,220	157,595,714	271,074,221
2037	64,911,663	49,930,480	150,513,314	265,355,457
2038	66,229,424	52,030,051	143,156,128	261,415,603
2039	66,238,640	51,497,756	135,671,490	253,407,886
2040	68,087,757	52,638,574	128,121,194	248,847,525
2041	68,231,091	52,366,381	120,484,234	241,081,706
2042	69,147,541	54,214,348	112,818,236	236,180,125
2043	70,543,403	53,065,665	105,016,728	228,625,796
2044	71,146,061	53,128,399	97,251,934	221,526,394
2045	71,067,800	53,413,233	89,693,105	214,174,138
2046	71,927,154	52,701,061	82,224,381	206,852,596
2047	71,171,988	53,031,814	74,905,983	199,109,785
2048	71,785,832	49,770,841	67,791,913	189,348,586
2049	69,535,551	48,473,903	60,926,426	178,935,880
2050	67,602,342	47,129,356	54,356,284	169,087,982
2051	65,714,678	44,429,909	48,131,649	158,276,236
2052	63,308,679	43,057,203	42,293,544	148,659,426
2053	60,947,133	40,819,821	36,868,598	138,635,552
2054	59,014,612	38,909,640	31,875,749	129,800,001
2055	56,502,628	36,320,426	27,333,591	120,156,645
2056	53,322,800	34,313,920	23,245,831	110,882,551
2057	50,487,871	32,342,490	19,606,695	102,437,056
2058	47,778,948	30,639,292	16,402,993	94,821,233
2059	45,240,769	28,528,563	13,614,525	87,383,857
2060	42,641,361	26,621,521	11,213,916	80,476,798
2061	40,208,992	24,883,597	9,169,882	74,262,471
2062	37,849,947	23,225,074	7,448,203	68,523,224
2063	35,534,104	21,619,593	6,013,429	63,167,126
2064	33,265,560	20,073,236	4,830,039	58,168,835
2065	31,066,970	18,590,071	3,863,574	53,520,615
2066	28,946,577	17,172,749	3,081,564	49,200,890
2067	26,901,919	15,822,918	2,454,118	45,178,955
2068	24,940,114	14,541,332	1,954,456	41,435,902
2069	23,068,935	13,327,970	1,559,100	37,956,005
2070	21,286,350	12,182,352	1,247,872	34,716,574
2071	19,591,877	11,103,615	1,003,715	31,699,207
2072	17,983,656	10,090,725	812,453	28,886,834
2073	16,460,806	9,142,347	662,507	26,265,660

Plan Name: U.S. Retirement Plan
 EIN / PN: 22-1594774/001
 Plan Sponsor: Mars, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Mars, Inc.
EIN/PN	22-1594774/001
Plan Name	U.S. Retirement Plan
Valuation Date	January 1, 2024
Enrolled Actuary	James J. Holloman
Enrollment Number	23-06456

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.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2024

See Schedule SB, Part V - Statement of Actuarial Assumptions/Methods for retirement rates. The average retirement age for Line 22 was calculated by determining the average age at retirement for those current active participants expected to reach retirement, based on all current decrements assumed.

Plan Name:	U.S. Retirement Plan
EIN / PN:	22-1594774/001
Plan Sponsor:	Mars, Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26b Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	36,762,304	85,571,360	233,168,323	355,501,987
2025	40,420,468	30,890,972	227,145,323	298,456,763
2026	43,921,763	33,994,518	221,206,043	299,122,324
2027	47,027,575	35,048,548	215,162,720	297,238,843
2028	49,334,995	39,040,136	209,092,637	297,467,768
2029	51,725,673	41,212,410	202,959,712	295,897,795
2030	54,075,942	42,352,920	196,896,071	293,324,933
2031	55,466,415	42,583,317	190,581,043	288,630,775
2032	56,860,582	44,596,573	184,234,764	285,691,919
2033	58,962,411	46,144,959	177,822,762	282,930,132
2034	60,527,119	46,359,741	171,209,215	278,096,075
2035	62,096,149	48,023,227	164,472,907	274,592,283
2036	62,996,287	50,482,220	157,595,714	271,074,221
2037	64,911,663	49,930,480	150,513,314	265,355,457
2038	66,229,424	52,030,051	143,156,128	261,415,603
2039	66,238,640	51,497,756	135,671,490	253,407,886
2040	68,087,757	52,638,574	128,121,194	248,847,525
2041	68,231,091	52,366,381	120,484,234	241,081,706
2042	69,147,541	54,214,348	112,818,236	236,180,125
2043	70,543,403	53,065,665	105,016,728	228,625,796
2044	71,146,061	53,128,399	97,251,934	221,526,394
2045	71,067,800	53,413,233	89,693,105	214,174,138
2046	71,927,154	52,701,061	82,224,381	206,852,596
2047	71,171,988	53,031,814	74,905,983	199,109,785
2048	71,785,832	49,770,841	67,791,913	189,348,586
2049	69,535,551	48,473,903	60,926,426	178,935,880
2050	67,602,342	47,129,356	54,356,284	169,087,982
2051	65,714,678	44,429,909	48,131,649	158,276,236
2052	63,308,679	43,057,203	42,293,544	148,659,426
2053	60,947,133	40,819,821	36,868,598	138,635,552
2054	59,014,612	38,909,640	31,875,749	129,800,001
2055	56,502,628	36,320,426	27,333,591	120,156,645
2056	53,322,800	34,313,920	23,245,831	110,882,551
2057	50,487,871	32,342,490	19,606,695	102,437,056
2058	47,778,948	30,639,292	16,402,993	94,821,233
2059	45,240,769	28,528,563	13,614,525	87,383,857
2060	42,641,361	26,621,521	11,213,916	80,476,798
2061	40,208,992	24,883,597	9,169,882	74,262,471
2062	37,849,947	23,225,074	7,448,203	68,523,224
2063	35,534,104	21,619,593	6,013,429	63,167,126
2064	33,265,560	20,073,236	4,830,039	58,168,835
2065	31,066,970	18,590,071	3,863,574	53,520,615
2066	28,946,577	17,172,749	3,081,564	49,200,890
2067	26,901,919	15,822,918	2,454,118	45,178,955
2068	24,940,114	14,541,332	1,954,456	41,435,902
2069	23,068,935	13,327,970	1,559,100	37,956,005
2070	21,286,350	12,182,352	1,247,872	34,716,574
2071	19,591,877	11,103,615	1,003,715	31,699,207
2072	17,983,656	10,090,725	812,453	28,886,834
2073	16,460,806	9,142,347	662,507	26,265,660

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 15
Reconciliation of differences between valuation results and amounts used to
calculate AFTAP
as of January 1, 2024

The AFTAP reported on line 15 is the final certified AFTAP for the plan year and does not correspond to the valuation results reported on this SB.

The AFTAP reported on line 15 was certified on September 27, 2024. In addition, adjustments were made to the AFTAP for annuity purchases for non-highly compensated employees totaling \$2,576,124.

Date of AFTAP certification/ recertification	AFTAP	Description and the amount of each adjustment to the funding target, AVA, carryover balance, prefunding balance
September 27, 2024	105.70%	Annuity purchases for NHCEs during 2022 and 2023 totaling \$2,576,124.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Sponsor

Mars, Incorporated

Plan

U.S. Retirement Plan

EIN/PN

22-1594774/001

Effective Date and Most Recent Amendment

The plan was originally effective January 1, 1968 (consolidating and continuing the former U.S. Retirement Plan and Mars, Inc. Retirement Plan, both of which were established effective December 31, 1950). The plan was amended and restated July 1, 2004 as the U.S. Retirement Plan. Effective June 6, 2006, the pension benefits for Ethel M Retail participants were frozen. The Hubbard Milling Company Retirement Plan was merged into the U.S. Retirement Plan on December 31, 2007. The Nutro Products, Inc. Pension Plan was merged into the U.S. Retirement Plan on July 14, 2009. The Wrigley Retirement Plan was merged into the U.S. Retirement Plan on December 31, 2017. Effective December 31, 2020 the plan was closed to new entrants. The plan was amended and restated on June 1, 2020 and the most recent amendment to the plan as of the valuation date was the Sixth Amendment dated December 29, 2023.

Plan Year

The twelve-month period ending December 31, 2023.

PROVISIONS FOR MRP PARTICIPANTS

Participating Employers

All domestic subsidiaries of Mars, Incorporated that have adopted the plan.

Eligibility

Associates hired prior to September 1, 2002 who chose to continue to accrue benefits as MRP participants.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Credited Service

Full-time associates are entitled to a week of credited service for each calendar week worked during the plan year which they worked 1,000 or more hours of service.

Part-time associates are entitled to a full or fractional year of credited service based on the number of hours worked during a plan year.

Vesting Service

Associates are entitled to a full year of vesting service for each plan year during which they have completed 1,000 or more hours of service.

Final Average Earnings

Earnings consist of W-2 cash compensation, including deferrals made under IRC Sections 401(k), 125, and 132(f)(4), and the employer contribution to a profit sharing plan, and excluding certain other bonuses and incentives.

Final Average Earnings is the sum of (a) and (b):

(a) Average monthly base pay earnings during the highest-paid 52 consecutive weeks out of the 156 consecutive weeks prior to date of termination.

(b) Average monthly other eligible pay (punctuality and rotation bonuses, overtime, cashed out vacation days, etc.) during the 156 calendar week period immediately prior to date of termination.

Normal Retirement Benefit

Normal Retirement Date: Age 65 with 5 years of participation (age 65 for associates hired prior to January 1, 1995).

Benefit Formula: 2% of final average earnings times credited service, less 2% of Social Security benefit times credited service up to 25 years.

Normal Form of Benefit: Benefits are payable for the lifetime of the retired associate. If married, benefit is paid as an unreduced joint and 50% survivor benefit.

Late Retirement

Benefit calculated as in normal retirement, including pay and service after age 65, but no less than the actuarial equivalent of the benefit accrued at normal retirement age.

Accrued Benefits

The participant's accrued benefit at any given date is determined under the normal retirement formula shown above, but is based on current credited service, final average earnings, and Social Security benefit.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Early Retirement Benefit

Eligibility: Age 50 with 5 years of vesting service.

Benefit: 2% of final average earnings times credited service, reduced 3% per year that benefits begin prior to age 58, with a Social Security offset beginning at age 62. The offset is 2% of the age 62 Social Security benefit times the lesser of projected credited service at normal retirement and 25 years, times the ratio of credited service at early retirement to projected credited service at normal retirement.

Disability Benefit

Eligibility: Disabled after 5 years of vesting service.

Benefit: Accrued benefit commencing at normal retirement date, or at early retirement date if eligible on date of disability.

Vested Benefits Upon Termination of Service

Vesting: 100% vesting in accrued benefit after 5 complete years of vesting service.

Termination Benefit: Benefit payable at age 65 with a reduced benefit available at age 50. Benefit as described in early retirement benefit except that it is reduced for payment prior to age 65 (rather than age 58) according to special plan reduction factors (rather than 3% per year).

Death Benefits for Participants Before Retirement

Eligibility: Age 65 or 5 years of vesting service.

Benefit: If the associate had met the requirements of early or normal retirement benefit, spouse's benefit is equal to 50% of the associate's early or normal retirement benefit if he or she had retired on the date of his or her death; otherwise, spouse's benefit is 50% of associate's accrued benefit at date of death, reduced 3% for each year deceased associate was under age 58. The temporary Social Security supplement is also payable if associate was less than age 62 to the date the associate would have attained age 62.

Optional Forms of Retirement Income in Lieu of Normal Form

An associate may elect a benefit payable in an optional form as provided by the plan. The optional forms include a life annuity, joint and survivor, period certain and continuous, and Social Security leveling. Annuity optional form conversion factors are generally based on Moody's AAA corporate bond yields and the RP-2000 mortality table.

Effective July 1, 2015, associates who terminate employment with less than seven years of service are eligible to receive their benefit as a lump sum. Lump sum is based on conversion factors using IRC section 417(e) mortality and interest rate assumptions for non-ARP participants.

Pension Increases

Effective January 1, 2024, certain retirees and beneficiaries who commenced prior to January 1, 2002 received an increase to their monthly benefits. For all others, none.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Plan Participants' Contributions

None required or permitted.

PROVISIONS FOR ARP 6% AND ARP 3% to 6% PARTICIPANTS

Participating Employers

All domestic subsidiaries of Mars, Incorporated that have adopted the plan.

Eligibility

ARP 6%: Associates hired prior to September 1, 2002 who chose not to continue to accrue benefits as MRP participants. Any associate hired on or after September 1, 2002 who is not covered by a collective bargaining agreement (excluding certain Petcare associates), as well as former Wrigley associates hired on or after July 1, 2008 (initial plan eligibility at the later of hire date and January 1, 2016). No future participants after December 31, 2020.

ARP 3% to 6%: Effective January 1, 2010, associates hired prior to October 1, 2008 who chose not to continue to accrue benefits as Nutro participants and Petcare associates not previously covered by the U.S. Retirement Plan.

Vesting Service

Associates are entitled to a full year of vesting service for each plan year during which they have completed 1 hour of service.

Earnings

Earnings consist of W-2 cash compensation, including deferrals made under IRC Sections 401(k), 125, and 132(f)(4). Earnings exclude the employer contribution to a profit sharing plan and certain other bonuses and incentives.

Pay Credit

ARP 6%: 6% of compensation while an active associate (plus, for participants hired on or after September 1, 2002, an additional 6% for compensation earned from September 1, 2002 to September 30, 2003).

ARP 3% to 6%: 3% of compensation while an active associate. The pay credit increased from 3% to 4% on January 1, 2014, from 4% to 5% on January 1, 2015, and from 5% to 6% on January 1, 2016.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Additional Transition Pay Credit

For participants who accrued MRP benefits prior to July 1, 2004, additional transitional pay credits are awarded while active associates as follows:

<u>Pay Date</u>	<u>ARP Transitional Pay Credit</u>
7/1/2004 – 6/30/2006	6%
7/1/2006 – 6/30/2008	4%
7/1/2008 – 6/30/2010	2%
7/1/2010 and later	0%

Interest Credit

Effective January 1, 2015, interest is credited each pay period at a rate equal to the percentage increase in the average 3-month CPI-W for August – October from the preceding plan year, compared to the average 3-month CPI-W for August – October from the second preceding plan year, plus 3%, subject to certain limits. Interest accrues on the balance until retirement. Interest credit rate is reset each January.

Opening Balance

For each associate who accrued MRP benefits prior to July 1, 2004, an opening balance is calculated as of July 1, 2004. This will be the present value of the accrued benefit assuming commencement at age 65, plus a 10% load for the free J&S form. The present value is based on a 12-month average of 30-year treasuries from June 2003 through May 2004. Mortality is according to the GAR 94 mortality table set out in Revenue Ruling 2001-62.

Vesting

Associates are 100% vested in their account balances following (a) three years of service, (b) active associate's death, or (c) active associate's attainment of age 65.

Retirement Benefit

Associates who are 100% vested in their account balances will have their balances converted to annuities upon retirement (at any age on or after age 50 and with 3 or more years of vesting service). The annuity will be the account balance divided by an immediate single life annuity factor. The factor will be based on Moody's AAA bond yield and a 50/50 blend of the RP-2000 male and female mortality tables. For commencements beyond normal retirement, the benefit is no less than the age 65 amount actuarially increased.

Effective January 1, 2023, a new minimum benefit formula was added for associates hired prior to July 1, 2004, who chose to accrue benefits as ARP participants. These participants will receive a benefit that is no less than a) plus b) as defined below:

- a) Frozen MRP accrued benefit as of June 30, 2004, with early/late retirement adjustments (as applicable)

Plan Name: U.S. Retirement Plan
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Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

- b) ARP account balance earned after June 30, 2004, excluding the opening balance calculated as of July 1, 2004 and interest credits earned on the opening balance, converted to an annuity. This includes transition credits, pay credits, and interest credits on the transition credits and pay credits

Vested Benefits Upon Termination of Services

Terminated vested associates who are 100% vested continue to accrue interest credit after termination, but no further pay credits. The account balance at retirement will be converted to an annuity based on Moody's AAA bond yield and a 50/50 blend of the RP-2000 male and female mortality tables.

Disability Benefit

Associates who become disabled are treated in the same manner as terminated vested associates.

Death Benefits for Participants Before Retirement

Eligibility: Age 65 or 3 years of vesting service for terminated associates; immediate for active associates.

Benefit: 100% of associate's vested benefit or retirement benefit at date of death.

Normal Form of Retirement Income

Benefits are payable for the lifetime of the retired associate. If married, benefits are actuarially converted to joint and 50% survivor benefits. A minimum of five years of payments is guaranteed. If the participant dies within five years of commencing benefits, the surviving spouse or beneficiary will receive the payment amount the participant would have received for the remainder of the five-year period.

Optional Forms of Retirement Income in Lieu of Normal Form

An associate may elect a benefit payable in an optional form as provided by the plan. The optional forms include a life annuity, an inflation adjusted annuity, joint and survivor, and period certain and continuous, all with or without indexing. Annuity optional form conversion factors are generally based on Moody's AAA corporate bond yields and the RP-2000 mortality table.

Effective July 1, 2015, associates who terminate employment with less than seven years of service are eligible to receive their benefit as a lump sum. Lump sum is equal to ARP account balance. Effective January 1, 2023, all ARP associates are eligible to receive their benefit as a lump sum. Lump sum is equal to ARP account balance. For associates hired prior to July 1, 2004, who chose to accrue benefits as ARP participants, the lump sum will be no less than a) the present value of the frozen MRP accrued benefit as of June 30, 2004, with early/late retirement adjustments (as applicable), based on applicable IRS 417(e) assumptions plus b) the ARP account balance earned after June 30, 2004, excluding the opening balance calculated as of July 1, 2004 and interest credits earned on the opening balance.

Pension Increases

None.

Plan Participants' Contributions

None required or permitted.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

PROVISIONS FOR FORMER HUBBARD MILLING COMPANY PARTICIPANTS

Participating Employer

Former Doane Pet Care Company.

Eligibility

May 1 or November 1 on or after one year of service (1,000 hours) and age 21. No future participants after May 21, 1998.

Vesting Service

Associates are entitled to a full year of vesting service for each plan year during which they have completed 1,000 or more hours of service after attaining age 18.

Normal Retirement Benefit

Normal Retirement Date: Last day of month in which attains age 65 with 4 years of participation.

Benefit: Accrued benefit as of May 21, 1998.

Normal Form of Benefit: Single life annuity.

Early Retirement Benefit

Eligibility: Age 55 with 10 years of service.

Benefit: Normal retirement benefit reduced by 1/12 of 4% for each month by which the date of first payment precedes the first day of the month following Normal Retirement Date.

Disability Benefit

Eligibility: For salaried participants, unless entitled to benefits under a long-term disability plan sponsored by the Employer; disabled after 10 years of vesting service, eligible for Social Security disability benefits, and termination of employment on account of disability. For hourly participants the first of the month subsequent to completion of 10 years of vesting service.

Benefit: Greater of the accrued benefit and \$150.

Vested Benefits Upon Termination of Service

Vesting: 100% vesting in accrued benefit after 5 complete years of vesting service.

Termination Benefit: The accrued benefit at the date of termination payable upon normal retirement eligibility (or reduced amount at early retirement date if hourly participant).

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Death Benefits for Participants Before Retirement

Eligibility: 5 years of vesting service.

Benefit: For associates who have been married for the entire 12-month period prior to death, a Qualified Pre-Retirement Survivor Annuity.

Optional Forms of Retirement Income in Lieu of Normal Form

The optional forms include a life annuity, joint and survivor, and period certain and continuous. Annuity optional form conversion factors are based on a 7% interest rate and the UP84 mortality table.

Pension Increases

Effective January 1, 2024, certain retirees and beneficiaries who commenced prior to January 1, 2002 received an increase to their monthly benefits. For all others, none.

Plan Participants' Contributions

None required or permitted.

PROVISIONS FOR LEGACY NUTRO PRODUCTS, INC. PARTICIPANTS

Participating Employers

Former Nutro Products, Inc.

Eligibility

Former Nutro Products, Inc. hired prior to October 1, 2008. Active associates were provided an election to continue to accrue benefits as Nutro participants or ARP 3% to 6% participants effective January 1, 2010.

Credited Service

A year of service means the employee is a participant in the plan and has completed 1,000 or more hours of service during the plan year. For participants who became ARP 3% participants on January 1, 2010 (or later), no credited service is earned after that date.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Vesting Service

A year of vesting service means a year of credited service plus the year during which the employee was hired if 1,000 or more hours of service were attained in that year.

Final Average Compensation/Salary

Average Compensation means the compensation of a participant averaged over the five highest-paid consecutive years while a participant. For participants who became ARP 3% participants after January 1, 2010, Average Compensation is based on compensation earned while a Nutro participant.

Normal Retirement Benefit

Normal Retirement Date: Age 65 with 5 years of participation.

Benefit Formula: 25% of average monthly compensation plus 33.33% of average monthly compensation in excess of the social security integration level (1981 Covered Compensation) times a fraction (not to exceed 1.0) where:

- 1) the numerator is the number of years of service projected to be earned as of the Normal Retirement Date
- 2) the denominator is 20 years

Normal Form of Benefit: Benefits are payable for the lifetime of the retired associate. If married, benefits are actuarially converted to joint and 50% survivor benefits. A minimum of five years of payments is guaranteed. If the participant dies within five years of commencing benefits, the surviving spouse or beneficiary will receive the payment amount the participant would have received for the remainder of the five-year period.

Accrued Benefits

Normal Retirement Benefit times a fraction (not to exceed 1.0) where:

- 1) the numerator is the number of years of service earned as of the determination date
- 2) the denominator is the number of years of service projected to be earned as of the Normal Retirement Date

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Vested Benefits Upon Termination of Service

A percentage based on service, determined from the below table, times the accrued benefit, payable at normal retirement age. Actuarial equivalent benefit is payable as soon as administratively feasible following termination or deferred to a later age at the participant's election.

Years of Service	Vested Percent
Less than 3	0%
3	20%
4	40%
5	60%
6	80%
7 or More	100%

Nutro participants who elected the ARP 3% formula are 100% vested with 3 years of combined vesting service.

Death Benefits for Participants before Retirement

For married associates, a Pre-Retirement Survivor Annuity as of the date of death equal to the actuarial value of the survivor's portion of the 100% J&S benefit payable at Normal Retirement Date.

Optional Forms of Retirement Income in Lieu of Normal Form

Generally, the same forms of payment available to ARP participants. The Accrued Benefit as of January 1, 2010 is available as a lump sum, with any remaining benefit available in an annuity form of payment. Optional form conversion factors for annuities are generally based on Moody's AAA corporate bond yields and the RP-2000 mortality table. Lump sum conversion factors are based on IRC section 417(e), but with no pre-retirement mortality.

Pension Increases

None.

Plan Participants' Contributions

None required or permitted.

PROVISIONS FOR WRET PARTICIPANTS

Eligibility

All former Wrigley associates hired before July 1, 2008 who have completed one month of service.

Vesting service

Years and months of service as a covered associate.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Credited service

Years and months of service as a covered associate.

Final average earnings

Pensionable pay consists of W-2 with certain adjustments. Final average earnings is the average of the highest 36 consecutive months of pensionable pay during the ten-year period ending on the earlier of the participant's termination date or retirement date.

Social Security Benefit

The projected amount of the participant's primary Social Security benefit according to the law in effect at the date of termination of employment. If retiring, it is assumed the member will receive no compensation after that date. If terminating prior to retirement, it is assumed the member will receive level future earnings.

Normal Retirement Benefit

Normal Retirement Date: First of month coinciding with or next following the attainment of age 65 with five years of participation.

Benefit Formula: (a) – (b) + (c) where:

- (a) 1.5% times final average earnings times credited service.
- (b) 1% of Social Security benefit available at retirement times credited service after January 1, 1976.
- (c) The difference between the prior plan basic benefit and minimum benefit as of January 1, 1975.

Normal Form of Benefit: Benefits are payable for the lifetime of the retired associate. If married, benefit is paid as a reduced joint and 50% survivor benefit.

Early Retirement Benefit

Eligibility: Age 55 and completing five years of vesting service.

Benefit: Normal retirement benefit reduced by 1/12 of 2% each of the first 36 months by which the participant's benefit commencement date precedes age 65 plus 1/12 of 5% for each of the next 84 months by which the participant's benefit commencement date precedes age 62.

Disability Benefit

Eligibility: Disabled after 5 years of vesting service.

Benefit: Accrued benefit commencing at normal retirement date, or early retirement date if eligible on date of disability. For associates whose disability began prior to January 1, 2014, credited service shall continue to accrue while the associate qualifies for benefits under the employer's long-term disability plan.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Vested Benefits Upon Termination of Service

Vesting: 100% vesting in accrued benefit after 5 complete years of vesting service.

Termination Benefit: Benefits payable at age 65 with a reduced benefit available at age 55 (reduction done according to special plan reduction factors for participants terminated before 1/1/2005. For participants terminated 1/1/2005 or later, the reduction is the same as the early retirement reduction).

Death Benefits for Participants Before Retirement

Participants who are vested and who have been married one year, are eligible for a preretirement spouse's benefit equal to the greater of: (a) or (b)

- (a) 50% of a participant's accrued annuity based on final average earnings at the date of death and years of credited service projected to normal retirement date;
- (b) The benefit that could be provided by the accumulated employee contributions.

Optional Forms of Retirement Income in Lieu of Normal Form

An associate may elect a benefit payable in an optional form as provided by the plan. The optional forms include a life annuity, joint and survivor, contingent annuity, period certain and continuous, and Social Security leveling. Optional form conversion factors are generally based on a 6% interest rate and the GAM71 mortality table with an 80% male and 20% female blend.

Pension Increases

Effective January 1, 2024, certain retirees and beneficiaries who commenced prior to January 1, 2001 received an increase to their monthly benefits. For all others, none.

Plan Participants' Contributions

None currently required or permitted. Some participants may have accumulated employee contributions from previous plan provisions.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

FOR ALL PROVISIONS

Significant Events during Plan Year Not Reflected in Valuation

None.

Changes in Plan Provisions since Last Actuarial Valuation

The plan was amended to provide certain USRP retirees and beneficiaries a cost of living adjustment effective January 1, 2024.

The plan was amended to provide additional benefits to certain retirees involved in the 2020 annuity purchase in November 2023. These additional benefits were transferred to the same insurance company involved in the 2020 annuity purchase in November 2023.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024

Plan Name	U. S. Retirement Plan
Plan Sponsor EIN	22-1594774
ERISA Plan #	001
Plan Year Ending	12/31/2024

The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	X

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24 Change in Actuarial Assumptions

The overtime pay percentage was changed from 13% in 2023 to 8% in 2024.

Plan Name: U.S. Retirement Plan
EIN / PN: 22-1594774/001
Plan Sponsor: Mars, Inc.
Valuation Date: January 1, 2024