

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) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
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 MONDELEZ GLOBAL LLC RETIREMENT PLAN
1b	Three-digit plan number (PN) ▶ 150
1c	Effective date of plan 09/01/2012
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) MONDELEZ GLOBAL LLC 905 WEST FULTON MARKET, SUITE 200 CHICAGO, IL 60607
2b	Employer Identification Number (EIN) 38-3869170
2c	Plan Sponsor's telephone number 847-943-4000
2d	Business code (see instructions) 311900

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2025	ROBERT W ANDERSON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	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 MONDELEZ GLOBAL LLC ADMINISTRATIVE COMMITTEE MONDELEZ GLOBAL LLC, BENEFITS DEPT. 905 WEST FULTON MARKET, SUITE 200 CHICAGO, IL 60607	3b Administrator's EIN 38-3869170																						
	3c Administrator's telephone number 847-943-4000																						
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 5760																						
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;">2097</td></tr> <tr><td>6a(2)</td><td style="text-align: right;">1473</td></tr> <tr><td>6b</td><td style="text-align: right;">1399</td></tr> <tr><td>6c</td><td style="text-align: right;">2451</td></tr> <tr><td>6d</td><td style="text-align: right;">5323</td></tr> <tr><td>6e</td><td style="text-align: right;">110</td></tr> <tr><td>6f</td><td style="text-align: right;">5433</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)	2097	6a(2)	1473	6b	1399	6c	2451	6d	5323	6e	110	6f	5433	6g(1)		6g(2)		6h	0
6a(1)	2097																						
6a(2)	1473																						
6b	1399																						
6c	2451																						
6d	5323																						
6e	110																						
6f	5433																						
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 3F

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 2
- (4)** ☐ **C** (Service Provider Information)
- (5)** ☒ **D** (DFE/Participating Plan Information)
- (6)** ☐ **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance 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. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	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 MONDELEZ GLOBAL LLC RETIREMENT PLAN	B Three-digit plan number (PN) ▶	150
C Plan sponsor's name as shown on line 2a of Form 5500 MONDELEZ GLOBAL LLC	D Employer Identification Number (EIN) 38-3869170	

Part I	Information Concerning Insurance Contract Coverage, Fees, and Commissions	Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.
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1 Coverage Information:

(a) Name of insurance carrier
LEGAL & GENERAL INVESTMENT MANAGEMENT AM INC.

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
20-8058531	00000	AGU9954P3		01/01/2024	12/31/2024

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
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(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end **4** 344871000**5** Current value of plan's interest under this contract in separate accounts at year end **5****6** Contracts With Allocated Funds:**a** State the basis of premium rates ▶**b** Premiums paid to carrier **6b****c** Premiums due but unpaid at the end of the year **6c****d** If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. **6d**
Specify nature of costs ▶**e** Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity(3) ☐ other (specify) ▶**f** If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)**a** Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee
(3) ☐ guaranteed investment (4) ☒ other ▶ BUY-IN ANNUITY AGREEMENT**b** Balance at the end of the previous year **7b** 0**c** Additions: (1) Contributions deposited during the year **7c(1)**
(2) Dividends and credits **7c(2)**
(3) Interest credited during the year **7c(3)**
(4) Transferred from separate account **7c(4)**
(5) Other (specify below) **7c(5)**
▶(6) Total additions **7c(6)** 0**d** Total of balance and additions (add lines **7b** and **7c(6)**) **7d** 0**e** Deductions:(1) Disbursed from fund to pay benefits or purchase annuities during year **7e(1)**
(2) Administration charge made by carrier **7e(2)**
(3) Transferred to separate account **7e(3)**
(4) Other (specify below) **7e(4)**
▶(5) Total deductions **7e(5)** 0**f** Balance at the end of the current year (subtract line **7e(5)** from line **7d**) **7f** 0

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- a** ☐ Health (other than dental or vision)
b ☐ Dental
c ☐ Vision
d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
f ☐ Long-term disability
g ☐ Supplemental unemployment
h ☐ Prescription drug
i ☐ Stop loss (large deductible)
j ☐ HMO contract
k ☐ PPO contract
l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3))		9a(4)	0
b Benefit charges (1) Claims paid	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2))		9b(3)	0
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.	10b	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☒ Yes ☐ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

UNABLE TO OBTAIN SCHEDULE A DATA

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance 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. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	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 MONDELEZ GLOBAL LLC RETIREMENT PLAN	B Three-digit plan number (PN) ▶	150
C Plan sponsor's name as shown on line 2a of Form 5500 MONDELEZ GLOBAL LLC	D Employer Identification Number (EIN) 38-3869170	

Part I	Information Concerning Insurance Contract Coverage, Fees, and Commissions	Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.
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1 Coverage Information:

(a) Name of insurance carrier
RGA REINSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
43-1235868	00000	AGU9965O3		01/01/2024	12/31/2024

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
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	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end **4** 562463000**5** Current value of plan's interest under this contract in separate accounts at year end **5****6** Contracts With Allocated Funds:**a** State the basis of premium rates ▶**b** Premiums paid to carrier **6b****c** Premiums due but unpaid at the end of the year **6c****d** If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. **6d**
Specify nature of costs ▶**e** Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity(3) ☐ other (specify) ▶**f** If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)**a** Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee
(3) ☐ guaranteed investment (4) ☒ other ▶ BUY-IN ANNUITY AGREEMENT**b** Balance at the end of the previous year **7b****c** Additions: (1) Contributions deposited during the year **7c(1)**
(2) Dividends and credits **7c(2)**
(3) Interest credited during the year **7c(3)**
(4) Transferred from separate account **7c(4)**
(5) Other (specify below) **7c(5)**
▶(6) Total additions **7c(6)** 0**d** Total of balance and additions (add lines **7b** and **7c(6)**) **7d** 0**e** Deductions:(1) Disbursed from fund to pay benefits or purchase annuities during year **7e(1)**
(2) Administration charge made by carrier **7e(2)**
(3) Transferred to separate account **7e(3)**
(4) Other (specify below) **7e(4)**
▶(5) Total deductions **7e(5)** 0**f** Balance at the end of the current year (subtract line **7e(5)** from line **7d**) **7f** 0

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- a** ☐ Health (other than dental or vision)
b ☐ Dental
c ☐ Vision
d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
f ☐ Long-term disability
g ☐ Supplemental unemployment
h ☐ Prescription drug
i ☐ Stop loss (large deductible)
j ☐ HMO contract
k ☐ PPO contract
l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3))		9a(4)	0
b Benefit charges (1) Claims paid	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2))		9b(3)	0
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.	10b	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☒ Yes ☐ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

UNABLE TO OBTAIN SCHEDULE A DATA

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 MONDELEZ GLOBAL LLC RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 150
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF MONDELEZ GLOBAL LLC	D Employer Identification Number (EIN) 38-3869170
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	979304142	
b	Actuarial value	2b	1077234556	
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	1315	287185971	287185971
b	For terminated vested participants	2557	314764987	314764987
c	For active participants	1659	288997518	295708299
d	Total	5531	890948476	897659257
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	5.23 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	0	
b	Expected plan-related expenses	6b	2100000	
c	Target normal cost	6c	2100000	

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 CHAD FIX Type or print name of actuary WILLIS TOWERS WATSON US LLC Firm name WILLIS TOWER 233 SOUTH WACKER DRIVE SUITE 1800 CHICAGO, IL 60606 Address of the firm	10/09/2025 Date 23-06729 Most recent enrollment number 312-525-2468 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)	162637682	0
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	2300000	0
9 Amount remaining (line 7 minus line 8)	160337682	0
10 Interest on line 9 using prior year's actual return of <u>9.71</u> %	15568789	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.33</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	175906471	0

Part III Funding Percentages

14 Funding target attainment percentage	14	100.40 %
15 Adjusted funding target attainment percentage	15	120.00 %
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	115.68 %
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: 4.96 %	3rd segment: 5.59 %	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 0
22 Weighted average retirement age				22 63
23 Mortality table(s) (see instructions)	☐ Prescribed - combined	☒ Prescribed - separate	☐ Substitute	

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....	☐ Yes	☒ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....	☐ Yes	☒ No
26 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

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)	31a	2100000	
b Excess assets, if applicable, but not greater than line 31a	31b	2100000	
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	0	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	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)

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

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

Part II Information on Participating Plans (to be completed by DFEs, 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
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**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

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 MONDELEZ GLOBAL LLC RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 150
C Plan sponsor's name as shown on line 2a of Form 5500 MONDELEZ GLOBAL LLC	D Employer Identification Number (EIN) 38-3869170	

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	0	36000
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	979304000	0
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)	0	913603000

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	979304000	913639000
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	211000	0
i Acquisition indebtedness	1i		
j Other liabilities	1j	0	2019000
k Total liabilities (add all amounts in lines 1g through 1j)	1k	211000	2019000
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	979093000	911620000

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

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		1143000
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		4645000
d Total income. Add all income amounts in column (b) and enter total	2d		5788000

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	70359000	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)	2902000	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		73261000
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)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		0
j Total expenses. Add all expense amounts in column (b) and enter total	2j		73261000

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-67473000
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: **CROWE LLP**

(2) EIN: **35-0921680**

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.)		☒	
e Was this plan covered by a fidelity bond?	☒		25000000
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 0.

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 544880.

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 MONDELEZ GLOBAL LLC RETIREMENT PLAN				B Three-digit plan number (PN) ▶	150
C Plan sponsor's name as shown on line 2a of Form 5500 MONDELEZ GLOBAL LLC				D Employer Identification Number (EIN) 38-3869170	
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): 04-3275867					
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	0
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: 4.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 22.0 %

High-Yield Debt: 0.0 % Real Assets: 0.0 % Cash or Cash Equivalents: 0.0 % Other: 74.0 %

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_____.

Mondelēz Global LLC Retirement Plan

Financial Statements

at and for the years ended December 31, 2024 and 2023

Mondelēz Global LLC Retirement Plan

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All other schedules required by Section 2520.103-10 of the Department of Labor Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, as amended, have been omitted because they are not applicable.

INDEPENDENT AUDITOR'S REPORT

To the Mondelēz Global Administrative Committee,
Benefits Investment Committee and the Participants
of the Mondelēz Global LLC Retirement Plan
Chicago, Illinois

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

We have performed audits of the financial statements of Mondelēz Global LLC 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 statement of net assets in liquidation as of December 31, 2024, the statement of net assets available for benefits as of December 31, 2023 (ongoing), and the related statement of changes in net assets in liquidation for the year ended December 31, 2024, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023 (ongoing), and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits 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 audits 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 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section

- 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).

(Continued)

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's 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 audits. 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.

Emphasis of Matter— Plan Termination and Liquidation Basis of Accounting

As further discussed in Note 1 to the financial statements, the Mondelēz Global Management Committee for Employee Benefits of the Plan approved a plan of liquidation on October 29, 2024 and management determined liquidation is imminent. As a result, the Plan changed its basis of accounting from the going-concern basis of accounting used in presenting the 2023 financial statements to the liquidation basis of accounting used in presenting the 2024 financial statements. Our opinion is not modified with respect to this matter.

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.

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.

Auditor's 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 auditor's 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 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 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.

(Continued)

Our audits 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

The supplemental schedules of Schedule H, Part IV, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2024 and Schedule H, Part IV, Line 4j – Schedule of Reportable Transactions for the year then ended 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 auditing procedures applied in the audits 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 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).


Crowe LLP

Oakbrook Terrace, Illinois
October 13, 2025

Mondelēz Global LLC Retirement Plan

Statement of Net Assets in Liquidation as of December 31, 2024 and Statement of Net Assets Available for Benefits as of December 31, 2023 (Ongoing)

	2024 (In liquidation)	2023 (Ongoing)
	(in thousands)	
Assets:		
Investments, at fair value (Notes 3 and 4):		
Investments in Master Trust	\$ —	\$ 979,304
Buy-in annuity contracts (Notes 1 and 3)	907,334	—
Other investments	6,269	—
Total investments	913,603	979,304
Receivables:		
Accrued interest income	36	—
Total receivables	36	—
Total assets	913,639	979,304
Liabilities:		
Accrued administrative fees	\$ —	\$ 211
Accrued expenses expected to be incurred in liquidation	2,019	—
Total liabilities	2,019	211
Net assets available for benefits (ongoing)		\$ 979,093
Net assets in liquidation	\$ 911,620	

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

Mondelēz Global LLC Retirement Plan

Statement of Changes in Net Assets in Liquidation for the year ended December 31, 2024 and Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2023 (Ongoing)

	2024 (In liquidation)	2023 (Ongoing)
	(in thousands)	
Additions to net assets attributed to:		
Net investment gain from Master Trust (Notes 3 and 4)	\$ 5,837	\$ 91,218
Net investment gain from other investments and buy-in annuity contracts	2,483	—
Other receipts	2,162	—
Total additions	10,482	91,218
Deductions from net assets attributed to:		
Benefits paid to participants	70,359	88,755
Administrative expenses	4,694	2,610
Other disbursements	2,902	—
Total deductions	77,955	91,365
Decrease in net assets	(67,473)	(147)
Net assets available for benefits		
Beginning of year (ongoing)	979,093	979,240
End of year (ongoing)	—	\$ 979,093
End of year (in liquidation)	\$ 911,620	

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

Mondelēz Global LLC Retirement Plan

Notes to the Financial Statements

Note 1. General Description of the Plan

Mondelēz Global LLC Retirement Plan (the “Plan”) is a non-contributory defined benefit pension plan sponsored by Mondelēz Global LLC (“Mondelēz Global”). Mondelēz Global is a wholly owned subsidiary of Mondelēz International, Inc. (“Mondelēz International”). The Plan covers those salaried and non-union hourly employees of Mondelēz Global and affiliated participating employers who were grandfathered with respect to eligibility under the Kraft Foods Group, Inc. Retirement Plan.

The Plan was established effective as of September 1, 2012 in anticipation of the spin-off of Kraft Foods Group, Inc. (“KFGI”) to shareholders of Kraft Foods Inc. The spin-off occurred on October 1, 2012, at which point, Kraft Foods Inc. changed its name to Mondelēz International. Participants should refer to the official Plan document that legally governs the operation of the Plan for a complete description of the Plan’s provisions. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”) and the U.S. Internal Revenue Code (the “Code”).

The Mondelēz Global Management Committee for Employee Benefits (the “Management Committee”) has been authorized by the Board of Managers of Mondelēz Global to take settler actions with respect to the Plan. The Plan vests the Mondelēz Global Administrative Committee (the “Administrative Committee”) with authority to control and manage the non-investment operations of the Plan and the Mondelēz Global Benefits Investment Committee (the “Benefits Investment Committee”) with authority to control and manage the investment operations of the Plan. The Administrative Committee and the Benefits Investment Committee are hereinafter collectively referred to as the “Fiduciaries.”

Generally, the Plan’s normal retirement date is defined as the first day of the month following the employee’s 65th birthday.

The Plan is closed for all salaried and non-union hourly employees hired by Cadbury after December 31, 2006 and by KFGI after December 31, 2008. Plan benefits have ceased to accrue after December 31, 2019.

Plan Termination: Mondelēz entered into buy-in annuity agreements with RGA Reinsurance Company and Banner Life Insurance Company on September 9, 2024. The contracts stated that the insurance companies would become financially responsible for benefit payments to participants starting January 1, 2025. In October 2024, the Management Committee officially resolved to terminate the Plan effective on December 31, 2024, and all benefits became vested.

As part of the buy-in agreements, substantially all of the Plan assets were transferred to the insurance companies in exchange for annuity contracts to further reduce the risk of plan asset value volatility. The annuity contracts provide all future benefit plan payments to the Plan participants upon execution of the plan amendment to terminate the plan. Mondelēz intends to execute the buy-out conversion option provided for in the contracts in 2025 and continues to retain the primary benefit obligation until the buy-out conversion is completed. Upon election of the buy-out conversion, Mondelēz will transfer full responsibility of the Plan obligations to the insurance companies. Liquidation of the plan is expected to be completed by December 31, 2025.

Note 2. Summary of Significant Accounting Policies

Basis of Presentation

As the Plan was terminated and plan management determined that liquidation is imminent, the basis of accounting for the Plan changed from accrual basis of accounting for an ongoing plan as of and for the year ended December 31, 2023 to the liquidation basis of accounting as of and for the year ended December 31, 2024. These methods of accounting are in accordance with accounting principles generally accepted in the United States of America (“US GAAP”). There was no material impact to the Plan’s net assets as a result of the liquidation basis of accounting. See Note 10 for the impact of the liquidation basis on the accumulated plan benefits.

Mondelēz Global LLC Retirement Plan

Notes to the Financial Statements

Use of Estimates

The preparation of financial statements in conformity with US GAAP requires management to make estimates and assumptions that affect the reported amounts in the financial statements and related disclosures. The present value of accumulated plan benefits is a significant estimate subject to change in the near term. Actual results could differ from those estimates.

Investments Held

Plan assets were previously held in the Mondelēz Global LLC Master Retirement Trust (the "Master Trust"). Other defined benefit pension plans sponsored by Mondelēz Global LLC are also held in the Master Trust. Each plan had an undivided interest in the underlying assets and liabilities of the Master Trust.

Valuation of Investment in Master Trust

The Plan's participation in the Master Trust was determined monthly by adding to or deducting from its investment at the beginning of each month, the Plan's contributions, benefit payments, and administrative expenses made during the month and a proportionate share of the other changes in the Master Trust's net assets (related principally to investment activities), based on the relative interest of the Plan in the Master Trust at the beginning of the month.

The Plan's allocated share of the Master Trust's net assets as of December 31, 2023 is reflected in the statements of net assets available for benefits. Investment income from the Master Trust reflected in the statements of changes in net assets available for benefits represents the Plan's allocated share of the Master Trust's interest and dividend income, and net appreciation (depreciation) in the fair value of investments.

Valuation of Investments

Investments, including Annuity Contracts, of the Plan and Master Trust are reported at fair value. The Plan's interest in the Master Trust is reported at estimated fair value based upon the fair values of the underlying investments held within the Master Trust.

US GAAP defines fair value as the price that would be received by the Plan for an asset or paid by the Plan to transfer a liability (an exit price) in an orderly transaction between market participants on the measurement date in the Plan's principal or most advantageous market for the asset or liability. The guidance establishes a fair value hierarchy which requires the Plan to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. The hierarchy places the highest priority on unadjusted quoted market prices in active markets for identical assets or liabilities (level 1 measurements) and gives the lowest priority to unobservable inputs (level 3 measurements). The three levels of inputs within the fair value hierarchy are defined as follows:

Level 1: Quoted prices (unadjusted) for identical assets or liabilities in active markets that the Plan and the Master Trust have the ability to access as of the measurement date.

Level 2: Significant other observable inputs other than level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.

Level 3: Significant unobservable inputs that reflect the Plan's and the Master Trust's own assumptions about the assumptions that market participants would use in pricing an asset or liability.

In some cases, a valuation technique used to measure fair value may include inputs from multiple levels of the fair value hierarchy. The lowest level of significant input determines the placement of the entire fair value measurement in the hierarchy.

The following descriptions of the valuation methods and assumptions used by the Plan to estimate the fair values of investments apply to investments held directly by the Plan and those held as underlying investments of the Master Trust.

Mondelēz Global LLC Retirement Plan

Notes to the Financial Statements

U. S. Government securities: Less-actively traded securities are valued based on evaluation methodology where prices are based on a compilation of primary observable market information; the value is imputed based on the conversion ratio and other security specific information, or a broker quote (Level 2 inputs).

Corporate bonds: Corporate bonds are valued based on yields currently available on comparable securities of issuers with similar credit ratings (level 2 inputs). When quoted prices are not available for identical or similar bonds, the bond is valued using matrix pricing, a mathematical technique widely used in the industry to value debt securities without relying exclusively on quoted prices for the specific securities but rather by relying on the securities' relationship to other benchmark quoted securities (level 2 inputs).

Municipal bonds and other fixed income securities: Asset-backed securities, mortgage-backed securities, and municipal bonds are valued based on evaluation methodology where prices are based on a compilation of primary observable market information, the value is imputed based on the conversion ratio and other security specific information, or a broker quote in a non-active market (level 2 inputs). Evaluation methodology relies on inputs that may include, but are not limited to, treasury or floating index benchmarks, other benchmark yields, base spreads, spread adjustments, yield-to-maturity, swap curves, prepayment speeds, cash flows, ratings updates, collateral performance and collateral type.

Collective Trusts: The fair values of participation units held in collective trusts are based on the net asset values, as reported by the managers of the collective trusts and as supported by the unit prices of actual purchase and sale transactions occurring as of or close to the financial statement date. Investments in the domestic large cap equity and the domestic small cap equity collective trusts can generally be redeemed on each business day, with 2 business days' notice, based upon the applicable net asset value per unit. A maximum of 15 business days' written notice can be required for redemptions of significant size as determined by State Street Global Advisors.

Investments in the international large/mid cap equity collective trust can be redeemed at least twice a month, based on a schedule established by the investment manager, generally with 2 business days' notice based upon the applicable net asset value per unit. A maximum of 15 business days' written notice can be required for redemptions of significant size as determined by State Street Global Advisors.

Mutual Funds: The fair values of mutual fund investments are determined by obtaining quoted prices on nationally recognized securities exchanges (level 1 inputs).

Buy-in annuity contracts: Fair value is set equal to the estimated contract value, which is the amount at which the contract could be sold to a willing third-party buyer at each reporting date. This estimate was determined using the starting asset value at inception and remeasured based on updated assumptions including expected mortality and current discount rates (level 3 inputs).

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 different fair value measurement at the reporting date.

Investment Transactions and Investment Income

Investment transactions of the Plan and Master Trust are accounted for on a trade date basis. Dividend income is recorded on the ex-dividend date; interest income is recorded as earned on an accrual basis. In accordance with the policy of stating investments at fair value, the net appreciation (depreciation) in the fair value of investments reflects both realized gains or losses and the change in the unrealized appreciation (depreciation) of investments and annuity contracts held at year-end.

Risks and Uncertainties

The Plan and Master Trust provides for various investment options. Investments, in general, are exposed to various risks, such as interest rate, credit, liquidity and overall market volatility, including risks pertaining to global events. Due to the level of risk associated with certain investments and the sensitivity of certain fair value estimates to changes in valuation assumptions, it is reasonably possible that changes in the values of investments will occur in the near term and that these changes could materially affect participants' account balances and the amounts reported in the financial statements.

Mondelēz Global LLC Retirement Plan

Notes to the Financial Statements

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

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits (see Note 5) are future periodic payments, including lump-sum distributions, which are attributable under the Plan's provisions to the amounts employees have earned through benefit service as defined by the Plan. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, and (b) present employees or their beneficiaries. Benefits payable under all circumstances -- retirement, death, disability, and termination of employment -- are included to the extent that they are deemed attributable to employee service rendered as of the valuation date.

The actuarial present value of accumulated plan benefits is determined by actuaries from Willis Towers Watson (the "Actuary") and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the expected date of payment.

The significant assumptions underlying these actuarial computations at December 31, 2023 and December 31, 2022 are as follows:

Interest rate	6.25% at December 31, 2023 6.25% at December 31, 2022
Mortality basis	Pri-2012 mortality tables (employee table used for active, terminated vested participants, and deferred beneficiaries, healthy retiree table used for in-pay participants, contingent survivor table used for beneficiaries before and after the death of the retiree), with collar or amount adjustments (45% white collar/55% no collar blend) projected on a generational basis with Scale MP-2022 adjusted to converge to 50% of the long term rates by 2037 at December 31, 2023 and December 31, 2022.
Retirement age	2023 and 2022: Varying assumed to retire rates by age, starting at 10% at age 55, 30% at normal retirement age of 65 and 100% at age 70

The foregoing actuarial assumptions were based on the presumption that the Plan would continue. An actuarial valuation report for the year ended December 31, 2024 was subsequently issued by the Plan's actuary which included consideration of the Plan termination and Mondelez entering into the buy-in contracts with RGA Reinsurance Company and Banner Life Insurance Company. Refer to *Note 10. Subsequent Events* for details on the impact to the significant assumptions utilized and the determined accumulated plan benefits in liquidation as of December 31, 2024.

Benefits Paid

Benefit payments to participants are recorded upon distribution.

Administrative Fees

Administrative fees are payable by the Plan, to the extent not paid by Mondelez Global. Brokerage commissions are included in the cost basis of investments when purchased and deducted from the proceeds of investments when sold. Investment management fees are charged to the Plan and the Master Trust as a reduction of investment return and included in the investment income (loss) reported by the Plan and the Master Trust. Administrative fees such as trustee fees, participant recordkeeping, communications, actuarial, audit and legal fees are paid by the Plan.

Accrued Expenses Expected to be Incurred in Liquidation

These accrued expenses represent the total direct and indirect administrative fees that the Plan anticipates to incur as part of the plan termination. The Company expects for all of the fees to be paid out by December 31, 2025.

Mondelēz Global LLC Retirement Plan

Notes to the Financial Statements

Note 3. Certified Investments

Certain information related to investments disclosed in the financial statements and supplemental schedules, including investments held at December 31, 2024 and 2023, and net appreciation (depreciation) in fair value of investments and interest and dividends, for the years ended December 31, 2024 and 2023, was obtained by management and agreed to or derived from information certified as complete and accurate by JPMorgan Chase Bank, N.A. (the trustee of the Plan).

Note 4. Investments

The net assets of the Master Trust and the Plan's interest in the Master Trust at December 31, 2023 were:

	2023	
	Master trust balances	Plan's interest in Master trust balances
Investments, at fair value (Notes 3 and 4):		
U.S. Government securities	\$ 460,670	\$ 353,242
Corporate bonds	575,682	441,433
Municipal bonds and other fixed income securities	17,317	13,278
Collective trusts	185,780	142,456
Mutual funds	28,120	21,563
Total investments	1,267,569	971,972
Receivables:		
Interest	9,831	7,539
Net derivatives margin receivable	761	584
Other	366	281
Total Receivables	10,958	8,404
Total assets	1,278,527	980,376
Liabilities		
Payable for securities purchased	1,398	1,072
Total liabilities	1,398	1,072
Net assets available for benefits	\$ 1,277,129	\$ 979,304

Mondelēz Global LLC Retirement Plan

Notes to the Financial Statements

The Master Trust and the Plan's interest in the Master Trust's investment income (loss) for the years ended December 31, 2024 and 2023 is summarized as follows:

	2024		2023	
	Master Trust Activity	Plan's interest in Master trust Activity	Master trust Activity	Plan's interest in Master trust Activity
	(in thousands)			
Interest and dividends	\$ 25,547	\$ 16,591	38,777	\$ 29,888
Net appreciation/(depreciation)	(19,331)	(10,754)	79,680	61,330
Investment income/(loss)	<u>\$ 6,216</u>	<u>\$ 5,837</u>	<u>\$ 118,457</u>	<u>\$ 91,218</u>

Assets and liabilities of the Master Trust that are measured at fair value on a recurring basis as of December 31, 2023 are summarized below.

	2023			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total Fair Value of Net Asset/ (Liability)
	(in thousands)			
Mutual Funds	\$ 28,120	\$ —	—	\$ 28,120
U.S. Government securities	—	460,670	—	460,670
Corporate bonds	—	575,682	—	575,682
Municipal bonds and other fixed income securities	—	17,317	—	17,317
Total assets	<u>\$ 28,120</u>	<u>\$ 1,053,669</u>	<u>—</u>	<u>1,081,789</u>
Investments measured at net asset value (a)				185,780
Investments at fair value				<u>\$ 1,267,569</u>

(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) as a 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 line items presented in Note 4.

The fair value of the investments as of December 31, 2024 are summarized below:

	2024			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total Fair Value of Net Asset/ (Liability)
	(in thousands)			
Mutual funds	\$ 6,269	\$ —	\$ —	\$ 6,269
Buy-in annuity contracts	—	—	907,334	907,334
Total assets at fair value	<u>\$ 6,269</u>	<u>\$ —</u>	<u>\$ 907,334</u>	<u>\$ 913,603</u>

Mondelēz Global LLC Retirement Plan

Notes to the Financial Statements

Changes in Level 3 buy-in annuity contracts included:

	January 1, 2024 Balance	Purchase of the Contracts	Net Investment Gain/(Loss)	December 31, 2024 Balance
	(in thousands)			
Buy-in annuity contracts	\$ —	\$ 961,725	\$ (54,391)	\$ 907,334

The Master Trust carries all derivatives at fair value. The Master Trust's investment policy permits investments in derivative instruments, including financial futures and options. Investments in derivative instruments may not be used for speculative or leverage purposes.

The Master Trust is subject to master netting agreements, or netting arrangements, with certain counterparties. These agreements govern the terms of certain transactions and reduce the counterparty risk associated with relevant transactions by specifying offsetting mechanisms and collateral postings arrangements at prearranged exposure levels. Since different types of transactions have different mechanics and are sometimes traded out of different legal entities of a particular counterparty organization, each type of transaction may be covered by a different master netting arrangement, possibly resulting in the need for multiple agreements with a single counterparty. Master netting agreements are specific to each different asset type; therefore, they allow the company to close out and net its total exposure to a specified counterparty in the event of a default with respect to any and all the transactions governed under a single agreement with the counterparty.

During the years ended December 31, 2024 and 2023, the Master Trust used futures in the normal course of its investing activities to manage market risk associated with the Master Trust's fixed income investments and to achieve overall investment portfolio objectives. 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 future exchange. These contracts involve elements of market risk in excess of amounts recognized on the statements of net assets available for benefits.

At December 31, 2023, the Master Trust held positions in nine different types of interest rate futures contracts expiring at various dates in 2024. The investments had a notional value of \$229,665,734 at December 31, 2023.

Realized gains and losses on settled trades are recorded as net appreciation (depreciation) in fair value of investments. The unrealized appreciation (depreciation) for the contracts for the years ended December 31, 2024 and 2023 were \$356,645 and \$(3,951,333) respectively. The cash settlement value of the investments was \$210,281 at December 31, 2023. All of these amounts are immaterial to the Plan.

Note 5. Accumulated Plan Benefits

The actuarial present value of accumulated plan benefits at December 31, 2023 and the changes in the actuarial present value of accumulated plan benefits for the year ended December 31, 2023 were calculated by the Actuary:

	(ongoing) (in thousands)
Vested benefits:	
Participants currently receiving benefit payments	\$ 263,787
Other participants	534,133
Total vested benefits	797,920
Non-vested benefits	6,372
Actuarial present value of accumulated plan benefits at December 31, 2023	\$ 804,292

Mondelēz Global LLC Retirement Plan

Notes to the Financial Statements

The change in the actuarial present value of accumulated plan benefits for the year ended December 31, 2023, is as follows:

	(ongoing) (in thousands)
Actuarial present value of accumulated benefits as of December 31, 2022	\$ 834,241
Increase (decrease) during the year attributable to:	
Increase for interest due to the decrease in the discount period	49,408
Benefits accumulated and actuarial (gains)/losses	9,398
Plan amendments	—
Benefits paid	(88,755)
Net decrease	(29,949)
Actuarial present value of accumulated plan benefits at December 31, 2023	<u>\$ 804,292</u>

The change in actuarial assumptions for the year ended December 31, 2023 was mainly driven by a change in the interest rate utilized.

An actuarial valuation report for the year ended December 31, 2024 was subsequently issued by the Plan's actuary which included consideration of Mondelez entering into the buy-in contracts with RGA Reinsurance Company and Banner Life Insurance Company. Refer to *Note 10. Subsequent Events* for details on the actuarial present value of accumulated plan benefits in liquidation as of December 31, 2024.

Note 6. Funding Policy

Mondelēz Global and other participating affiliated employers make contributions to the Plan each year in an aggregate amount that is not less than the amount that is required under the minimum funding standards of ERISA and the Internal Revenue Code, as amended (the "Code").

The amount of contributions required (and permitted) each year is determined by the Actuary using the unit credit actuarial cost method, and includes the annual funding target plus an amount to amortize the unfunded funding target, if any, generally over seven years. The actuarial determination assumes payment of the contributions, adjusted for interest, by the participating employers before the filing date of the Mondelēz International Inc. consolidated federal income tax return.

As a result of the Plan's funded status and contribution credits from prior years, the Actuary has determined that no contributions are required for the years ended December 31, 2024 and December 31, 2023. Mondelēz Global did not make any additional contributions to the Plan for the years ended December 31, 2024 and 2023, respectively. Mondelēz Global has complied with the minimum funding requirements of ERISA and the Code.

Note 7. Transactions with Parties-in-Interest

Parties-in-interest are defined under Department of Labor regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer, and certain others. The Master Trust held party-in-interest investments consisting of a mutual fund, mortgage-backed securities, and corporate bonds issued by JPMorgan Chase Bank, N.A. or one of its affiliates. JPMorgan Chase Bank, N.A. is the Plan's trustee and the trustee of the Master Trust, therefore these investments and transactions therein are considered party-in-interest. The Master Trust invests in collective trusts issued by State Street Bank and Trust Company, an affiliate of State Street Global Advisors, an investment manager of the Master Trust. The investments, transactions and fees paid to the investment managers are also exempt parties-in-interest transactions. In addition, the activity related to the buy-in annuity agreements with RGA Reinsurance Company and Banner Life Insurance Company (whose parent is Legal & General Investment Management) are parties-in-interest transactions.

Mondelēz Global LLC Retirement Plan

Notes to the Financial Statements

Actual fees paid by the Plan such as trustee fees, participant recordkeeping, communications, actuarial, audit and legal fees, also qualify as party-in-interest transactions and are included in administrative expenses in the accompanying financial statements. Mondelēz Global pays certain expenses for the administration of the Plan.

These transactions are exempt from the party-in-interest transaction prohibitions of ERISA.

Note 9. Tax Status

The Plan received a favorable determination letter dated September 22, 2021. In the determination letter, the Internal Revenue Service (IRS) states that the Plan constitutes a qualified plan under Section 401(a) of the Code and the related trust is therefore exempt from federal income taxes under the provisions of Section 501(a) of the Code. Therefore, no provision for income taxes had been included in the Plan's financial statements. The Plan has been amended since receiving the determination letter. However, the plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC. The Company filed Form 5310 with the IRS on October 31, 2024, in relation to the termination of the Plan.

U.S. 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 tax 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. The Plan administrator believes it is no longer subject to income tax examinations for years prior to 2021. The Company filed the Form 5310 with the IRS as an application for favorable determination with respect to the Plan's tax qualified status at termination on October 31, 2024. As of the audit report date, management has not received a response regarding the application from the IRS.

Note 10. Subsequent Events

Plan management has evaluated subsequent events for recognition and disclosure through October 13, 2025, which is the date the financial statements were available to be issued.

An actuarial valuation report for the year ended December 31, 2024 has subsequently been issued by the Plan's actuary, which reports the present value of accumulated plan benefits as of December 31, 2024 (unaudited). Mondelēz entered into buy-in contracts with options to buy-out in the future with RGA Reinsurance Company and Banner Life Insurance Company. As a result of the plan termination and the buy-in contracts, the basis for the obligation is under the estimated settlement obligation whereby the present value is based on the value of the insurance contracts as of December 31, 2024. This is a change from previous years in which the obligation was determined based on the discounted value of plan cashflows using an expected long-term rate of return on plan assets.

As of December 31, 2024, the RGA Reinsurance Company estimated the discount rate for the participants under the contract to be 5.17% while the contract value was \$562 million and the Banner Life Insurance Company estimated the discount rate to be 4.74% while the contract value was \$345 million. The actuarial present value of accumulated plan benefits at December 31, 2024 is \$907 million, and all benefits are fully vested as of the plan termination on December 31, 2024.

Mondelēz Global LLC Retirement Plan

Notes to the Financial Statements

The change in the actuarial present value of accumulated plan benefits for the year ended December 31, 2024, is as follows (unaudited):

	2024 (in liquidation) (in thousands)
Actuarial present value of accumulated benefits as of December 31, 2023	\$ 804,292
Increase (decrease) during the year attributable to:	
Increase for interest due to the decrease in the discount period	48,069
Actuarial (gains)/losses	125,331
Benefits paid	(70,359)
Net increase	103,041
Actuarial present value of accumulated plan benefits in liquidation at December 31, 2024	<u>\$ 907,333</u>

The actuarial loss includes the difference in premium contract as measured by the insurance company compared to the ongoing obligation measured in the prior year measured at a 6.25% discount rate.

During the 2025 plan year, the insurance companies collectively refunded \$50 million (unaudited) in premiums to the Plan as a result of data reconciliation that determined some of the original participants provided in the insurance contract were not due a benefit from the plan. This refund has not been reflected in the contracts' value as of December 31, 2024.

On June 12, 2025, Mondelēz elected the buy-out conversion option in accordance with the agreements RGA Reinsurance Company and Banner Life Insurance Company. At that time, Mondelēz transferred full responsibility of substantially all of the Plan obligations to the insurance companies in line with their liquidation plan. A small portion of the liability is subject to final true up based on final participant listing and benefit reconciliation which is expected to be completed before December 31, 2025. Any surplus assets remaining on the Plan post liquidation will be used to fund future employer contributions to defined contribution plans.

SUPPLEMENTAL SCHEDULES

Mondelēz Global LLC Retirement Plan

Schedule H, Part IV, Line 4i - Schedule of Assets (Held at End of Year) At December 31, 2024

Name of Plan Sponsor: Mondelēz Global LLC
Employer Identification Number: 38-3869170
Three Digit Plan Number: 150

(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	(d) Cost	(e) Current value
*	JP Morgan Asset Management	US Govt MMKT Fund Capital Share Monthly Variable 12/31/2049	6,269,116	6,269,116
Total Value of Interest in Registered Investment Companies			6,269,116	6,269,116
*	Legal & General Investment Management AM Inc.	Buy-in annuity contract with insurance company; security AGU9954P3	374,636,828	344,870,789
*	RGA Reinsurance Company	Buy-in annuity contract with insurance company; security AGU9965O3	587,088,422	562,463,000
Total Insurance Contracts			961,725,250	907,333,789

* Denotes party-in-interest

Mondelēz Global LLC Retirement Plan

Schedule H, Part IV, Line 4j - Schedule of Reportable Transactions

For the Year Ended December 31, 2024

Name of Plan Sponsor: Mondelēz Global LLC
Employer Identification Number: 38-3869170
Three Digit Plan Number: 150

(a) Identity of Party Involved	Description of asset	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain or (Loss)
Category (i): Single transactions in excess of 5% of beginning Plan assets						
JP Morgan Asset Management	JPMORGAN US GOVT MMKT FUND CAPITAL SHARE BUY MONTHLY VARIABLE 12/31/2049	\$ 130,000,000	\$ —	\$130,000,000	\$130,000,000	\$ —
JP Morgan Asset Management	JPMORGAN US GOVT MMKT FUND CAPITAL SHARE BUY MONTHLY VARIABLE 12/31/2049	58,650,565	—	58,650,565	58,650,565	—
Legal & General Investment Management AM Inc.	LEGAL & GENERAL INVESTMENT MANAGEMENT AM BUY Buy-in annuity contract with insurance company	374,636,828	—	374,636,828	374,636,828	—
RGA REINSURANCE COMPANY	RGA REINSURANCE COMPANY Buy-in annuity contract with insurance company	587,088,422	—	587,088,422	587,088,422	—
JP Morgan Asset Management	JPMORGAN US GOVT MMKT FUND CAPITAL SHARE BUY MONTHLY VARIABLE 12/31/2049	—	128,813,332	128,813,332	128,813,332	—
JP Morgan Asset Management	JPMORGAN US GOVT MMKT FUND CAPITAL SHARE BUY MONTHLY VARIABLE 12/31/2049	—	62,188,387	62,188,387	62,188,387	—

Mondelēz Global LLC Retirement Plan

Schedule H, Part IV, Line 4j - Schedule of Reportable Transactions

For the Year Ended December 31, 2024

Name of Plan Sponsor: Mondelēz Global LLC
Employer Identification Number: 38-3869170
Three Digit Plan Number: 150

(a) Identity of Party Involved	Description of asset	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain / (Loss)
Category (iii): A series of transactions in the same security in excess of 5% of the current value of Plan assets						
JP Morgan Asset Management	JPMORGAN US GOVT MMKT FUND CAPITAL SHARE BUY MONTHLY VARIABLE 12/31/2049	\$ 258,480,510	\$ —	\$ 258,480,510	\$ 258,480,510	\$ —
JP Morgan Asset Management	JPMORGAN US GOVT MMKT FUND CAPITAL SHARE BUY MONTHLY VARIABLE 12/31/2049	—	252,211,394	252,211,394	252,211,394	—
Legal & General Investment Management AM Inc.	LEGAL & GENERAL INVESTMENT MANAGEMENT AM BUY Buy-in annuity contract with insurance company	374,636,828	—	374,636,828	374,636,828	—
RGA REINSURANCE COMPANY	RGA REINSURANCE COMPANY Buy-in annuity contract with insurance company	587,088,422	—	587,088,422	587,088,422	—

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2024
MondelēzGlobal LLC Retirement Plan

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	4	0	0	0	0	0	0	0	4
35-39	2	10	18	48	4	0	0	0	0	0	82
40-44	3	13	22	70	62	5	0	0	0	0	175
45-49	0	15	14	54	91	77	6	0	0	0	257
50-54	7	6	16	57	78	151	53	6	0	0	374
55-59	2	5	9	46	97	136	77	46	2	0	420
60-64	2	7	13	33	59	66	39	45	16	2	282
65-69	3	1	2	9	13	17	6	7	2	2	62
70 & over	0	0	2	0	3	0	2	1	0	0	8
Total	19	57	100	317	407	452	183	105	20	4	1,664

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

Plan Name: Mondelez Global LLC Retirement Plan
 EIN / PN: 38-3869170/150
 Plan Sponsor: Mondelez Global LLC
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2024
MondelezGlobal LLC Retirement Plan – Cadbury

Attained Age	Attained Years of Credited Service ²										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
40-44	0	1	0	3	5	0	0	0	0	0	9
45-49	0	0	0	3	8	0	0	0	0	0	11
50-54	0	0	1	1	4	9	2	2	0	0	19
55-59	0	0	0	2	4	3	2	1	0	0	12
60-64	0	0	0	7	0	1	3	0	0	1	15
65-69	0	0	0	0	0	1	0	0	0	0	1
70 & over	0	0	0	0	0	0	0	0	0	0	0
Total	0	1	1	16	21	14	183	105	20	4	67

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

Plan Name: Mondelez Global LLC Retirement Plan
 EIN / PN: 38-3869170/150
 Plan Sponsor: Mondelez Global LLC
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2024
MondelezGlobal LLC Retirement Plan - Nabisco

Attained Age	Attained Years of Credited Service ³										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
Avg Accrued Benefit											
25-29	0	0	0	0	0	0	0	0	0	0	0
Avg Accrued Benefit											
30-34	0	0	0	0	0	0	0	0	0	0	0
Avg Accrued Benefit											
35-39	0	0	0	0	0	0	0	0	0	0	0
Avg Accrued Benefit											
40-44	0	0	0	0	10	5	0	0	0	0	15
Avg Accrued Benefit											
45-49	0	1	1	2	41	65	6	0	0	0	116
Avg Accrued Benefit					18,643	17,959					
50-54	0	1	1	3	34	116	41	4	0	0	200
Avg Accrued Benefit					17,513	19,369	18,096				
55-59	0	1	1	2	49	106	60	36	1	0	256
Avg Accrued Benefit					16,066	19,028	22,243	23,796			
60-64	0	0	3	2	28	58	31	37	14	1	174
Avg Accrued Benefit					16,492	16,553	21,996	24,316			
65-69	0	0	1	0	6	15	5	6	2	2	37
Avg Accrued Benefit											
70 & over	0	0	0	0	2	0	1	1	0	0	4
Avg Accrued Benefit											
Total	0	3	7	9	170	365	144	84	17	3	802

Plan Name: Mondelez Global LLC Retirement Plan
 EIN / PN: 38-3869170/150
 Plan Sponsor: Mondelez Global LLC
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2024
MondelezGlobal LLC Retirement Plan - Remaining Mondelez

Attained Age	Attained Years of Credited Service*										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
Avg Accrued Benefit											
25-29	0	0	0	0	0	0	0	0	0	0	0
Avg Accrued Benefit											
30-34	0	0	4	0	0	0	0	0	0	0	4
Avg Accrued Benefit											
35-39	2	10	18	48	4	0	0	0	0	0	82
Avg Accrued Benefit				13,760							
40-44	3	12	22	67	47	0	0	0	0	0	151
Avg Accrued Benefit			7,873	15,568	18,105						
45-49	0	14	13	49	42	12	0	0	0	0	130
Avg Accrued Benefit				15,688	21,503						
50-54	7	5	14	53	40	26	10	0	0	0	155
Avg Accrued Benefit				14,456	20,763	39,766					
55-59	2	4	8	42	44	27	15	9	1	0	152
Avg Accrued Benefit				14,736	16,004	35,424					
60-64	2	7	10	24	31	7	5	5	2	0	93
Avg Accrued Benefit				11,654	17,548						
65-69	3	1	1	9	7	1	1	1	0	0	24
Avg Accrued Benefit											
70 & over	0	0	2	0	1	0	1	0	0	0	4
Avg Accrued Benefit											
Total	19	53	92	292	216	73	32	15	3	0	795

Plan Name: Mondelez Global LLC Retirement Plan
 EIN / PN: 38-3869170/150
 Plan Sponsor: Mondelez Global LLC
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Actuarial Assumptions and Methods

Economic Assumptions

Interest rate basis:

- | | |
|-----------------------|-----------------|
| • Applicable month | January 2024 |
| • Interest rate basis | 3-Segment Rates |

Interest rates:

	Reflecting Corridors	Not Reflecting Corridors
• First segment rate	4.75%	4.37%
• Second segment rate	4.96%	4.96%
• Third segment rate	5.59%	4.95%
• Effective interest rate	5.23%	4.93%

Annual rates of increase

- | | |
|-------------------------------------|-----|
| • Compensation: | N/A |
| • Future Social Security wage bases | N/A |
| • Statutory limits on compensation | N/A |

Plan Name: Mondelez Global LLC Retirement Plan
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Plan Sponsor: Mondelez Global LLC
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

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

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

Mortality

- Healthy and disabled mortality rates Separate rates for non-annuitants (based on PRI-2012 "Employees" table without collar or amount adjustments, projected forward with generational projection using the IRS adjusted Scale MP-2021) and annuitants (based on PRI-2012 "Healthy Annuitants" table without collar or amount adjustments, projected forward with generational projection using the IRS adjusted Scale MP-2021).
- Lump sum mortality rates IRS-prescribed 417(e) table for 2024

Termination Rates varying by age

Representative Termination Rate

Percentage leaving during the year	
Attained Age	
20	7.0%
25	7.0%
30	7.0%
35	7.0%
40	6.0%
45	6.0%
50	5.0%
55	0.0%

Disability No rates assumed; benefits for current disableds are valued as fully accrued at valuation date

Retirement Rates at which participants are assumed to retire by age are shown below. The average retirement age is 62.7.

Plan Name: Mondelez Global LLC Retirement Plan
EIN / PN: 38-3869170/150
Plan Sponsor: Mondelez Global LLC
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

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 leaving during the year	
Attained Age	
55	10.0%
56	10.0%
57	10.0%
58	10.0%
59	11.0%
60	12.0%
61	13.0%
62	23.0%
63	20.0%
64	20.0%
65	30.0%
66	30.0%
67	30.0%
68	30.0%
69	30.0%
70	100.0%

Benefit commencement date:

- Preretirement death benefit Earliest date as defined in plan.
- Deferred vested benefit Age 60
- Disability benefit Upon disablement.
- Retirement benefit Upon termination of employment.

Plan Name: Mondelez Global LLC Retirement Plan
EIN / PN: 38-3869170/150
Plan Sponsor: Mondelez Global LLC
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Form of payment

► Active and terminated vested:

Benefit Structure	Lump Sum	Life Annuity	50% JS
Cadbury PPA	100%	0%	0%
All Others	70%	15%	15%

Percent married	80% of males; 60% of females. Used to value pre-retirement surviving spouse benefits.
Spouse age	Wife three years younger than husband.
Administrative expenses	Estimated expenses are assumed to be equal to prior year actual expenses. For 2024, this amount is \$2,100,000.
Loads	None.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Plan Name:	Mondelez Global LLC Retirement Plan
EIN / PN:	38-3869170/150
Plan Sponsor:	Mondelez Global LLC
Valuation Date:	January 1, 2024

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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 plan year plus plan-related expenses expected to be paid from plan assets during plan year as required by regulations under IRC §430.
Actuarial value of assets	Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the 2024 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 valued	All benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with Mondelez Global LLC and, based on that review, is not aware of any significant benefits required to be valued that were not.

Data Sources

Plan Name:	Mondelez Global LLC Retirement Plan
EIN / PN:	38-3869170/150
Plan Sponsor:	Mondelez Global LLC
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

WTW used asset data supplied by the trustee. Mondelez through its third party administrator furnished participant data as of 1/1/2024. Data were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

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

Source of Prescribed Methods

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

Assumptions Rationale - Significant 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.
----------------------	--

Lump sum conversion rate	As required by IRC 430, lump sum benefits are valued using “annuity substitution”, so that the interest rates assumed are effectively the same as described above for the discount rate.
---------------------------------	--

Annuity conversion rate for hybrid plans	As required by IRC 430, annuity benefits are valued by converting accounts to annuities using the current IRC 430 interest rates, so that the interest rates assumed are effectively the same as described above for the discount rate.
---	---

Administrative expenses	Administrative expenses are estimated by determining the actual expenses paid from the trust the preceding year.
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All other assumptions	Please see Benefits Accounting Assumptions support memo for fiscal year-end 2023.
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Changes in Assumptions and Methods

Plan Name:	Mondelez Global LLC Retirement Plan
EIN / PN:	38-3869170/150
Plan Sponsor:	Mondelez Global LLC
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Change in assumptions since prior valuation

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

The mortality assumption used to calculate the funding target and target normal cost was updated to use separate rates for non-annuitants (based on PRI-2012 "Employees" table without collar or amount adjustments, projected forward with generational projection using the IRS adjusted Scale MP-2021) and annuitants (based on PRI-2012 "Healthy Annuitants" table without collar or amount adjustments, projected forward with generational projection using the IRS adjusted Scale MP-2021).

The administrative expenses updated to \$2,100,000 from \$2,300,000.

Plan Name: Mondelez Global LLC Retirement Plan
EIN / PN: 38-3869170/150
Plan Sponsor: Mondelez Global LLC
Valuation Date: January 1, 2024

Plan Name	MONDELEZ GLOBAL LLC RETIREMENT PLAN
Plan Sponsor EIN	38-3869170
ERISA Plan #	150
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 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
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	

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 MONDELEZ GLOBAL LLC RETIREMENT PLAN	B Three-digit plan number (PN) 150
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF MONDELEZ GLOBAL LLC	D Employer Identification Number (EIN) 38-3869170
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	979,304,142	
b Actuarial value	2b	1,077,234,556	
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	1,315	287,185,971	287,185,971
b For terminated vested participants	2,557	314,764,987	314,764,987
c For active participants	1,659	288,997,518	295,708,299
d Total	5,531	890,948,476	897,659,257
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	5.23%	
6 Target normal cost			
a Present value of current plan year accruals	6a	0	
b Expected plan-related expenses	6b	2,100,000	
c Target normal cost	6c	2,100,000	

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 CAF 10/9/2025 Signature of actuary Chad Fix Type or print name of actuary Willis Towers Watson US LLC Firm name Willis Tower 233 South Wacker Drive Suite 1800 Chicago IL 60606 Address of the firm	Date 2306729 Most recent enrollment number 312-525-2468 Telephone number (including area code)
--	---

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)	162,637,682	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	2,300,000	0
9	Amount remaining (line 7 minus line 8)	160,337,682	0
10	Interest on line 9 using prior year's actual return of <u>9.71</u> %	15,568,789	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.33</u> %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	175,906,471	0

Part III		Funding Percentages	
14	Funding target attainment percentage	14	100.40 %
15	Adjusted funding target attainment percentage	15	120.00 %
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	115.68 %
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: 4.96 %	3rd segment: 5.59 %	☐ N/A, full yield curve used
b Applicable month (enter code).....				21b 0
22 Weighted average retirement age				22 63
23 Mortality table(s) (see instructions)	☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.	☐ Yes ☒ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.	☐ Yes ☒ No
26 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

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....	31a	2,100,000	
b Excess assets, if applicable, but not greater than line 31a	31b	2,100,000	
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	0	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	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)

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

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Mondelez Global LLC
EIN/PN	38-3869170/150
Plan Name	Mondelez Global LLC Retirement Plan
Valuation Date	January 1, 2024
Enrolled Actuary	Chad A. Fix
Enrollment Number	23-06729

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

An average retirement age for each possible decrement is calculated for each active participant as the probability of decrementing in each year multiplied by the percentage of the participant not previously decremented.

The weighted average retirement age is calculated as the average age of these individual participant ages, per decrement, weighted by the total number expected to leave due to each decrement.

Representative retirement rates are found in the attachment "Schedule SB, Part V—Statement of Actuarial Assumptions/Methods".

Plan Name:	Mondelez Global LLC Retirement Plan
EIN / PN:	38-3869170/150
Plan Sponsor:	Mondelez Global LLC
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Actuarial Assumptions and Methods

Economic Assumptions

Interest rate basis:

- | | |
|-----------------------|-----------------|
| • Applicable month | January 2024 |
| • Interest rate basis | 3-Segment Rates |

Interest rates:

	Reflecting Corridors	Not Reflecting Corridors
• First segment rate	4.75%	4.37%
• Second segment rate	4.96%	4.96%
• Third segment rate	5.59%	4.95%
• Effective interest rate	5.23%	4.93%

Annual rates of increase

- | | |
|-------------------------------------|-----|
| • Compensation: | N/A |
| • Future Social Security wage bases | N/A |
| • Statutory limits on compensation | N/A |

Plan Name: Mondelez Global LLC Retirement Plan
EIN / PN: 38-3869170/150
Plan Sponsor: Mondelez Global LLC
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

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

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

Mortality

- Healthy and disabled mortality rates Separate rates for non-annuitants (based on PRI-2012 "Employees" table without collar or amount adjustments, projected forward with generational projection using the IRS adjusted Scale MP-2021) and annuitants (based on PRI-2012 "Healthy Annuitants" table without collar or amount adjustments, projected forward with generational projection using the IRS adjusted Scale MP-2021).
- Lump sum mortality rates IRS-prescribed 417(e) table for 2024

Termination Rates varying by age

Representative Termination Rate

Percentage leaving during the year	
Attained Age	
20	7.0%
25	7.0%
30	7.0%
35	7.0%
40	6.0%
45	6.0%
50	5.0%
55	0.0%

Disability No rates assumed; benefits for current disableds are valued as fully accrued at valuation date

Retirement Rates at which participants are assumed to retire by age are shown below. The average retirement age is 62.7.

Plan Name: Mondelez Global LLC Retirement Plan
EIN / PN: 38-3869170/150
Plan Sponsor: Mondelez Global LLC
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

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 leaving during the year	
Attained Age	
55	10.0%
56	10.0%
57	10.0%
58	10.0%
59	11.0%
60	12.0%
61	13.0%
62	23.0%
63	20.0%
64	20.0%
65	30.0%
66	30.0%
67	30.0%
68	30.0%
69	30.0%
70	100.0%

Benefit commencement date:

- Preretirement death benefit Earliest date as defined in plan.
- Deferred vested benefit Age 60
- Disability benefit Upon disablement.
- Retirement benefit Upon termination of employment.

Plan Name: Mondelez Global LLC Retirement Plan
EIN / PN: 38-3869170/150
Plan Sponsor: Mondelez Global LLC
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Form of payment

► Active and terminated vested:

Benefit Structure	Lump Sum	Life Annuity	50% JS
Cadbury PPA	100%	0%	0%
All Others	70%	15%	15%

Percent married	80% of males; 60% of females. Used to value pre-retirement surviving spouse benefits.
Spouse age	Wife three years younger than husband.
Administrative expenses	Estimated expenses are assumed to be equal to prior year actual expenses. For 2024, this amount is \$2,100,000.
Loads	None.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Plan Name:	Mondelez Global LLC Retirement Plan
EIN / PN:	38-3869170/150
Plan Sponsor:	Mondelez Global LLC
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

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 plan year plus plan-related expenses expected to be paid from plan assets during plan year as required by regulations under IRC §430.
Actuarial value of assets	Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the 2024 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 valued	All benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with Mondelez Global LLC and, based on that review, is not aware of any significant benefits required to be valued that were not.

Data Sources

Plan Name:	Mondelez Global LLC Retirement Plan
EIN / PN:	38-3869170/150
Plan Sponsor:	Mondelez Global LLC
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

WTW used asset data supplied by the trustee. Mondelez through its third party administrator furnished participant data as of 1/1/2024. Data were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

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

Source of Prescribed Methods

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

Assumptions Rationale - Significant 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.
----------------------	--

Lump sum conversion rate	As required by IRC 430, lump sum benefits are valued using “annuity substitution”, so that the interest rates assumed are effectively the same as described above for the discount rate.
---------------------------------	--

Annuity conversion rate for hybrid plans	As required by IRC 430, annuity benefits are valued by converting accounts to annuities using the current IRC 430 interest rates, so that the interest rates assumed are effectively the same as described above for the discount rate.
---	---

Administrative expenses	Administrative expenses are estimated by determining the actual expenses paid from the trust the preceding year.
--------------------------------	--

All other assumptions	Please see Benefits Accounting Assumptions support memo for fiscal year-end 2023.
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Changes in Assumptions and Methods

Plan Name:	Mondelez Global LLC Retirement Plan
EIN / PN:	38-3869170/150
Plan Sponsor:	Mondelez Global LLC
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Change in assumptions since prior valuation

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

The mortality assumption used to calculate the funding target and target normal cost was updated to use separate rates for non-annuitants (based on PRI-2012 "Employees" table without collar or amount adjustments, projected forward with generational projection using the IRS adjusted Scale MP-2021) and annuitants (based on PRI-2012 "Healthy Annuitants" table without collar or amount adjustments, projected forward with generational projection using the IRS adjusted Scale MP-2021).

The administrative expenses updated to \$2,100,000 from \$2,300,000.

Plan Name: Mondelez Global LLC Retirement Plan
EIN / PN: 38-3869170/150
Plan Sponsor: Mondelez Global LLC
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Provisions — Mondelēz Global LLC Retirement Plan

1. Effective Date: September 1, 2012 to reflect the spinoff from The Kraft Foods Group, Inc. Retirement Plan. Effective date prior to the spinoff was January 1, 2010.
2. Date of Most Recent Amendment: As of November 1, 2022, the method for calculating the cash balance interest rate was changed from an annual average of T-bill rates to a monthly average for certain Cadbury plan participants.
3. Eligibility for Participation: All nonunion employees and union employees hired before January 1, 2009, who belong to a participating group to whom the benefits of this Plan have been extended become participants immediately following the completion of one year of service. There are some union groups who have not yet negotiated into the level of benefits described in 4(b) below. See the plan document for the plan provisions which apply to these groups.

Accrued benefits for Bakery employees were frozen as of October 2, 1995 (the effective date of the sale of that unit). Generally, benefits accrued under the formula for future service beginning January 1, 1995. Participants at Entenmann's, Oroweat, and Boboli were covered by their respective plan formulas for service accrued through December 31, 1994. For prior plan provisions applicable to these participants, see the plan document.

Nabisco employees who were participants in the Retirement Plan for Employees of Nabisco, Inc. as of January 1, 2001 became participants in this plan as of January 1, 2001. Participation and other plan features are as according to the plan provisions of the Retirement Plan for Employees of Nabisco, Inc. See Appendix A for a summary of these plan provisions.

Cadbury employees who were participants in either the Cadbury Adams Holdings LLC Personal Pension Account Plan (PPA) or the Cadbury Adams Retirement Plan (Adams) as of January 1, 2012 became participants in this plan as of January 1, 2012. Participation and other plan features are as according to the plan provisions of the PPA Plan and the CAPP. See Appendix B and Appendix C (of this section) respectively for a summary of those plan provisions.

4. Definitions:
 - a) Continuous Service: All completed years and months of employment.
 - b) Credited Service: The sum of all completed years and months during which employees were participants in their predecessor plans prior to the effective date, and all completed years and months during which employees are participants in the Plan as of January 1, 1989.
 - c) Past Contributory Service: For former Kraft participants, the credited service earned through December 31, 1988 while contributing to the prior plan. For former General Foods Salaried participants, the credited service earned through December 31, 1990 while contributing to the prior General Foods Salaried plan. For former Tombstone and former All American Gourmet participants, the credited service earned through December 31, 1990. For former Nabisco Shredded Wheat participants, the credited service earned through December 31, 1992. This service definition is not applicable for Capri Sun, U.S. Hourly, former Oscar Mayer Salaried participants, or former Nabisco

Plan Name: Mondelez Global LLC Retirement Plan
EIN / PN: 38-3869170/150
Plan Sponsor: Mondelez Global LLC
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

participants in the Retirement Plan for Employees of Nabisco, Inc.

- d) Past Noncontributory Service: For former Kraft participants, the credited service earned through December 31, 1988 while not contributing to the prior plan. For former General Foods Salaried participants, the credited service earned through December 31, 1990 while not contributing to the prior General Foods Salaried plan. This service definition is not applicable to former All American Gourmet, Tombstone, Nabisco Shredded Wheat, Capri Sun, U.S. Hourly, former Oscar Mayer Salaried participants, or former Nabisco participants in the Retirement Plan for Employees of Nabisco, Inc.
- e) Future Service: For former Kraft participants, the credited service earned since December 31, 1988. For former General Foods Salaried, All American Gourmet, and Tombstone participants, the credited service earned since December 31, 1990. For former Nabisco Shredded Wheat participants and Capri Sun participants, the credited service earned since December 31, 1992. For former Oscar Mayer Salaried participants, the credited service earned since December 31, 1993. For U.S. Hourly participants, the credited service earned since December 31, 1995 plus the credited service earned through December 31, 1995 while contributing to The Kraft Foods Global, Inc. Hourly Retirement Plan. For former Nabisco participants not eligible for the Preserved PRA grandfather formula in the Retirement Plan for Employees of Nabisco, Inc., the credited service earned since December 31, 2002. For all participants, credited service is frozen as of December 31, 2019. This service definition is not applicable for former Nabisco participants eligible for the Preserved grandfather formula in the Retirement Plan for Employees of Nabisco Inc.
- f) Final Average Earnings: The average annual compensation received in the five highest paid consecutive years in the last ten years prior to retirement or termination. For all participants, the final average earnings is frozen as of December 31, 2019.
- g) Career Earnings: Annual compensation received in the years beginning January 1, 1989 through retirement for former Kraft participants. For former General Foods Salaried, All American Gourmet, and Tombstone participants, annual compensation received beginning January 1, 1991 through retirement. For former Nabisco Shredded Wheat participants, annual compensation received beginning January 1, 1993 through retirement. For other employees who became participants in the plan prior to January 1, 1995, annual compensation received beginning at date of hire through retirement. This definition is not applicable for any other employees. For all applicable employees, career earnings are frozen as of December 31, 2019.
- h) Social Security Covered Compensation: The average of the Social Security taxable wage bases in effect during each year of the 35- year period that ends with the year the participant reaches Social Security retirement age. For all applicable employees, covered compensation is frozen as of December 31, 2019.
- i) Actuarial Equivalence: Benefits are generally converted from the normal form of payment to the optional form of payment on an actuarially equivalent basis, which varies depending on the plan formula. Benefits accrued under multiple prior plan formulas may be converted using multiple bases. See the "Optional Forms and Actuarial Equivalence" section for the actuarial equivalence bases that apply to the plan

5. Pension Benefit at Normal Retirement:

Plan Name: Mondelez Global LLC Retirement Plan
EIN / PN: 38-3869170/150
Plan Sponsor: Mondelez Global LLC
Valuation Date: January 1, 2024

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- a) Eligibility: All participants who retire on the first day of the month following attainment of age 65 after completing at least five years of continuous service.
- b) Annual Retirement Benefit: For former Kraft, former All American Gourmet, former Nabisco Shredded Wheat, Capri Sun, and U.S. Hourly participants, the greater of the sum of (i) through (iv), or (v):
- (i) Past contributory service benefit:
 - 1.3% of final average earnings up to Social Security covered compensation multiplied by years of past contributory service limited to 30 years, plus
 - 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of past contributory service limited to 30 years.
 - ii) Future service benefit:
 - 1.3% of final average earnings up to Social Security covered compensation multiplied by years of future service, plus
 - 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of future service.

Future service is limited such that the sum of past contributory service and future service cannot exceed 30 years.
 - iii) Past noncontributory service benefit:
 - \$72 multiplied by years of past noncontributory service.
 - iv) All service benefit:
 - 0.5% of final average earnings multiplied by years of credited service over 30 years. Credited service for former Kraft participants excludes past noncontributory service.
 - v) Minimum benefit:
 - For former Kraft and All American Gourmet participants, benefits accrued under the prior plan as of December 31, 1990 plus 1.75% of career earnings after December 31, 1990.

The minimum benefit calculation may be different for some employees due to the Tax Reform transition rules.
 - For former Nabisco Shredded Wheat participants, the adjusted accrued benefit as of December 31, 1992 as earned under the Nabisco Brands Salaried Pension Plan (see plan document for further information).
 - For former U.S. Hourly participants, benefits accrued under The Kraft Foods Global, Inc. Hourly Retirement Plan as of December 31, 1995.

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For former General Foods Salaried and Tombstone participants, the greater of the sum of (vi) through (ix), or (x).

vi) Past contributory service benefit:

- 1.5% of final average earnings up to Social Security covered compensation multiplied by years of past contributory service limited to 30 years, plus
- 1.875% of final average earnings in excess of Social Security covered compensation multiplied by years of past contributory service limited to 30 years.

vii) Future service benefit:

- 1.3% of final average earnings up to Social Security covered compensation multiplied by years of future service, plus
- 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of future service.

Future service is limited such that the sum of past contributory service and future service cannot exceed 30 years.

viii) Past noncontributory service benefit:

- 1.0% of final average earnings up to Social Security covered compensation multiplied by years of past noncontributory service, plus
- 1.375% of final average earnings in excess of Social Security covered compensation multiplied by years of past noncontributory service.

Past noncontributory service for former General Foods Salaried participants is limited such that the sum of past noncontributory service, past contributory service, and future service cannot exceed 30 years.

ix) All service benefit:

- 0.5% of final average earnings multiplied by years of credited service in excess of 30 years.

x) Minimum benefit:

- Benefits accrued under the prior plan as of December 31, 1990 plus 1.75% of career earnings after December 31, 1990.

The minimum benefit calculation may be different for some employees due to the Tax Reform transition rules

For former Oscar Mayer Salaried participants, the greater of the sum of (xi) through (xiii).

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xi) Past credited service benefit (credited service earned prior to December 31, 1993):

- 1.1% of final average earnings up to one-half of the Social Security taxable wage base multiplied by years of past credited service, plus
- 1.45% of final average earnings in excess of one-half of the Social Security taxable wage base multiplied by years of past credited service limited to 35 years.

The past credited service benefit represents an amount payable in a five year certain and continuous annuity form. The benefit is then multiplied by a conversion factor to arrive at a life only annuity amount.

xii) Future service benefit:

- 1.3% of final average earnings up to Social Security covered compensation multiplied by years of future service, plus
- 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of future service.

Future service is limited such that the sum of past credited service and future service cannot exceed 30 years. For employees with at least 20 years of past credited service as of December 31, 1993, future service is instead limited such that the sum of past credited service and future service cannot exceed 35 years.

xiii) All service benefit:

- 0.5% of final average earnings multiplied by years of credited service in excess of 30 or 35 years as described above.

For former Nabisco employees covered under the Retirement Plan for Employees of Nabisco, Inc. and not eligible for the Preserved PRA grandfather formula, the sum of (xiv) through (xvi).

xiv) Past credited service benefit (credits earned as of December 31, 2002):

A lump sum benefit equal to final average earnings (as defined in Appendix A) multiplied by the sum of percentage credits below. (A single life annuity is Actuarially Equivalent to the lump sum benefit).

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Attained Age	% of Final Average Earnings	% of Final Average Earnings in Excess of Social Security Covered Compensation
Under 30	4%	0%
30 – 34	5%	0%
35 – 39	6%	1%
40 – 44	8%	1%
45 – 49	9%	2%
50 – 54	10%	2%
55 – 59	12%	3%
60 and over	13%	4%

xv) Future service benefit:

- 1.3% of final average earnings up to Social Security covered compensation multiplied by years of future service, plus
- 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of future service.

Future service is limited such that the sum of past credited service and future service cannot exceed 30 years. For employees with at least 20 years of past credited service as of December 31, 2002, future service is not limited.

xvi) All service benefit:

- 0.5% of final average earnings multiplied by years of credited service in excess of 30 years of service as described above.

This benefit does not apply for employees with at least 20 years of past credited service as of December 31, 2002.

- c) Certain transfers from Altria between December 8, 1988 and September 30, 2007, inclusive, could be entitled to benefits in addition to those described above. Each such participant's accrued benefit for service earned under the Altria plan formula will be recalculated using Final Average Earnings and Social Security Covered Compensation as of their date of termination. The credited service used in this calculation will be the amount frozen as of the transfer date. To the extent that the recalculated benefit exceeds the frozen benefit calculated as of the transfer date, additional benefits will be due.
- d) For participants whose compensation in years prior to 1994 exceeded the IRC Section 401(a)(17) limit effective January 1, 1994, the extended wear-away approach to calculating benefits is applied.

6. Pension Benefit at Early Retirement Date:

- a) Eligibility: All participants who have completed at least ten years of continuous service and who retire on the first day of any month subsequent to attainment of age 55.
- b) Annual Benefit: The benefit determined as in 4(b) above, based upon service and earnings prior to the early retirement date. This benefit is reduced by 1/4% for each full month between ages 56 and 62 and 1/6% for each full month between ages 55 and 56 that

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commencement of benefits precedes the first day of the month following attainment of age 62. For participants hired on or after January 1, 2004, the benefit is reduced by $\frac{1}{2}\%$ for each full month between ages 60 and 65 and $\frac{1}{4}\%$ for each full month between ages 55 and 60 that commencement of benefits precedes the first day of the month following attainment of age 65. Early retirement reduction factors which are applicable to benefits accrued under prior plans before their merger with The Kraft Foods Global, Inc. Retirement plan are preserved where necessary.

- c) Former Oscar Mayer Salaried Participants: Employees with at least 20 years of past credited service prior to December 31, 1993 who retire under the 30 and Out provision may commence their annual retirement benefit upon attainment of 30 years of total credited service. All other employees retiring under the 30 and Out provision may only commence their past credited service benefit upon attainment of 30 years of total credited service. The benefits attributable to credited service prior to December 31, 1993 are reduced by the factors applicable to the former plan.
- d) Altria Transfers: The recalculated and frozen benefits described in section 4(c) above are reduced by the factors applicable to the Altria plan. As described in the plan document, former Altria participants continue to accrue vesting service in the plan and could grow into more favorable early retirement factors to be applied to the recalculated benefit. The early retirement factor applied to the frozen benefit is based on vesting service as of the transfer date.

7. Pension Benefit at Postponed Retirement Date:

- a) Eligibility: All participants who retire subsequent to their normal retirement date.
- b) Annual Retirement Benefit: The benefit determined as in 4(b) above, based upon service and earnings to postponed retirement date.

8. Vested Benefit:

- a) Retirement: All participants who have completed at least five years of continuous service.
- b) Annual Retirement Benefit: The benefit determined as in 4(b) above, based upon service and earnings to date of termination, reduced:
 - For participants with 20 or more years of continuous service at termination, as described in 5(b) above, and
 - For participants with less than 20 years of continuous service at termination, by $\frac{1}{2}\%$ for each full month between ages 60 and 65 and $\frac{1}{4}\%$ for each full month between ages 55 and 60 that commencement of benefits precedes the first day of the month following attainment of age 65
- c) Former Oscar Mayer Salaried Participants: The benefits attributable to credited service prior to December 31, 1993 are instead reduced by the factors applicable to the former plan.

9. Post-Retirement Death Benefit: Return of aggregate amount of employee contributions with interest over the aggregate amount of retirement income payments paid. Effective January 1, 1975, interest on contributions is credited at 5% per annum. (Beginning in 1988, interest on contributions is credited with 120% of the Applicable Federal Rate.)

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10. Pre-Retirement Spouse's Benefit:
- a) Eligibility: Spouses of participants who die with at least five years of service.
 - b) Annual Benefit for Spouses of Active Employees Who Die after Attaining Eligibility for Early Retirement: The benefit determined as in 4(b) above payable as if the participant had retired on the first day of the month following his death and had elected a 100% contingent annuitant option.
 - c) Annual Benefit for Spouses of Active Employees Who Die before Attaining Eligibility for Early Retirement: The benefit determined as in 4(b) above payable as if the participant had terminated on the first day of the month following his death and had elected a 50% contingent annuitant option to begin at age 55.
 - d) Duration of Benefit: For the lifetime of the spouse.
11. Other Post-Retirement Death Benefits: As provided by the normal or optional form of benefit payment.
12. Optional Forms of Benefit Payment:
- a) Life annuity form.
 - b) 50%, 66-2/3%, 75% and 100% contingent annuitant forms.
 - c) Level income form (applicable to either (a) or (b) above).
 - d) Lump sum.
 - e) Five and ten year certain and continuous annuity forms.

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Plan Provisions — Mondelez Global LLC Retirement Plan — Appendix A

Plan Provisions for Nabisco employees formerly covered under the Retirement Plan for Employees of Nabisco, Inc.

1. Effective Date: September 1, 2012 to reflect the spinoff from The Kraft Foods Group, Inc. Retirement Plan. Prior to the spinoff, plan most recently restated effective January 1, 2010.
2. Date of Most Recent Amendment: June 14, 1999.
3. Eligibility Requirements: Regular salaried employees on U.S. payroll and pay FICA taxes. Eligible on the first day of the month coincident with or next following six months of service. To be eligible for the Preserved PRA grandfather formula, participants must be in the former PRA plan on December 31, 1992 who (i) were in PRA on January 1, 1988 and (ii) were either age 40 with ten years of service or age 55 with five years of service on January 1, 1988. Effective December 31, 2002, service will cease to accrue for employees not eligible for the Preserved PRA grandfather formula.
4. Definitions:
 - a) Credited Service: All service including the first two years of a participant's leave of absence due to permanent disability, service while on military leave as required under Section 414(u). Credited service is frozen as of December 31, 2019.
 - b) Final Average Earnings: The average annual compensation received in the three highest paid consecutive years in the last five years prior to retirement or termination. For employees eligible for the Preserved PRA grandfather formula, the average annual compensation received in the five highest paid consecutive years in the last ten years prior to retirement or termination. The final average earnings are frozen as of December 31, 2019.
 - c) Social Security Covered Compensation: The average of the maximum Social Security taxable wage bases in effect during each of the 35 calendar years ending with the year the participant attains Social Security retirement age.
 - d) Social Security Benefit: Primary benefit payable at age 65 under Social Security. For employees who retire early, the Social Security benefit will be the benefit payable at age 62 or age of retirement if later, assuming that the last rate of earnings continues unchanged to age 62 or age at retirement, if later. For employees who terminate prior to early retirement eligibility, the Social Security benefit will be the benefit payable at age 65, assuming that the last rate of earnings continues unchanged. The Social Security benefit is frozen as of December 31, 2019.
 - e) Social Security Offset: 1.25% of the Social Security benefit multiplied by years of credited service (maximum percentage is 50%).

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- f) Actuarial Equivalence: The factor used for converting a lump sum to a life annuity is based on an interest rate as specified in (h) below and the mortality table as specified in (i) below. For purposes of determining the qualified 50% Joint and Survivor annuity for the pre-retirement spouse benefit, the basis is 8% and the UP-1984 mortality table.
- g) Interest rate: The applicable interest rate for the grandfathered December 31, 2002 frozen benefit is specified pursuant to Code section 417(e)(3)(C) for the November preceding the Plan Year containing the Participant's Determination Date is used where the rate on and after a Participant's Annuity Starting Date is the greater of such applicable interest rate or 8% and the rate for periods prior to the Annuity Starting Date is the lesser of such applicable interest rate or 5%, but not less than 2.5%. Otherwise the plan's current lump sum interest basis is used for conversion.
- h) Mortality: The table specified by the Secretary of the Treasury set forth in Code Section 417(e)(3). There is no mortality assumed prior to the annuity starting date.
5. Normal Retirement Benefit:
- a) Normal Retirement Date: The first day of the month coincident with or next following the earlier of the completion of five years of service or the attainment of age 65.
- b) Benefit: A lump sum benefit equal to final average earnings multiplied by the sum of percentage credits below for each year of credited service. (A single life annuity is Actuarially Equivalent to the lump sum benefit.) A minimum benefit of the December 31, 2002 Nabisco Pension Equity Plan Balance applies:

Attained Age	% of Final Average Earnings	% of Final Average Earnings in Excess of Social Security Covered Compensation
Under 30	4%	0%
30 – 34	5%	0%
35 – 39	6%	1%
40 – 44	8%	1%
45 – 49	9%	2%
50 – 54	10%	2%
55 – 59	12%	3%
60 and over	13%	4%

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The Preserved PRA grandfather benefit is the benefit that produces the greatest actuarial equivalent value:

- (i) The benefit described above.
- (ii) The amount (a) plus (b) minus (c):
 - (a) 1.5% of final average earnings multiplied by years of credited service up to 25 years, plus
 - (b) 1.25% of final average earnings multiplied by years of credited service over 25 years (up to 15 years, if hired after December 1, 1974) minus
 - (c) Social Security Offset.
- (iii) The amount (d) plus (e):
 - (d) \$24 per month multiplied by years of credited service up to 25 years, plus
 - (e) \$12 per month multiplied by years of credited service over 25 up to 15 years.

6. Early Retirement Benefit:

- a) Eligibility: Age 55 with at least ten years of service.
- b) Benefit:
 - (i) Accrued benefit reduced for early commencement according to the Actuarial Equivalence definition described above.
 - (ii) Preserved PRA grandfather: If participant retires after age 62 or after 30 years of service, benefit is unreduced. Otherwise, accrued benefit with no reduction from age 65 to 62, reduced 5% for the next seven years early (reduction is not applied to the Social Security Offset).
- c) Supplement: Social Security offset if formula (ii) in Section 5(b) applies, not applied until age 62.

7. Vested Benefit:

- a) Requirement: The earlier of five years of service or age 65.
- b) Benefit: Accrued benefit.

8. Pre-Retirement Spouse's Benefit:

- a) Eligibility: The earlier of five years of service or age 65.
- b) Benefit: Accrued benefit reduced for early commencement according to the Actuarial Equivalence definition described above.

9. Changes in Benefits Valued

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- a) A minimum benefit of the December 31, 2002 Nabisco Pension Equity Plan Balance was added during 2017.

Normal Form of Payment: Benefits are payable as a lump sum. For participants whose benefit is determined at the Preserved PRA grandfather formula, the form of payment is a single life annuity.

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Plan Provisions — Mondelēz Global LLC Retirement Plan – Appendix B

Plan Provisions for Cadbury employees formerly covered under the Adams Holdings LLC Personal Pension Account Plan (PPA)

1. Eligibility for Participation: Salaried employees are eligible to participate in the plan on the first payroll period following completion of one year of eligibility service. Eligibility service is a 12-month period during which the employee completes 1,000 hours of service. All regular full-time salaried employees, employed prior to January 1, 1992, begin participating on January 1, 1992. Participants in the Adams Retirement Plan as of April 30, 2005 participate as of May 1, 2005. Participation was closed to new entrants effective January 1, 2007.
2. Definitions:
 - a) Vesting Service: Completed years of employment generally including employment with acquired companies and Cadbury affiliates.
 - b) Benefit Service:
 - (i) Years and fractional years of employment:
 - Employees who did not elect to participate in the Cadbury U.S.A. Salaried Employees' Pension Plan begin to accrue benefit service on January 1, 1979.
 - Employees who became participants as a result of the May 30, 1986 acquisition begin to earn service under this plan on various dates, as provided by Cadbury.
 - Employees who became participants as a result of the Adams acquisition begin to earn service under this plan on May 1, 2005.
 - c) Compensation Considered: Base pay, overtime pay, Annual Incentive Plan bonus, but excluding deferred compensation. Compensation is limited by IRC Section 401(a)(17).
 - d) Average Annual Compensation: The average of the five highest consecutive completed calendar years of compensation out of the last ten completed calendar years.
 - e) Social Security Benefits: Amount to which participant is entitled to at age 65 based on earnings during periods for which benefit service is accrued.
 - f) Benefit Under the Plan as of 12/31/1991:
 - (i) Benefit:
 - 56% of final average compensation less 50% of Social Security benefit as of December 31, 1991, reduced proportionately for benefit service of less than 25 years as of December 31, 1991.
 - (ii) Offset Benefit:
 - Above benefit will be offset by any benefit accrued under the Retirement Plan

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for Employees of Del Monte Corporation for service which is considered benefit service under this plan, by benefits earned in non-U.S. Cadbury plans, and by annuity benefits purchased from insurance companies.

- g) The PPA Account: The PPA account is a record keeping account, established for each participating employee, which each year is credited with an annual allocation based on the following table:

Sum of Age plus Vesting Service as of January 1	Allocation % of Compensation			
	Earnings up to the Social Security Wage Base		Earnings above the Social Security Wage Base	
	Before 1999	After 1998	Before 1999	After 1998
Less than 35	2.50%	2.75%	5.00%	5.50%
35 to less than 45	3.50%	3.75%	7.00%	7.50%
45 to less than 55	4.50%	4.50%	9.00%	9.00%
55 to less than 65	6.00%	6.00%	11.00%	11.00%
65 to less than 75	8.00%	8.00%	13.00%	13.00%
75 or more	10.00%	10.00%	15.00%	15.00%

On December 31 of each year, interest is credited on the balance in the account as of January 1 of that year. The interest rate equals the 12-month average of one-year Treasury Bill rates, plus one percentage point, with a minimum of 5% (4% prior to 1999).

In addition, all active participants as of January 1, 1995 will receive a special interest credit of 5.00% on their January 1, 1995 account balance.

3. Eligibility for Benefits:

- a) Normal Retirement: The first of the month coincident with or next following the later of attainment of age 65 and the fifth anniversary of employment.
- b) Early Retirement: The first month coincident with or next following attainment of age 55 and completion of 10 years of vesting service.
- c) Vested Retirement Pension: Completion of three years of vesting service (including service with acquired or affiliated companies).
- d) Death Benefit: Beneficiary of participant who dies.
- e) Disability: Employees who are receiving payments under the long-term disability plan and/or Workers' Compensation payments.

4. Monthly Benefits Paid Upon the Following Events:

- a) Normal Retirement:

- (i) For employees at least age 50 with at least 10 years of vesting service as of December

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31, 1991, the greater of (a) or (b), where:

$$(a) = \text{Benefit under the plan as of December 31, 1991,} \\ \text{times} \\ \frac{\text{Final Average Compensation at December 31, 1993}}{\text{Average Compensation at December 31, 1991}} \text{ Final} \\ \text{times} \\ \frac{\text{Final Average Compensation at Retirement}}{\text{Final Average Compensation at December 31, 1993}}$$

plus the PPA annuity described in (ii)(b) below.

(b) = Benefit formula under the plan in effect as of December 31, 1991, using all benefit service and final average compensation at retirement date.

(ii) For employees under age 50, or with less than 10 years of vesting service as of December 1991, (a) + (b) where:

$$(a) = \text{Benefit under the plan as of December 31, 1991,} \\ \text{times} \\ \frac{\text{Final Average Compensation at December 31, 1993}}{\text{Final Average Compensation at December 31, 1991}} \text{ Final} \\ \text{times} \\ \frac{\text{Final Average Compensation at Retirement}}{\text{Final Average Compensation at December 31, 1993}}$$

(b) = The PPA annuity which is the value of The PPA Account divided by an annuity factor using the Applicable Interest Rate and Applicable Mortality Table as defined in the plan.

- b) Early Retirement: Normal retirement benefit as determined according to Normal Retirement Pension above but based upon final average compensation, Social Security benefit, benefit service and PPA annuity as of the employee's early retirement date. If payments are to commence prior to normal retirement date, such payments, except for the PPA annuity, will be reduced by 2% for each of the first 3 years and 4% for each additional year that early retirement date precedes normal retirement date.
- c) Vested Retirement Pension: Normal retirement benefit as determined according to Normal Retirement Pension above based upon final average compensation, Social Security benefit, benefit service and PPA annuity as of the employee's termination date. Payments may commence immediately, but are actuarially reduced prior to earliest retirement age provided he or she had accrued the required vesting service prior to termination.
- d) Death Benefit: For beneficiaries of participants who die prior to satisfying the service requirement for early retirement: 50% of the employee's vested accrued benefit reduced on a actuarially equivalent basis and converted to a 50% joint and survivor form of payment commencing as of the date of death.

For beneficiaries of participants who die after satisfying the requirements for early retirement: 50% of the employee's vested accrued benefit, converted to a 50% joint and survivor form of payment commencing as of the date of death.

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For beneficiaries of participants who die after normal retirement date: 50% of the employee's vested accrued benefit as reduced for the 50% joint and survivor annuity payable for the beneficiary's lifetime.

In all cases, the death benefit is assumed payable as a lump sum.

5. Other Plan Provisions:

- a) Normal Form of Payment: Life annuity.
- b) Optional Forms of Retirement Benefits: Actuarially equivalent to life annuity:
 - (i) Joint and survivor: 100%, 75%, or 50%
 - (ii) 5 or 10 years certain and continuous
 - (iii) Lump sum
- c) Actuarial Equivalence: Based on the 1994 Group Annuity Reserving Table with ages set back 1 year for participants and 4 years for beneficiaries and an interest rate of 8.5%. For lump sums, based on the Applicable Interest Rate and Applicable Mortality Table as defined in the plan.

6. Future Plan Changes: No future changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

7. Changes in Benefits Valued Since Prior Year: There have been no changes in benefits valued since the prior year, except to reflect the current-year changes in the Internal Revenue Code maximums on benefits and compensation

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Plan Provisions — Mondelēz Global LLC Retirement Plan – Appendix C

Plan Provisions for Cadbury employees formerly covered under the Cadbury Adams Retirement Plan (Adams)

1. Effective Date: September 1, 2012 to reflect the spinoff from The Kraft Foods Group, Inc. Retirement Plan. Effective date prior to the spinoff was April 1, 2003.
2. Covered Employees: Active employees included in the plan spinoff from the Warner-Lambert Company Retirement Plan on March 31, 2003. After April 20, 2005, no employee is eligible to commence participation in the plan.
3. Participation Date: January 1st following employment date.
4. Definitions:
 - a) Compensation: Base pay rate on January 1 plus incentive and overtime pay.
 - b) Dollar Value of Equity Unit: Equal to the net market value of all assets in the Equity Fund divided by the present value units of all credited units.
 - c) Normal Retirement Date (NRD): Age 65.
 - d) Monthly Pension Benefit: As of May 1, 2005, the Monthly pension benefit was frozen and participants were moved to the PPA plan. The frozen benefit is calculated as the sum of (i), (ii), and (iii):
 - (i) Dollar annuity retirement income:
 - 1.5% of Compensation for each year of service.
 - (ii) Equity annuity retirement income:
 - For employees who elected at January 1, 1977 to retain their Equity Annuity Retirement Income, the Dollar Annuity benefit is half the amount described above and the remaining half is the “assumed benefit.” Equity Annuity Units are credited to a participant each year by dividing that year’s assumed benefit by the Dollar Value of a Unit at that time. Equity Annuity Retirement Income to a retired participant is determined by multiplying the participant’s number of Units by the Dollar Value of a Unit determined in the preceding calendar year.
 - (iii) Flat dollar retirement income:
 - \$96 per year of service.
 - After April 30, 2005, no participant will accrue any additional benefit under the plan.
 - e) Monthly Postretirement Spouse Benefit: 50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant’s 55th birthday.

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5. Eligibility for Benefits:

- a) Normal Retirement: Retirement on NRD.
- b) Early Retirement: Retirement before NRD, and on or after both attaining age 55 and completing 5 years of service.
- c) Postponed Retirement: Retirement on NRD.
- d) Deferred Vested: Termination for reasons other than death or retirement after completing five years of service.
- e) Retirement Spouse Benefit: Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.

6. Monthly Benefits Paid Upon the Following Events:

- a) Normal Retirement: Monthly pension benefit determined as of NRD.
- b) Early Retirement: Monthly pension benefit determined as of early retirement date. Dollar annuity benefit is reduced 3.0% for each year of payment before age 62 and 6% for each year of payment before age 60.
- c) Postponed Retirement: Monthly pension benefit determined as of actual retirement date.
- d) Termination with Deferred Vested Benefit: Monthly pension benefit determined as of early retirement date. Dollar annuity benefit is reduced 3.0% for each year of payment before age 62 and 6% for each year of payment before age 60.
- e) Death with Preretirement Spouse Benefits: Monthly preretirement spouse benefit is payable if employee has completed 5 years of pension service. Additional benefit of \$2,500 payable upon death of retired participant or active participant who has exceeded NRD.
- f) Maximum on Benefits and Pay: All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

7. Other Plan Provisions:

- a) Normal Form of Payment: Life annuity.
- b) Optional Forms of Retirement Benefit: Joint and survivor (50%, 75%, or 100%) annuity or lump sum actuarially equivalent to life annuity.
- c) Actuarial Equivalence: Based on the 7.5% interest and 71 GAM mortality.

8. Future Plan Changes: No future plan changes were recognized in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

9. Changes in Benefits Valued Since Prior Year: There have been no changes in benefits valued since the prior year, except to reflect the current-year changes in the Internal Revenue Code maximums on benefits.

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Plan Provisions — Mondelez Global LLC Retirement Plan — Optional Forms and Actuarial Equivalence

Mortality	Interest
417(e)(3) Applicable Mortality Table	417(e)(3) Applicable Interest Rates with a one-month lookback and monthly stability period
1971 TPFC	7.0%
1951 GAM with TPFC Projection with one-year setback for participant and four-year setback for joint annuitant	7.5%
UP84-Unisex	10.5% 8.0%
UP84 with two-year setback	7.0%
Revenue Ruling 2001-62 Mortality Table	8.5%
1971 GAM with one-year setback for participant and seven-year setback for joint annuitant	7.5%
1951 GA with no setback for participant and five-year setback for joint annuitant	3.5%

The conversion bases and optional forms for some groups are alternatively based upon specified factors, such as the following:

Form	Factor	Addition for each year of retirement prior to 65	Addition/subtraction for each year survivor is older/younger than participant
50% Joint-and-Survivor	0.8750	0.0030	0.0050
66-2/3% Joint-and-Survivor	0.8333	0.0040	0.0067
75% Joint-and-Survivor	0.8125	0.0045	0.0075
100% Joint-and-Survivor	0.7500	0.0060	0.0100

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Age	5-year Certain & Continuous	10-year Certain & Continuous
55	0.995	0.994
60	0.989	0.979
65	0.984	0.964

Select groups may also receive a fully subsidized 50% Joint-and-Survivor annuity.

Note that this summary is intended to be a reasonably representative sample of the optional form conversion factors for the plan. It is not intended to be an exhaustive list of all the factors used in the conversion of benefits from the normal form of payment to any optional form of payment offered by the plan.

Plan Name: Mondelez Global LLC Retirement Plan
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Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2024
MondelēzGlobal LLC Retirement Plan

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	4	0	0	0	0	0	0	0	4
35-39	2	10	18	48	4	0	0	0	0	0	82
40-44	3	13	22	70	62	5	0	0	0	0	175
45-49	0	15	14	54	91	77	6	0	0	0	257
50-54	7	6	16	57	78	151	53	6	0	0	374
55-59	2	5	9	46	97	136	77	46	2	0	420
60-64	2	7	13	33	59	66	39	45	16	2	282
65-69	3	1	2	9	13	17	6	7	2	2	62
70 & over	0	0	2	0	3	0	2	1	0	0	8
Total	19	57	100	317	407	452	183	105	20	4	1,664

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

Plan Name: Mondelez Global LLC Retirement Plan
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 Plan Sponsor: Mondelez Global LLC
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Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2024
MondelezGlobal LLC Retirement Plan – Cadbury

Attained Age	Attained Years of Credited Service ²										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
40-44	0	1	0	3	5	0	0	0	0	0	9
45-49	0	0	0	3	8	0	0	0	0	0	11
50-54	0	0	1	1	4	9	2	2	0	0	19
55-59	0	0	0	2	4	3	2	1	0	0	12
60-64	0	0	0	7	0	1	3	0	0	1	15
65-69	0	0	0	0	0	1	0	0	0	0	1
70 & over	0	0	0	0	0	0	0	0	0	0	0
Total	0	1	1	16	21	14	183	105	20	4	67

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

Plan Name: Mondelez Global LLC Retirement Plan
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 Valuation Date: January 1, 2024

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Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2024
MondelezGlobal LLC Retirement Plan - Nabisco

Attained Age	Attained Years of Credited Service ³										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
Avg Accrued Benefit											
25-29	0	0	0	0	0	0	0	0	0	0	0
Avg Accrued Benefit											
30-34	0	0	0	0	0	0	0	0	0	0	0
Avg Accrued Benefit											
35-39	0	0	0	0	0	0	0	0	0	0	0
Avg Accrued Benefit											
40-44	0	0	0	0	10	5	0	0	0	0	15
Avg Accrued Benefit											
45-49	0	1	1	2	41	65	6	0	0	0	116
Avg Accrued Benefit					18,643	17,959					
50-54	0	1	1	3	34	116	41	4	0	0	200
Avg Accrued Benefit					17,513	19,369	18,096				
55-59	0	1	1	2	49	106	60	36	1	0	256
Avg Accrued Benefit					16,066	19,028	22,243	23,796			
60-64	0	0	3	2	28	58	31	37	14	1	174
Avg Accrued Benefit					16,492	16,553	21,996	24,316			
65-69	0	0	1	0	6	15	5	6	2	2	37
Avg Accrued Benefit											
70 & over	0	0	0	0	2	0	1	1	0	0	4
Avg Accrued Benefit											
Total	0	3	7	9	170	365	144	84	17	3	802

Plan Name: Mondelez Global LLC Retirement Plan
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Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2024
MondelezGlobal LLC Retirement Plan - Remaining Mondelez

Attained Age	Attained Years of Credited Service*										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
Avg Accrued Benefit											
25-29	0	0	0	0	0	0	0	0	0	0	0
Avg Accrued Benefit											
30-34	0	0	4	0	0	0	0	0	0	0	4
Avg Accrued Benefit											
35-39	2	10	18	48	4	0	0	0	0	0	82
Avg Accrued Benefit				13,760							
40-44	3	12	22	67	47	0	0	0	0	0	151
Avg Accrued Benefit			7,873	15,568	18,105						
45-49	0	14	13	49	42	12	0	0	0	0	130
Avg Accrued Benefit				15,688	21,503						
50-54	7	5	14	53	40	26	10	0	0	0	155
Avg Accrued Benefit				14,456	20,763	39,766					
55-59	2	4	8	42	44	27	15	9	1	0	152
Avg Accrued Benefit				14,736	16,004	35,424					
60-64	2	7	10	24	31	7	5	5	2	0	93
Avg Accrued Benefit				11,654	17,548						
65-69	3	1	1	9	7	1	1	1	0	0	24
Avg Accrued Benefit											
70 & over	0	0	2	0	1	0	1	0	0	0	4
Avg Accrued Benefit											
Total	19	53	92	292	216	73	32	15	3	0	795

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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	6,855,176	23,257,929	24,581,556	54,694,661
2025	8,733,522	9,047,607	24,125,935	41,907,064
2026	11,020,427	11,146,865	23,727,942	45,895,234
2027	12,713,692	11,198,850	23,319,535	47,232,077
2028	14,547,929	12,950,278	22,912,629	50,410,837
2029	16,188,741	14,711,006	22,510,975	53,410,722
2030	17,997,748	17,556,486	22,062,425	57,616,660
2031	19,658,291	17,904,420	21,583,075	59,145,787
2032	20,461,661	18,453,982	21,083,393	59,999,035
2033	21,532,981	20,268,578	20,538,201	62,339,760
2034	22,590,205	22,863,508	19,940,942	65,394,656
2035	23,152,249	22,106,285	19,296,076	64,554,610
2036	24,544,448	22,682,840	18,601,840	65,829,128
2037	23,973,218	23,401,568	17,858,633	65,233,419
2038	24,216,728	24,658,599	17,067,819	65,943,146
2039	23,808,223	24,313,866	16,232,096	64,354,185
2040	23,783,284	23,961,815	15,355,195	63,100,294
2041	23,391,855	24,001,589	14,442,016	61,835,460
2042	22,894,865	24,132,564	13,498,219	60,525,648
2043	22,861,872	23,875,278	12,532,029	59,269,179
2044	22,023,135	23,592,027	11,552,804	57,167,966
2045	21,276,734	22,805,112	10,569,641	54,651,487
2046	20,804,007	22,381,112	9,592,775	52,777,895
2047	19,836,016	21,958,876	8,632,828	50,427,719
2048	18,803,349	21,130,250	7,700,310	47,633,909
2049	18,045,042	20,430,999	6,805,286	45,281,328
2050	17,172,819	19,669,255	5,956,962	42,799,035
2051	16,336,575	18,858,784	5,163,291	40,358,650
2052	15,452,890	18,007,346	4,430,714	37,890,950

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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2053	14,550,370	17,118,639	3,763,744	35,432,753
2054	13,624,276	16,197,484	3,164,887	32,986,647
2055	12,679,809	15,249,682	2,634,672	30,564,164
2056	11,728,070	14,281,859	2,171,744	28,181,673
2057	10,779,152	13,301,326	1,773,146	25,853,624
2058	9,842,654	12,315,858	1,434,662	23,593,174
2059	8,928,566	11,333,652	1,151,119	21,413,337
2060	8,045,814	10,363,145	916,769	19,325,728
2061	7,202,060	9,412,765	725,596	17,340,421
2062	6,403,754	8,490,681	571,596	15,466,031
2063	5,655,988	7,604,494	448,991	13,709,473
2064	4,962,354	6,761,030	352,431	12,075,815
2065	4,324,976	5,966,076	277,087	10,568,139
2066	3,744,610	5,224,218	218,718	9,187,546
2067	3,220,725	4,538,799	173,709	7,933,233
2068	2,751,807	3,911,819	139,051	6,802,677
2069	2,335,507	3,344,009	112,313	5,791,829
2070	1,968,803	2,834,907	91,573	4,895,283
2071	1,648,272	2,382,967	75,336	4,106,576
2072	1,370,193	1,985,735	62,463	3,418,391
2073	1,130,721	1,640,017	52,106	2,822,843

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Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Mondelez Global LLC
EIN/PN	38-3869170/150
Plan Name	Mondelez Global LLC Retirement Plan
Valuation Date	January 1, 2024
Enrolled Actuary	Chad A. Fix
Enrollment Number	23-06729

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.

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

An average retirement age for each possible decrement is calculated for each active participant as the probability of decrementing in each year multiplied by the percentage of the participant not previously decremented.

The weighted average retirement age is calculated as the average age of these individual participant ages, per decrement, weighted by the total number expected to leave due to each decrement.

Representative retirement rates are found in the attachment "Schedule SB, Part V—Statement of Actuarial Assumptions/Methods".

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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	6,855,176	23,257,929	24,581,556	54,694,661
2025	8,733,522	9,047,607	24,125,935	41,907,064
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2027	12,713,692	11,198,850	23,319,535	47,232,077
2028	14,547,929	12,950,278	22,912,629	50,410,837
2029	16,188,741	14,711,006	22,510,975	53,410,722
2030	17,997,748	17,556,486	22,062,425	57,616,660
2031	19,658,291	17,904,420	21,583,075	59,145,787
2032	20,461,661	18,453,982	21,083,393	59,999,035
2033	21,532,981	20,268,578	20,538,201	62,339,760
2034	22,590,205	22,863,508	19,940,942	65,394,656
2035	23,152,249	22,106,285	19,296,076	64,554,610
2036	24,544,448	22,682,840	18,601,840	65,829,128
2037	23,973,218	23,401,568	17,858,633	65,233,419
2038	24,216,728	24,658,599	17,067,819	65,943,146
2039	23,808,223	24,313,866	16,232,096	64,354,185
2040	23,783,284	23,961,815	15,355,195	63,100,294
2041	23,391,855	24,001,589	14,442,016	61,835,460
2042	22,894,865	24,132,564	13,498,219	60,525,648
2043	22,861,872	23,875,278	12,532,029	59,269,179
2044	22,023,135	23,592,027	11,552,804	57,167,966
2045	21,276,734	22,805,112	10,569,641	54,651,487
2046	20,804,007	22,381,112	9,592,775	52,777,895
2047	19,836,016	21,958,876	8,632,828	50,427,719
2048	18,803,349	21,130,250	7,700,310	47,633,909
2049	18,045,042	20,430,999	6,805,286	45,281,328
2050	17,172,819	19,669,255	5,956,962	42,799,035
2051	16,336,575	18,858,784	5,163,291	40,358,650
2052	15,452,890	18,007,346	4,430,714	37,890,950

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Valuation Date: January 1, 2024

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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2053	14,550,370	17,118,639	3,763,744	35,432,753
2054	13,624,276	16,197,484	3,164,887	32,986,647
2055	12,679,809	15,249,682	2,634,672	30,564,164
2056	11,728,070	14,281,859	2,171,744	28,181,673
2057	10,779,152	13,301,326	1,773,146	25,853,624
2058	9,842,654	12,315,858	1,434,662	23,593,174
2059	8,928,566	11,333,652	1,151,119	21,413,337
2060	8,045,814	10,363,145	916,769	19,325,728
2061	7,202,060	9,412,765	725,596	17,340,421
2062	6,403,754	8,490,681	571,596	15,466,031
2063	5,655,988	7,604,494	448,991	13,709,473
2064	4,962,354	6,761,030	352,431	12,075,815
2065	4,324,976	5,966,076	277,087	10,568,139
2066	3,744,610	5,224,218	218,718	9,187,546
2067	3,220,725	4,538,799	173,709	7,933,233
2068	2,751,807	3,911,819	139,051	6,802,677
2069	2,335,507	3,344,009	112,313	5,791,829
2070	1,968,803	2,834,907	91,573	4,895,283
2071	1,648,272	2,382,967	75,336	4,106,576
2072	1,370,193	1,985,735	62,463	3,418,391
2073	1,130,721	1,640,017	52,106	2,822,843

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Schedule SB, Part V Summary of Plan Provisions

Plan Provisions — Mondelēz Global LLC Retirement Plan

1. Effective Date: September 1, 2012 to reflect the spinoff from The Kraft Foods Group, Inc. Retirement Plan. Effective date prior to the spinoff was January 1, 2010.
2. Date of Most Recent Amendment: As of November 1, 2022, the method for calculating the cash balance interest rate was changed from an annual average of T-bill rates to a monthly average for certain Cadbury plan participants.
3. Eligibility for Participation: All nonunion employees and union employees hired before January 1, 2009, who belong to a participating group to whom the benefits of this Plan have been extended become participants immediately following the completion of one year of service. There are some union groups who have not yet negotiated into the level of benefits described in 4(b) below. See the plan document for the plan provisions which apply to these groups.

Accrued benefits for Bakery employees were frozen as of October 2, 1995 (the effective date of the sale of that unit). Generally, benefits accrued under the formula for future service beginning January 1, 1995. Participants at Entenmann's, Oroweat, and Boboli were covered by their respective plan formulas for service accrued through December 31, 1994. For prior plan provisions applicable to these participants, see the plan document.

Nabisco employees who were participants in the Retirement Plan for Employees of Nabisco, Inc. as of January 1, 2001 became participants in this plan as of January 1, 2001. Participation and other plan features are as according to the plan provisions of the Retirement Plan for Employees of Nabisco, Inc. See Appendix A for a summary of these plan provisions.

Cadbury employees who were participants in either the Cadbury Adams Holdings LLC Personal Pension Account Plan (PPA) or the Cadbury Adams Retirement Plan (Adams) as of January 1, 2012 became participants in this plan as of January 1, 2012. Participation and other plan features are as according to the plan provisions of the PPA Plan and the CAPP. See Appendix B and Appendix C (of this section) respectively for a summary of those plan provisions.

4. Definitions:
 - a) Continuous Service: All completed years and months of employment.
 - b) Credited Service: The sum of all completed years and months during which employees were participants in their predecessor plans prior to the effective date, and all completed years and months during which employees are participants in the Plan as of January 1, 1989.
 - c) Past Contributory Service: For former Kraft participants, the credited service earned through December 31, 1988 while contributing to the prior plan. For former General Foods Salaried participants, the credited service earned through December 31, 1990 while contributing to the prior General Foods Salaried plan. For former Tombstone and former All American Gourmet participants, the credited service earned through December 31, 1990. For former Nabisco Shredded Wheat participants, the credited service earned through December 31, 1992. This service definition is not applicable for Capri Sun, U.S. Hourly, former Oscar Mayer Salaried participants, or former Nabisco

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participants in the Retirement Plan for Employees of Nabisco, Inc.

- d) Past Noncontributory Service: For former Kraft participants, the credited service earned through December 31, 1988 while not contributing to the prior plan. For former General Foods Salaried participants, the credited service earned through December 31, 1990 while not contributing to the prior General Foods Salaried plan. This service definition is not applicable to former All American Gourmet, Tombstone, Nabisco Shredded Wheat, Capri Sun, U.S. Hourly, former Oscar Mayer Salaried participants, or former Nabisco participants in the Retirement Plan for Employees of Nabisco, Inc.
- e) Future Service: For former Kraft participants, the credited service earned since December 31, 1988. For former General Foods Salaried, All American Gourmet, and Tombstone participants, the credited service earned since December 31, 1990. For former Nabisco Shredded Wheat participants and Capri Sun participants, the credited service earned since December 31, 1992. For former Oscar Mayer Salaried participants, the credited service earned since December 31, 1993. For U.S. Hourly participants, the credited service earned since December 31, 1995 plus the credited service earned through December 31, 1995 while contributing to The Kraft Foods Global, Inc. Hourly Retirement Plan. For former Nabisco participants not eligible for the Preserved PRA grandfather formula in the Retirement Plan for Employees of Nabisco, Inc., the credited service earned since December 31, 2002. For all participants, credited service is frozen as of December 31, 2019. This service definition is not applicable for former Nabisco participants eligible for the Preserved grandfather formula in the Retirement Plan for Employees of Nabisco Inc.
- f) Final Average Earnings: The average annual compensation received in the five highest paid consecutive years in the last ten years prior to retirement or termination. For all participants, the final average earnings is frozen as of December 31, 2019.
- g) Career Earnings: Annual compensation received in the years beginning January 1, 1989 through retirement for former Kraft participants. For former General Foods Salaried, All American Gourmet, and Tombstone participants, annual compensation received beginning January 1, 1991 through retirement. For former Nabisco Shredded Wheat participants, annual compensation received beginning January 1, 1993 through retirement. For other employees who became participants in the plan prior to January 1, 1995, annual compensation received beginning at date of hire through retirement. This definition is not applicable for any other employees. For all applicable employees, career earnings are frozen as of December 31, 2019.
- h) Social Security Covered Compensation: The average of the Social Security taxable wage bases in effect during each year of the 35- year period that ends with the year the participant reaches Social Security retirement age. For all applicable employees, covered compensation is frozen as of December 31, 2019.
- i) Actuarial Equivalence: Benefits are generally converted from the normal form of payment to the optional form of payment on an actuarially equivalent basis, which varies depending on the plan formula. Benefits accrued under multiple prior plan formulas may be converted using multiple bases. See the "Optional Forms and Actuarial Equivalence" section for the actuarial equivalence bases that apply to the plan

5. Pension Benefit at Normal Retirement:

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- a) Eligibility: All participants who retire on the first day of the month following attainment of age 65 after completing at least five years of continuous service.
- b) Annual Retirement Benefit: For former Kraft, former All American Gourmet, former Nabisco Shredded Wheat, Capri Sun, and U.S. Hourly participants, the greater of the sum of (i) through (iv), or (v):
- (i) Past contributory service benefit:
 - 1.3% of final average earnings up to Social Security covered compensation multiplied by years of past contributory service limited to 30 years, plus
 - 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of past contributory service limited to 30 years.
 - ii) Future service benefit:
 - 1.3% of final average earnings up to Social Security covered compensation multiplied by years of future service, plus
 - 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of future service.

Future service is limited such that the sum of past contributory service and future service cannot exceed 30 years.
 - iii) Past noncontributory service benefit:
 - \$72 multiplied by years of past noncontributory service.
 - iv) All service benefit:
 - 0.5% of final average earnings multiplied by years of credited service over 30 years. Credited service for former Kraft participants excludes past noncontributory service.
 - v) Minimum benefit:
 - For former Kraft and All American Gourmet participants, benefits accrued under the prior plan as of December 31, 1990 plus 1.75% of career earnings after December 31, 1990.

The minimum benefit calculation may be different for some employees due to the Tax Reform transition rules.
 - For former Nabisco Shredded Wheat participants, the adjusted accrued benefit as of December 31, 1992 as earned under the Nabisco Brands Salaried Pension Plan (see plan document for further information).
 - For former U.S. Hourly participants, benefits accrued under The Kraft Foods Global, Inc. Hourly Retirement Plan as of December 31, 1995.

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For former General Foods Salaried and Tombstone participants, the greater of the sum of (vi) through (ix), or (x).

vi) Past contributory service benefit:

- 1.5% of final average earnings up to Social Security covered compensation multiplied by years of past contributory service limited to 30 years, plus
- 1.875% of final average earnings in excess of Social Security covered compensation multiplied by years of past contributory service limited to 30 years.

vii) Future service benefit:

- 1.3% of final average earnings up to Social Security covered compensation multiplied by years of future service, plus
- 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of future service.

Future service is limited such that the sum of past contributory service and future service cannot exceed 30 years.

viii) Past noncontributory service benefit:

- 1.0% of final average earnings up to Social Security covered compensation multiplied by years of past noncontributory service, plus
- 1.375% of final average earnings in excess of Social Security covered compensation multiplied by years of past noncontributory service.

Past noncontributory service for former General Foods Salaried participants is limited such that the sum of past noncontributory service, past contributory service, and future service cannot exceed 30 years.

ix) All service benefit:

- 0.5% of final average earnings multiplied by years of credited service in excess of 30 years.

x) Minimum benefit:

- Benefits accrued under the prior plan as of December 31, 1990 plus 1.75% of career earnings after December 31, 1990.

The minimum benefit calculation may be different for some employees due to the Tax Reform transition rules

For former Oscar Mayer Salaried participants, the greater of the sum of (xi) through (xiii).

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xi) Past credited service benefit (credited service earned prior to December 31, 1993):

- 1.1% of final average earnings up to one-half of the Social Security taxable wage base multiplied by years of past credited service, plus
- 1.45% of final average earnings in excess of one-half of the Social Security taxable wage base multiplied by years of past credited service limited to 35 years.

The past credited service benefit represents an amount payable in a five year certain and continuous annuity form. The benefit is then multiplied by a conversion factor to arrive at a life only annuity amount.

xii) Future service benefit:

- 1.3% of final average earnings up to Social Security covered compensation multiplied by years of future service, plus
- 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of future service.

Future service is limited such that the sum of past credited service and future service cannot exceed 30 years. For employees with at least 20 years of past credited service as of December 31, 1993, future service is instead limited such that the sum of past credited service and future service cannot exceed 35 years.

xiii) All service benefit:

- 0.5% of final average earnings multiplied by years of credited service in excess of 30 or 35 years as described above.

For former Nabisco employees covered under the Retirement Plan for Employees of Nabisco, Inc. and not eligible for the Preserved PRA grandfather formula, the sum of (xiv) through (xvi).

xiv) Past credited service benefit (credits earned as of December 31, 2002):

A lump sum benefit equal to final average earnings (as defined in Appendix A) multiplied by the sum of percentage credits below. (A single life annuity is Actuarially Equivalent to the lump sum benefit).

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Attained Age	% of Final Average Earnings	% of Final Average Earnings in Excess of Social Security Covered Compensation
Under 30	4%	0%
30 – 34	5%	0%
35 – 39	6%	1%
40 – 44	8%	1%
45 – 49	9%	2%
50 – 54	10%	2%
55 – 59	12%	3%
60 and over	13%	4%

xv) Future service benefit:

- 1.3% of final average earnings up to Social Security covered compensation multiplied by years of future service, plus
- 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of future service.

Future service is limited such that the sum of past credited service and future service cannot exceed 30 years. For employees with at least 20 years of past credited service as of December 31, 2002, future service is not limited.

xvi) All service benefit:

- 0.5% of final average earnings multiplied by years of credited service in excess of 30 years of service as described above.

This benefit does not apply for employees with at least 20 years of past credited service as of December 31, 2002.

- c) Certain transfers from Altria between December 8, 1988 and September 30, 2007, inclusive, could be entitled to benefits in addition to those described above. Each such participant's accrued benefit for service earned under the Altria plan formula will be recalculated using Final Average Earnings and Social Security Covered Compensation as of their date of termination. The credited service used in this calculation will be the amount frozen as of the transfer date. To the extent that the recalculated benefit exceeds the frozen benefit calculated as of the transfer date, additional benefits will be due.
- d) For participants whose compensation in years prior to 1994 exceeded the IRC Section 401(a)(17) limit effective January 1, 1994, the extended wear-away approach to calculating benefits is applied.

6. Pension Benefit at Early Retirement Date:

- a) Eligibility: All participants who have completed at least ten years of continuous service and who retire on the first day of any month subsequent to attainment of age 55.
- b) Annual Benefit: The benefit determined as in 4(b) above, based upon service and earnings prior to the early retirement date. This benefit is reduced by 1/4% for each full month between ages 56 and 62 and 1/6% for each full month between ages 55 and 56 that

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commencement of benefits precedes the first day of the month following attainment of age 62. For participants hired on or after January 1, 2004, the benefit is reduced by $\frac{1}{2}\%$ for each full month between ages 60 and 65 and $\frac{1}{4}\%$ for each full month between ages 55 and 60 that commencement of benefits precedes the first day of the month following attainment of age 65. Early retirement reduction factors which are applicable to benefits accrued under prior plans before their merger with The Kraft Foods Global, Inc. Retirement plan are preserved where necessary.

- c) Former Oscar Mayer Salaried Participants: Employees with at least 20 years of past credited service prior to December 31, 1993 who retire under the 30 and Out provision may commence their annual retirement benefit upon attainment of 30 years of total credited service. All other employees retiring under the 30 and Out provision may only commence their past credited service benefit upon attainment of 30 years of total credited service. The benefits attributable to credited service prior to December 31, 1993 are reduced by the factors applicable to the former plan.
- d) Altria Transfers: The recalculated and frozen benefits described in section 4(c) above are reduced by the factors applicable to the Altria plan. As described in the plan document, former Altria participants continue to accrue vesting service in the plan and could grow into more favorable early retirement factors to be applied to the recalculated benefit. The early retirement factor applied to the frozen benefit is based on vesting service as of the transfer date.

7. Pension Benefit at Postponed Retirement Date:

- a) Eligibility: All participants who retire subsequent to their normal retirement date.
- b) Annual Retirement Benefit: The benefit determined as in 4(b) above, based upon service and earnings to postponed retirement date.

8. Vested Benefit:

- a) Retirement: All participants who have completed at least five years of continuous service.
- b) Annual Retirement Benefit: The benefit determined as in 4(b) above, based upon service and earnings to date of termination, reduced:
 - For participants with 20 or more years of continuous service at termination, as described in 5(b) above, and
 - For participants with less than 20 years of continuous service at termination, by $\frac{1}{2}\%$ for each full month between ages 60 and 65 and $\frac{1}{4}\%$ for each full month between ages 55 and 60 that commencement of benefits precedes the first day of the month following attainment of age 65
- c) Former Oscar Mayer Salaried Participants: The benefits attributable to credited service prior to December 31, 1993 are instead reduced by the factors applicable to the former plan.

9. Post-Retirement Death Benefit: Return of aggregate amount of employee contributions with interest over the aggregate amount of retirement income payments paid. Effective January 1, 1975, interest on contributions is credited at 5% per annum. (Beginning in 1988, interest on contributions is credited with 120% of the Applicable Federal Rate.)

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10. Pre-Retirement Spouse's Benefit:
- a) Eligibility: Spouses of participants who die with at least five years of service.
 - b) Annual Benefit for Spouses of Active Employees Who Die after Attaining Eligibility for Early Retirement: The benefit determined as in 4(b) above payable as if the participant had retired on the first day of the month following his death and had elected a 100% contingent annuitant option.
 - c) Annual Benefit for Spouses of Active Employees Who Die before Attaining Eligibility for Early Retirement: The benefit determined as in 4(b) above payable as if the participant had terminated on the first day of the month following his death and had elected a 50% contingent annuitant option to begin at age 55.
 - d) Duration of Benefit: For the lifetime of the spouse.
11. Other Post-Retirement Death Benefits: As provided by the normal or optional form of benefit payment.
12. Optional Forms of Benefit Payment:
- a) Life annuity form.
 - b) 50%, 66-2/3%, 75% and 100% contingent annuitant forms.
 - c) Level income form (applicable to either (a) or (b) above).
 - d) Lump sum.
 - e) Five and ten year certain and continuous annuity forms.

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Plan Provisions — Mondelez Global LLC Retirement Plan — Appendix A

Plan Provisions for Nabisco employees formerly covered under the Retirement Plan for Employees of Nabisco, Inc.

1. Effective Date: September 1, 2012 to reflect the spinoff from The Kraft Foods Group, Inc. Retirement Plan. Prior to the spinoff, plan most recently restated effective January 1, 2010.
2. Date of Most Recent Amendment: June 14, 1999.
3. Eligibility Requirements: Regular salaried employees on U.S. payroll and pay FICA taxes. Eligible on the first day of the month coincident with or next following six months of service. To be eligible for the Preserved PRA grandfather formula, participants must be in the former PRA plan on December 31, 1992 who (i) were in PRA on January 1, 1988 and (ii) were either age 40 with ten years of service or age 55 with five years of service on January 1, 1988. Effective December 31, 2002, service will cease to accrue for employees not eligible for the Preserved PRA grandfather formula.
4. Definitions:
 - a) Credited Service: All service including the first two years of a participant's leave of absence due to permanent disability, service while on military leave as required under Section 414(u). Credited service is frozen as of December 31, 2019.
 - b) Final Average Earnings: The average annual compensation received in the three highest paid consecutive years in the last five years prior to retirement or termination. For employees eligible for the Preserved PRA grandfather formula, the average annual compensation received in the five highest paid consecutive years in the last ten years prior to retirement or termination. The final average earnings are frozen as of December 31, 2019.
 - c) Social Security Covered Compensation: The average of the maximum Social Security taxable wage bases in effect during each of the 35 calendar years ending with the year the participant attains Social Security retirement age.
 - d) Social Security Benefit: Primary benefit payable at age 65 under Social Security. For employees who retire early, the Social Security benefit will be the benefit payable at age 62 or age of retirement if later, assuming that the last rate of earnings continues unchanged to age 62 or age at retirement, if later. For employees who terminate prior to early retirement eligibility, the Social Security benefit will be the benefit payable at age 65, assuming that the last rate of earnings continues unchanged. The Social Security benefit is frozen as of December 31, 2019.
 - e) Social Security Offset: 1.25% of the Social Security benefit multiplied by years of credited service (maximum percentage is 50%).

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- f) Actuarial Equivalence: The factor used for converting a lump sum to a life annuity is based on an interest rate as specified in (h) below and the mortality table as specified in (i) below. For purposes of determining the qualified 50% Joint and Survivor annuity for the pre-retirement spouse benefit, the basis is 8% and the UP-1984 mortality table.
- g) Interest rate: The applicable interest rate for the grandfathered December 31, 2002 frozen benefit is specified pursuant to Code section 417(e)(3)(C) for the November preceding the Plan Year containing the Participant's Determination Date is used where the rate on and after a Participant's Annuity Starting Date is the greater of such applicable interest rate or 8% and the rate for periods prior to the Annuity Starting Date is the lesser of such applicable interest rate or 5%, but not less than 2.5%. Otherwise the plan's current lump sum interest basis is used for conversion.
- h) Mortality: The table specified by the Secretary of the Treasury set forth in Code Section 417(e)(3). There is no mortality assumed prior to the annuity starting date.
5. Normal Retirement Benefit:
- a) Normal Retirement Date: The first day of the month coincident with or next following the earlier of the completion of five years of service or the attainment of age 65.
- b) Benefit: A lump sum benefit equal to final average earnings multiplied by the sum of percentage credits below for each year of credited service. (A single life annuity is Actuarially Equivalent to the lump sum benefit.) A minimum benefit of the December 31, 2002 Nabisco Pension Equity Plan Balance applies:

Attained Age	% of Final Average Earnings	% of Final Average Earnings in Excess of Social Security Covered Compensation
Under 30	4%	0%
30 – 34	5%	0%
35 – 39	6%	1%
40 – 44	8%	1%
45 – 49	9%	2%
50 – 54	10%	2%
55 – 59	12%	3%
60 and over	13%	4%

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The Preserved PRA grandfather benefit is the benefit that produces the greatest actuarial equivalent value:

- (i) The benefit described above.
- (ii) The amount (a) plus (b) minus (c):
 - (a) 1.5% of final average earnings multiplied by years of credited service up to 25 years, plus
 - (b) 1.25% of final average earnings multiplied by years of credited service over 25 years (up to 15 years, if hired after December 1, 1974) minus
 - (c) Social Security Offset.
- (iii) The amount (d) plus (e):
 - (d) \$24 per month multiplied by years of credited service up to 25 years, plus
 - (e) \$12 per month multiplied by years of credited service over 25 up to 15 years.

6. Early Retirement Benefit:

- a) Eligibility: Age 55 with at least ten years of service.
- b) Benefit:
 - (i) Accrued benefit reduced for early commencement according to the Actuarial Equivalence definition described above.
 - (ii) Preserved PRA grandfather: If participant retires after age 62 or after 30 years of service, benefit is unreduced. Otherwise, accrued benefit with no reduction from age 65 to 62, reduced 5% for the next seven years early (reduction is not applied to the Social Security Offset).
- c) Supplement: Social Security offset if formula (ii) in Section 5(b) applies, not applied until age 62.

7. Vested Benefit:

- a) Requirement: The earlier of five years of service or age 65.
- b) Benefit: Accrued benefit.

8. Pre-Retirement Spouse's Benefit:

- a) Eligibility: The earlier of five years of service or age 65.
- b) Benefit: Accrued benefit reduced for early commencement according to the Actuarial Equivalence definition described above.

9. Changes in Benefits Valued

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- a) A minimum benefit of the December 31, 2002 Nabisco Pension Equity Plan Balance was added during 2017.

Normal Form of Payment: Benefits are payable as a lump sum. For participants whose benefit is determined at the Preserved PRA grandfather formula, the form of payment is a single life annuity.

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Plan Provisions — Mondelēz Global LLC Retirement Plan – Appendix B

Plan Provisions for Cadbury employees formerly covered under the Adams Holdings LLC Personal Pension Account Plan (PPA)

1. Eligibility for Participation: Salaried employees are eligible to participate in the plan on the first payroll period following completion of one year of eligibility service. Eligibility service is a 12-month period during which the employee completes 1,000 hours of service. All regular full-time salaried employees, employed prior to January 1, 1992, begin participating on January 1, 1992. Participants in the Adams Retirement Plan as of April 30, 2005 participate as of May 1, 2005. Participation was closed to new entrants effective January 1, 2007.
2. Definitions:
 - a) Vesting Service: Completed years of employment generally including employment with acquired companies and Cadbury affiliates.
 - b) Benefit Service:
 - (i) Years and fractional years of employment:
 - Employees who did not elect to participate in the Cadbury U.S.A. Salaried Employees' Pension Plan begin to accrue benefit service on January 1, 1979.
 - Employees who became participants as a result of the May 30, 1986 acquisition begin to earn service under this plan on various dates, as provided by Cadbury.
 - Employees who became participants as a result of the Adams acquisition begin to earn service under this plan on May 1, 2005.
 - c) Compensation Considered: Base pay, overtime pay, Annual Incentive Plan bonus, but excluding deferred compensation. Compensation is limited by IRC Section 401(a)(17).
 - d) Average Annual Compensation: The average of the five highest consecutive completed calendar years of compensation out of the last ten completed calendar years.
 - e) Social Security Benefits: Amount to which participant is entitled to at age 65 based on earnings during periods for which benefit service is accrued.
 - f) Benefit Under the Plan as of 12/31/1991:
 - (i) Benefit:
 - 56% of final average compensation less 50% of Social Security benefit as of December 31, 1991, reduced proportionately for benefit service of less than 25 years as of December 31, 1991.
 - (ii) Offset Benefit:
 - Above benefit will be offset by any benefit accrued under the Retirement Plan

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for Employees of Del Monte Corporation for service which is considered benefit service under this plan, by benefits earned in non-U.S. Cadbury plans, and by annuity benefits purchased from insurance companies.

- g) The PPA Account: The PPA account is a record keeping account, established for each participating employee, which each year is credited with an annual allocation based on the following table:

Sum of Age plus Vesting Service as of January 1	Allocation % of Compensation			
	Earnings up to the Social Security Wage Base		Earnings above the Social Security Wage Base	
	Before 1999	After 1998	Before 1999	After 1998
Less than 35	2.50%	2.75%	5.00%	5.50%
35 to less than 45	3.50%	3.75%	7.00%	7.50%
45 to less than 55	4.50%	4.50%	9.00%	9.00%
55 to less than 65	6.00%	6.00%	11.00%	11.00%
65 to less than 75	8.00%	8.00%	13.00%	13.00%
75 or more	10.00%	10.00%	15.00%	15.00%

On December 31 of each year, interest is credited on the balance in the account as of January 1 of that year. The interest rate equals the 12-month average of one-year Treasury Bill rates, plus one percentage point, with a minimum of 5% (4% prior to 1999).

In addition, all active participants as of January 1, 1995 will receive a special interest credit of 5.00% on their January 1, 1995 account balance.

3. Eligibility for Benefits:

- a) Normal Retirement: The first of the month coincident with or next following the later of attainment of age 65 and the fifth anniversary of employment.
- b) Early Retirement: The first month coincident with or next following attainment of age 55 and completion of 10 years of vesting service.
- c) Vested Retirement Pension: Completion of three years of vesting service (including service with acquired or affiliated companies).
- d) Death Benefit: Beneficiary of participant who dies.
- e) Disability: Employees who are receiving payments under the long-term disability plan and/or Workers' Compensation payments.

4. Monthly Benefits Paid Upon the Following Events:

- a) Normal Retirement:

- (i) For employees at least age 50 with at least 10 years of vesting service as of December

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31, 1991, the greater of (a) or (b), where:

$$(a) = \text{Benefit under the plan as of December 31, 1991,} \\ \text{times} \\ \frac{\text{Final Average Compensation at December 31, 1993}}{\text{Average Compensation at December 31, 1991}} \text{ Final} \\ \text{times} \\ \frac{\text{Final Average Compensation at Retirement}}{\text{Final Average Compensation at December 31, 1993}}$$

plus the PPA annuity described in (ii)(b) below.

(b) = Benefit formula under the plan in effect as of December 31, 1991, using all benefit service and final average compensation at retirement date.

(ii) For employees under age 50, or with less than 10 years of vesting service as of December 1991, (a) + (b) where:

$$(a) = \text{Benefit under the plan as of December 31, 1991,} \\ \text{times} \\ \frac{\text{Final Average Compensation at December 31, 1993}}{\text{Final Average Compensation at December 31, 1991}} \text{ Final} \\ \text{times} \\ \frac{\text{Final Average Compensation at Retirement}}{\text{Final Average Compensation at December 31, 1993}}$$

(b) = The PPA annuity which is the value of The PPA Account divided by an annuity factor using the Applicable Interest Rate and Applicable Mortality Table as defined in the plan.

- b) Early Retirement: Normal retirement benefit as determined according to Normal Retirement Pension above but based upon final average compensation, Social Security benefit, benefit service and PPA annuity as of the employee's early retirement date. If payments are to commence prior to normal retirement date, such payments, except for the PPA annuity, will be reduced by 2% for each of the first 3 years and 4% for each additional year that early retirement date precedes normal retirement date.
- c) Vested Retirement Pension: Normal retirement benefit as determined according to Normal Retirement Pension above based upon final average compensation, Social Security benefit, benefit service and PPA annuity as of the employee's termination date. Payments may commence immediately, but are actuarially reduced prior to earliest retirement age provided he or she had accrued the required vesting service prior to termination.
- d) Death Benefit: For beneficiaries of participants who die prior to satisfying the service requirement for early retirement: 50% of the employee's vested accrued benefit reduced on a actuarially equivalent basis and converted to a 50% joint and survivor form of payment commencing as of the date of death.

For beneficiaries of participants who die after satisfying the requirements for early retirement: 50% of the employee's vested accrued benefit, converted to a 50% joint and survivor form of payment commencing as of the date of death.

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For beneficiaries of participants who die after normal retirement date: 50% of the employee's vested accrued benefit as reduced for the 50% joint and survivor annuity payable for the beneficiary's lifetime.

In all cases, the death benefit is assumed payable as a lump sum.

5. Other Plan Provisions:

- a) Normal Form of Payment: Life annuity.
- b) Optional Forms of Retirement Benefits: Actuarially equivalent to life annuity:
 - (i) Joint and survivor: 100%, 75%, or 50%
 - (ii) 5 or 10 years certain and continuous
 - (iii) Lump sum
- c) Actuarial Equivalence: Based on the 1994 Group Annuity Reserving Table with ages set back 1 year for participants and 4 years for beneficiaries and an interest rate of 8.5%. For lump sums, based on the Applicable Interest Rate and Applicable Mortality Table as defined in the plan.

6. Future Plan Changes: No future changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

7. Changes in Benefits Valued Since Prior Year: There have been no changes in benefits valued since the prior year, except to reflect the current-year changes in the Internal Revenue Code maximums on benefits and compensation

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Plan Provisions — Mondelēz Global LLC Retirement Plan – Appendix C

Plan Provisions for Cadbury employees formerly covered under the Cadbury Adams Retirement Plan (Adams)

1. Effective Date: September 1, 2012 to reflect the spinoff from The Kraft Foods Group, Inc. Retirement Plan. Effective date prior to the spinoff was April 1, 2003.
2. Covered Employees: Active employees included in the plan spinoff from the Warner-Lambert Company Retirement Plan on March 31, 2003. After April 20, 2005, no employee is eligible to commence participation in the plan.
3. Participation Date: January 1st following employment date.
4. Definitions:
 - a) Compensation: Base pay rate on January 1 plus incentive and overtime pay.
 - b) Dollar Value of Equity Unit: Equal to the net market value of all assets in the Equity Fund divided by the present value units of all credited units.
 - c) Normal Retirement Date (NRD): Age 65.
 - d) Monthly Pension Benefit: As of May 1, 2005, the Monthly pension benefit was frozen and participants were moved to the PPA plan. The frozen benefit is calculated as the sum of (i), (ii), and (iii):
 - (i) Dollar annuity retirement income:
 - 1.5% of Compensation for each year of service.
 - (ii) Equity annuity retirement income:
 - For employees who elected at January 1, 1977 to retain their Equity Annuity Retirement Income, the Dollar Annuity benefit is half the amount described above and the remaining half is the “assumed benefit.” Equity Annuity Units are credited to a participant each year by dividing that year’s assumed benefit by the Dollar Value of a Unit at that time. Equity Annuity Retirement Income to a retired participant is determined by multiplying the participant’s number of Units by the Dollar Value of a Unit determined in the preceding calendar year.
 - (iii) Flat dollar retirement income:
 - \$96 per year of service.
 - After April 30, 2005, no participant will accrue any additional benefit under the plan.
 - e) Monthly Postretirement Spouse Benefit: 50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant’s 55th birthday.

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5. Eligibility for Benefits:

- a) Normal Retirement: Retirement on NRD.
- b) Early Retirement: Retirement before NRD, and on or after both attaining age 55 and completing 5 years of service.
- c) Postponed Retirement: Retirement on NRD.
- d) Deferred Vested: Termination for reasons other than death or retirement after completing five years of service.
- e) Retirement Spouse Benefit: Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.

6. Monthly Benefits Paid Upon the Following Events:

- a) Normal Retirement: Monthly pension benefit determined as of NRD.
- b) Early Retirement: Monthly pension benefit determined as of early retirement date. Dollar annuity benefit is reduced 3.0% for each year of payment before age 62 and 6% for each year of payment before age 60.
- c) Postponed Retirement: Monthly pension benefit determined as of actual retirement date.
- d) Termination with Deferred Vested Benefit: Monthly pension benefit determined as of early retirement date. Dollar annuity benefit is reduced 3.0% for each year of payment before age 62 and 6% for each year of payment before age 60.
- e) Death with Preretirement Spouse Benefits: Monthly preretirement spouse benefit is payable if employee has completed 5 years of pension service. Additional benefit of \$2,500 payable upon death of retired participant or active participant who has exceeded NRD.
- f) Maximum on Benefits and Pay: All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

7. Other Plan Provisions:

- a) Normal Form of Payment: Life annuity.
- b) Optional Forms of Retirement Benefit: Joint and survivor (50%, 75%, or 100%) annuity or lump sum actuarially equivalent to life annuity.
- c) Actuarial Equivalence: Based on the 7.5% interest and 71 GAM mortality.

8. Future Plan Changes: No future plan changes were recognized in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

9. Changes in Benefits Valued Since Prior Year: There have been no changes in benefits valued since the prior year, except to reflect the current-year changes in the Internal Revenue Code maximums on benefits.

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Plan Provisions — Mondelez Global LLC Retirement Plan — Optional Forms and Actuarial Equivalence

Mortality	Interest
417(e)(3) Applicable Mortality Table	417(e)(3) Applicable Interest Rates with a one-month lookback and monthly stability period
1971 TPFC	7.0%
1951 GAM with TPFC Projection with one-year setback for participant and four-year setback for joint annuitant	7.5%
UP84-Unisex	10.5% 8.0%
UP84 with two-year setback	7.0%
Revenue Ruling 2001-62 Mortality Table	8.5%
1971 GAM with one-year setback for participant and seven-year setback for joint annuitant	7.5%
1951 GA with no setback for participant and five-year setback for joint annuitant	3.5%

The conversion bases and optional forms for some groups are alternatively based upon specified factors, such as the following:

Form	Factor	Addition for each year of retirement prior to 65	Addition/subtraction for each year survivor is older/younger than participant
50% Joint-and-Survivor	0.8750	0.0030	0.0050
66-2/3% Joint-and-Survivor	0.8333	0.0040	0.0067
75% Joint-and-Survivor	0.8125	0.0045	0.0075
100% Joint-and-Survivor	0.7500	0.0060	0.0100

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Age	5-year Certain & Continuous	10-year Certain & Continuous
55	0.995	0.994
60	0.989	0.979
65	0.984	0.964

Select groups may also receive a fully subsidized 50% Joint-and-Survivor annuity.

Note that this summary is intended to be a reasonably representative sample of the optional form conversion factors for the plan. It is not intended to be an exhaustive list of all the factors used in the conversion of benefits from the normal form of payment to any optional form of payment offered by the plan.

Plan Name: Mondelez Global LLC Retirement Plan
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Valuation Date: January 1, 2024

Plan Name	MONDELEZ GLOBAL LLC RETIREMENT PLAN
Plan Sponsor EIN	38-3869170
ERISA Plan #	150
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 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
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	