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

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- [ ] a multiemployer plan
- [X] 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:
- [X] 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
CHICK-FIL-A, INC. DEFINED BENEFIT PENSION PLAN

1b Three-digit plan number (PN) ▶ 334

1c Effective date of plan 01/01/1977

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)
CHICK-FIL-A, INC.

5200 BUFFINGTON ROAD
ATLANTA, GA 30349-2998

5200 BUFFINGTON ROAD
ATLANTA, GA 30349-2998

2b Employer Identification Number (EIN)
58-0941582

2c Plan Sponsor's telephone number
404-765-8000

2d Business code (see instructions)
722513

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.	10/12/2026	AMANDA HARDIN
	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 [X] Same as Plan Sponsor	**3b**	Administrator's EIN
		3c	Administrator's telephone number
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:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	4639
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	**6a(1)**	4325
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	4808
b	Retired or separated participants receiving benefits	**6b**	134
c	Other retired or separated participants entitled to future benefits	**6c**	196
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	5138
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	9
f	Total. Add lines **6d** and **6e**.	**6f**	5147
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	322
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 Characteristic Codes in the instructions:

1A 3H 3F

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

9a Plan funding arrangement (check all that apply)		**9b** Plan benefit arrangement (check all that apply)	
(1) [ ]	Insurance	**(1)** [ ]	Insurance
(2) [ ]	Code section 412(e)(3) insurance contracts	**(2)** [ ]	Code section 412(e)(3) insurance contracts
(3) [X]	Trust	**(3)** [X]	Trust
(4) [ ]	General assets of the sponsor	**(4)** [ ]	General assets of the sponsor

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)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [X] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached _____
- **(5)** [X] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached 0
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **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 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **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
CHICK-FIL-A, INC. DEFINED BENEFIT PENSION PLAN

B Three-digit plan number (PN) ▶ 334

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
CHICK-FIL-A, INC.

D Employer Identification Number (EIN)
58-0941582

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 2025

2 Assets:

a Market value	**2a**	511806067
b Actuarial value	**2b**	529585832

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	130	45159569	45159569
b For terminated vested participants	186	12693956	12693956
c For active participants	4817	254765772	306372200
d Total	5133	312619297	364225725

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**	5.44 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	51308007
b Expected plan-related expenses	**6b**	0
c Target normal cost	**6c**	51308007

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

08/31/2026
Date

DAVID EHR
Type or print name of actuary

26-07571
Most recent enrollment number

PWC US CONSULTING LLP
Firm name

312-282-0896
Telephone number (including area code)

ONE NORTH WACKER DR
CHICAGO, IL 60606
Address of the firm

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

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)	0	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of -3.55 %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		101630544
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.16 %		5243235
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		106873779
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)	0	0

Part III Funding Percentages

14	Funding target attainment percentage	14	145.40 %
15	Adjusted funding target attainment percentage	15	145.40 %
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	151.79 %
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
08/14/2026	119578000	0			
			Totals ► 18(b)	119578000	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	109765219

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:

	1st segment:	2nd segment:	3rd segment:	
a Segment rates:	5.07 %	5.31 %	5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	66

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**	51308007
b Excess assets, if applicable, but not greater than line 31a	**31b**	51308007

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**	109765219
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	109765219
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 C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2025** **This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
CHICK-FIL-A, INC. DEFINED BENEFIT PENSION PLAN

B Three-digit plan number (PN) ▶ 334

C Plan sponsor's name as shown on line 2a of Form 5500
CHICK-FIL-A, INC.

D Employer Identification Number (EIN)
58-0941582

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] Yes [ ] No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

GOLDMAN SACHS ASSET MGT

13-3575636

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

THE BANK OF NEW YORK MELLON

13-5160382

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

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

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

GOLDMAN SACHS ASSET MANAGEMENT

13-3575636

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51 56	NONE	1104203	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

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

THE BANK OF NEW YORK MELLON

13-5160382

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
18	NONE	126838	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

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

STATE STREET GLOBAL ADVISORS TR CO

81-4017137

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	NONE	5476	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

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

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
CHICK-FIL-A, INC. DEFINED BENEFIT PENSION PLAN

B Three-digit plan number (PN) ▶ 334

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
CHICK-FIL-A, INC.

D Employer Identification Number (EIN)
58-0941582

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: EB TEMPORARY INVESTMENT FUND

b Name of sponsor of entity listed in (a): THE BANK OF NEW YORK MELLON

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)
25-6078093-023	C	47004860

a Name of MTIA, CCT, PSA, or 103-12 IE: RUSSELL 1000 INDEX NL FUND

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST CO

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)
90-0337987-160	C	9661317

a Name of MTIA, CCT, PSA, or 103-12 IE: TACTICAL EXPOSURE FUND INST

b Name of sponsor of entity listed in (a): GOLDMAN SACHS ASSET MANAGEMENT

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)
13-4166989-027	C	19664431

a Name of MTIA, CCT, PSA, or 103-12 IE: DAILY MSCI EAFE INDEX NL FUND

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST CO

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)
04-0025081-182	C	3697870

a Name of MTIA, CCT, PSA, or 103-12 IE: MSCI EAFE SMALL CAP INDEX FUND

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST CO

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)
90-0337987-164	C	2871062

a Name of MTIA, CCT, PSA, or 103-12 IE: MSCI EMG MKTS NL CTF

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST CO

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)
75-6661332-164	C	8951698

a Name of MTIA, CCT, PSA, or 103-12 IE: RUSSELL 2000 INDEX NL FUND

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST CO

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)
04-0025081-013	C	5176235

a Name of MTIA, CCT, PSA, or 103-12 IE: BOSTON PARTNERS TREND FUND

b Name of sponsor of entity listed in (a): BOSTON PARTNERS

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)
30-1071595-001	C	7104309

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

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

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
CHICK-FIL-A, INC. DEFINED BENEFIT PENSION PLAN

B Three-digit plan number (PN) ▶ 334

C Plan sponsor's name as shown on line 2a of Form 5500
CHICK-FIL-A, INC.

D Employer Identification Number (EIN)
58-0941582

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	21438101	18240575
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	110255000	119578000
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	1259361	3294355
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)	80041345	131418024
(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)	8074538	12501812
(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)	90690879	104131781
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	215398267	297602131
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	527157491	686766678
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h	558218	367465
1i Acquisition indebtedness	1i		
1j Other liabilities	1j	11970202	6158578
1k Total liabilities (add all amounts in lines 1g through1j)	1k	12528420	6526043
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	514629071	680240635

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)	119578000	
(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)		119578000
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)	1902631	
(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)	-598394	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		1304237
(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)	10034447	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		10034447
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	7813149	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	7938808	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		-125659
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	1276822	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		1276822

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		9026139
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		30229757
c Other income	2c		3400775
d Total income. Add all **income** amounts in column (b) and enter total	2d		174724518
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	7578543	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		7578543
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)	1350604	
(6) Bank or trust company trustee/custodial fees	2i(6)	126838	
(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)	56969	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		1534411
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		9112954
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		165611564
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) [X] 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) [X] 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: WARREN AVERETT LLC **(2)** EIN: 45-4084437

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.)	**4a**		X	
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.)	**4b**		X	
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.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

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

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

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 587332.

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

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
CHICK-FIL-A, INC. DEFINED BENEFIT PENSION PLAN

B Three-digit plan number (PN) ▶ 334

C Plan sponsor's name as shown on line 2a of Form 5500
CHICK-FIL-A, INC.

D Employer Identification Number (EIN)
58-0941582

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): 25-1926855

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** 68

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**

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: 51.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 32.0 %
High-Yield Debt: 7.0 % Real Assets: 0.0 % Cash or Cash Equivalents: 3.0 % Other: 7.0 %

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_____.

SCHEDULE MEP (Form 5500)	MULTIPLE-EMPLOYER RETIREMENT PLAN INFORMATION	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	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.**	**2025** **This Form is Open to Public Inspection**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan CHICK-FIL-A, INC. DEFINED BENEFIT PENSION PLAN	**B** Three-digit Plan number (PN)..... ▶ 334
C Plan administrator's name as shown on line 3a of Form 5500/Form 5500-SF CHICK-FIL-A, INC.	**D** Administrator's EIN 58-0941582

Part I Type of Multiple-Employer Pension Plan. All multiple-employer pension plans must complete.

1 Check the appropriate box to indicate type of multiple-employer pension plan. (Only defined contribution plans may check lines 1a, 1b, and 1c. Defined benefit plans and defined contribution plans not checking lines 1a, 1b, or 1c should check line 1d. See Instructions).

- **a** ☐ association retirement plan (See 29 CFR 2510.3-55) (Complete Part II)
- **b** ☐ professional employer organization plan (PEO Plan) (See 29 CFR 29 CFR 2510.3-55) (Complete Part II)
- **c** ☐ pooled employer plan (PEP) (See 29 CFR 2510.3-44) (Complete Parts II and III)
- **d** ☒ other multiple-employer pension plan (Describe) DEFINED BENEFIT (Complete Part II)

Part II Participating Employer Information.

2 All multiple-employer pension plans that are subject to section 210(a) of ERISA (see instructions for filing the Form 5500) must complete Part II, in addition to Part I, in accordance with the instructions, to report the information for each employer participating in the multiple-employer pension plan. **Defined contribution plans must complete lines 2a-2d. All other multiple-employer pension plans complete lines 2a-2c only. Complete as many entries as needed to list the required information for each participating employer that is not an individual person (see instructions).**

2a Name of Participating Employer	**2b** EIN	**2c** Percentage of Total Contributions for the Plan Year	**2d** Aggregate Account Balances Attributable to Participating Employer
CHICK-FIL-A, INC.	58-0941582	99.90	
2a Name of Participating Employer	**2b** EIN	**2c** Percentage of Total Contributions for the Plan Year	**2d** Aggregate Account Balances Attributable to Participating Employer
TRILITH DEVELOPMENT, LLC	81-2592499	0.10	

CAUTION Do not individually list information for working owners (see instructions and 29 CFR 2510.3-55(d)(2)) or other individuals who are participants or beneficiaries in the plan or arrangement that are no longer associated with a particular participating employer or participating employer plan (see instructions). Providing identifying information for individuals may result in rejection of this filing. If there are any such individuals in the plan, answer "Yes" to line 2e and provide the total information for all such individuals, without providing names or other identifying information.

2e	Does the plan include any individuals not participating through an employer or who are individual working owners?	**2e**	☐ Yes ☒ No
2f	If you answer "Yes" in line 2e, enter a good faith estimate of the percentage of total contributions made by all such individuals that are not listed on line 2a during the plan year.	**2f**	
2g	If you answer "Yes" in Line 2e, enter the aggregate account balances for all such individuals that are not listed on line 2a.	**2g**	

Part III Pooled Employer Plan Information

Line 3. All Pooled employer plans must answer all of the questions in Part III, in addition to completing all of Parts I and II.

3a Is the pooled plan provider (identified as the plan sponsor and administrator in Part II of the Form 5500) currently in compliance with the Form PR (Pooled Plan Provider Registration Statement) requirements? (See instructions and 29 CFR 2510.3-44) ☐ Yes ☐ No

3b If line 3a is "Yes", enter the ACK ID for the most recent Form PR that was required to be filed under the Form PR filing requirements. (Failure to enter a valid ACK ID will subject the Form 5500 filing to rejection as incomplete.)

ACK ID _____

Structured Attachment	Schedule SB, line 26a Schedule of Active Participant Data	2025
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation		This Form is Open to Public Inspection

Name of Plan	CHICK-FIL-A, INC. DEFINED BENEFIT PENSION PLAN						
Plan Year Begin Date	01/01/2025	Plan Year End Date	12/31/2025	EIN	58-0941582	PN	334

Attained Age	YEARS OF CREDITED SERVICE					
	Under 1			1 to 4		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25	161	3355		277	36021	
25 to 29	140	2672		504	93572	
30 to 34	54	3213		526	156128	
35 to 39	10			340	182624	
40 to 44	8			223	211331	
45 to 49	6			149	218483	
50 to 54	6			98	201218	
55 to 59	3			76	169989	
60 to 64	3			30	146977	
65 to 69				10		
70 & Up				3		

Attained Age	YEARS OF CREDITED SERVICE					
	5 to 9			10 to 14		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25	17					
25 to 29	123	120752		5		
30 to 34	288	196127		69		
35 to 39	267	246120		117	254219	
40 to 44	188	254965		73	276172	
45 to 49	130	250578		58	286805	
50 to 54	115	252384		68	269013	
55 to 59	80	230574		59	237141	
60 to 64	32	209227		18		
65 to 69	17			12		
70 & Up	6			3		

Name of Plan	CHICK-FIL-A, INC. DEFINED BENEFIT PENSION PLAN						
Plan Year Begin Date	01/01/2025	**Plan Year End Date**	12/31/2025	**EIN**	58-0941582	**PN**	334

Attained Age	YEARS OF CREDITED SERVICE					
	15 to 19			20 to 24		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25						
25 to 29						
30 to 34	1					
35 to 39	44	228116		1		
40 to 44	60	285682		26	264496	
45 to 49	30	313833		37	283940	
50 to 54	20	283516		29	262116	
55 to 59	25	203630		22	306104	
60 to 64	20	212454		11		
65 to 69	4			1		
70 & Up	2					

Attained Age	YEARS OF CREDITED SERVICE					
	25 to 29			30 to 34		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25						
25 to 29						
30 to 34						
35 to 39						
40 to 44	2					
45 to 49	17			2		
50 to 54	33	290538		9		
55 to 59	13			10		
60 to 64	6			5		
65 to 69	3			1		
70 & Up						

Name of Plan	CHICK-FIL-A, INC. DEFINED BENEFIT PENSION PLAN						
Plan Year Begin Date	01/01/2025	**Plan Year End Date**	12/31/2025	**EIN**	58-0941582	**PN**	334

Attained Age	YEARS OF CREDITED SERVICE					
	35 to 39			40 & Up		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25						
25 to 29						
30 to 34						
35 to 39						
40 to 44						
45 to 49						
50 to 54	1					
55 to 59	3					
60 to 64	1			3		
65 to 69				1		
70 & Up				2		

Structured Attachment

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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

2025

This Form is Open to Public Inspection

Name of Plan	CHICK-FIL-A, INC. DEFINED BENEFIT PENSION PLAN						
Plan Year Begin Date	01/01/2025	**Plan Year End Date**	12/31/2025	**EIN**	58-0941582	**PN**	334

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	12978614	8304879	3682853	24966346
2026	11859867	607854	3631713	16099434
2027	13245325	1170678	3597028	18013031
2028	15521006	661533	3544667	19727206
2029	17274132	115750	3503756	20893638
2030	17858849	834776	3458387	22152012
2031	19003557	121664	3409633	22534854
2032	22344264	465244	3356380	26165888
2033	21889631	131515	3288863	25310009
2034	25727206	139282	3203463	29069951
2035	23529708	252740	3133810	26916258
2036	24942373	171243	3059032	28172648
2037	24118675	149264	2978090	27246029
2038	23664110	133427	2890839	26688376
2039	23375639	121713	2797247	26294599
2040	23247845	112738	2681542	26042125
2041	22671340	105552	2558151	25335043
2042	21963284	99504	2449187	24511975
2043	22111891	95861	2335093	24542845
2044	21583823	90574	2216424	23890821
2045	21333099	89719	2093814	23516632
2046	20028463	79289	1967953	22075705
2047	20395899	74664	1839573	22310136
2048	19526081	69878	1709401	21305360
2049	18368556	64946	1578131	20011633

Name of Plan	CHICK-FIL-A, INC. DEFINED BENEFIT PENSION PLAN						
Plan Year Begin Date	01/01/2025	Plan Year End Date	12/31/2025	EIN	58-0941582	PN	334

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2050	17505881	59891	1446481	19012253
2051	16797987	54753	1315290	18168030
2052	15840529	49583	1185574	17075686
2053	14432400	52207	1058537	15543144
2054	13357480	38661	935487	14331628
2055	12189632	33881	817736	13041249
2056	10857040	29322	706551	11592913
2057	9743393	25045	603059	10371497
2058	8666879	21103	508190	9196172
2059	7702114	17531	422608	8142253
2060	6762870	14353	346645	7123868
2061	5929973	11575	280334	6221882
2062	5190729	9191	223449	5423369
2063	4569615	7181	175507	4752303
2064	4065673	5519	135822	4207014
2065	3631699	4169	103568	3739436
2066	3288665	3093	77815	3369573
2067	3009845	2252	57611	3069708
2068	2768899	1608	42037	2812544
2069	2557983	1125	30232	2589340
2070	2368946	770	21430	2391146
2071	2191795	516	14972	2207283
2072	2026628	338	10312	2037278
2073	1865314	216	7003	1872533
2074	1712502	135	4692	1717329

CHICK-FIL-A, INC.
DEFINED BENEFIT PENSION PLAN

FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

Warren Averett
CPAs AND ADVISORS
www.warrenaverett.com

The report accompanying this deliverable was issued by Warren Averett, LLC.

CHICK-FIL-A, INC.
DEFINED BENEFIT PENSION PLAN
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DECEMBER 31, 2025 AND 2024

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SUPPLEMENTARY INFORMATION

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Warren Averett
CPAs AND ADVISORS

3500 Lenox Road, Suite 1600
Atlanta, GA 30326
770.396.1100
warrenaverett.com

INDEPENDENT AUDITORS' REPORT

To the Benefits Administrative Committee of
Chick-fil-A, Inc. Defined Benefit Pension Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit
We have performed audits of the accompanying financial statements of Chick-fil-A, Inc. Defined Benefit Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the statement of accumulated plan benefits as of December 31, 2024, and the related statement of changes in accumulated plan benefits for the year then ended, 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 and for the years ended December 31, 2025 and 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion
In our opinion, based on audits and on the procedures performed as described in the Auditors' Responsibilities for the Audits of the Financial Statements section—

- the amounts and disclosures in the financial statements referred to above, 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 (GAAP).
- the information in the financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion
We conducted our 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 Auditors' Responsibilities for the Audits 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.

Responsibilities of Management for the Financial Statements
Management is responsible for the preparation and fair presentation of these financial statements in accordance with GAAS, and for the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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

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

Auditors' Responsibilities for the Audits of the Financial Statements
Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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 audits in accordance with GAAS, we:

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

Our 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 GAAP.

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 GAAP.

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

Other Matters

Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2025, and Schedule of Reportable Transactions for the year ended December 31, 2025, 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).

Warren Averett, LLC

Atlanta, Georgia
October 6, 2026

CHICK-FIL-A, INC.
DEFINED BENEFIT PENSION PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2025 AND 2024

	2025	2024
ASSETS		
Investments, at fair value		
Registered investment companies	$ 297,602,131	$ 215,398,267
Common collective trust funds	104,131,781	90,690,879
U.S. government securities	131,418,024	80,041,345
Limited partnerships	12,501,812	8,074,538
Total investments	545,653,748	394,205,029
Cash at broker	18,240,575	21,438,101
Receivables		
Employer contribution	119,578,000	110,255,000
Due from broker	750,000	-
Accrued income	1,261,655	597,661
Futures contract receivable	1,282,700	661,700
Total receivables	122,872,355	111,514,361
TOTAL ASSETS	686,766,678	527,157,491
LIABILITIES		
Due to broker	-	828,977
Accrued expenses	367,465	558,218
Futures contract payable	6,158,578	11,141,225
TOTAL LIABILITIES	6,526,043	12,528,420
NET ASSETS AVAILABLE FOR BENEFITS	$ 680,240,635	$ 514,629,071

See notes to the financial statements.

CHICK-FIL-A, INC.
DEFINED BENEFIT PENSION PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

	2025	2024
Employer contributions	$ 119,578,000	$ 110,255,000
Net appreciation (depreciation) in fair value of investments	41,665,766	(22,548,509)
Interest and dividends	13,485,719	9,687,359
Benefits paid to participants	(7,578,543)	(6,680,123)
Administrative expenses	(1,539,378)	(1,172,631)
NET INCREASE IN NET ASSETS	165,611,564	89,541,096
NET ASSETS AVAILABLE FOR BENEFITS AT BEGINNING OF YEAR	514,629,071	425,087,975
END OF YEAR	$ 680,240,635	$ 514,629,071

See notes to the financial statements.

CHICK-FIL-A, INC.
DEFINED BENEFIT PENSION PLAN
STATEMENT OF ACCUMULATED PLAN BENEFITS
DECEMBER 31, 2024

ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS	
Vested benefits:	
Nonactive participants receiving payments	$ 40,126,112
Nonactive participants not receiving payments	14,138,559
Active participants	235,987,918
Total vested benefits	290,252,589
Nonvested benefits	41,815,428
TOTAL ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS	$ 332,068,017

See notes to the financial statements.

CHICK-FIL-A, INC.
DEFINED BENEFIT PENSION PLAN
STATEMENT OF CHANGES IN ACCUMULATED PLAN BENEFITS
FOR THE YEAR ENDED DECEMBER 31, 2024

ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS AT BEGINNING OF YEAR	$ 259,057,970
Benefits accumulated	35,711,990
Interest	17,904,208
Actuarial losses due to experience	3,155,830
Change in actuarial assumptions	22,918,142
Benefits paid	(6,680,123)
Net increase	73,010,047
ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS AT END OF YEAR	$ 332,068,017

See notes to the financial statements.

1. PLAN DESCRIPTION

The following description of the Chick-fil-A, Inc. Defined Benefit Pension Plan (the Plan) is provided for general information purposes only. Participants should refer to the Plan document for more information.

General

The Plan is a defined benefit multiple employer pension plan covering eligible employees of Chick-fil-A, Inc. (the Company) and certain affiliated companies, as defined by the Plan. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Pension Benefits

Eligible employees become a participant in the Plan on the first entry date on or after reaching age 21 and completion of one "Year of Service" with an employer. The entry dates are January 1st and July 1st. Benefits begin at normal retirement (the later of age 65 or fifth anniversary of initial participation) and are based on the average annual compensation for the five highest consecutive years of employment and years of benefit service. The Plan permits retirement at ages 55 – 64 with ten years of participation service at a reduced monthly amount. Prior to January 1, 2023, there was no early retirement reduction for participants who retire from active employment after attaining age 62 and completing 20 years of benefit service. Effective January 1, 2023, the Plan was amended to reduce the qualification age for an unreduced Early Retirement Benefit from age 62 to age 55. If employees terminate prior to attaining five years of vesting service, they forfeit the right to receive any pension benefits.

Employees may elect to receive the value of their accumulated plan benefits as a lump-sum distribution upon retirement or termination, or they may elect to receive their benefits as a life annuity payable monthly or in annual installments, not to exceed 20 years. Where a single-life pension has been elected, benefits are paid in monthly amounts for the remainder of the participant's life. Where a joint and survivor pension has been elected, benefits are paid until the later of the participant's or survivor's death.

Death and Disability Benefits

If an active employee dies prior to retirement, a death benefit equal to the present value of their accrued benefit is paid to the employee's beneficiary. Employees who become totally and permanently disabled prior to normal retirement age are entitled to receive monthly retirement income beginning on their normal retirement date equal to their accrued benefit as of the termination date.

Administrative Expenses

With the exception of trustee and investment management fees, substantially all costs of administering the Plan are paid by the Company. These costs include legal, actuarial, accounting and administrative fees.

Administration

The Company, which serves as the Plan Administrator, has sole responsibility for administration of the Plan. Those services are provided without charge to the Plan. The Chick-fil-A, Inc. Benefits

Administrative Committee (the BAC) provides for the general administration of the Plan. The Chick-fil-A, Inc. Investment Committee establishes and carries out the investment policies of the Plan. The Board of Directors (the Board) delegates full authority to amend the Plan to the BAC.

The Plan's assets are managed by a professional investment manager appointed by the Chick-fil-A, Inc. Investment Committee.

Vesting
The Plan provides that participants are fully vested after five years of service.

Income Tax Status
The Plan obtained a determination letter dated September 8, 2013, in which the Internal Revenue Service (IRS) stated that the Plan and related trust qualifies in accordance with the applicable regulations of the Internal Revenue Code (IRC) as a tax-exempt entity. Although the Plan has been amended since receiving the determination letter, the Plan Administrator and the Plan's tax counsel believe that the Plan is designed and operated in compliance with IRC requirements and the Plan and trust continue to be tax-exempt. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America (GAAP) require Plan management to evaluate uncertain tax positions taken by the Plan. The Plan Administrator is not aware of any uncertain tax positions taken or expected to be taken. The Plan is subject to routine audits by taxing jurisdictions, including the IRS. The Plan is not currently under IRS examination for any Plan years.

2. SUMMARY OF ACCOUNTING POLICIES

Basis of Accounting
The financial statements of the Plan are prepared on the accrual basis of accounting in accordance with GAAP.

Investment Valuation and Income Recognition
Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 3 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Dividend income is reported on the dividend payment date. Interest income is reported on the accrual basis of accounting. Net appreciation/depreciation in fair value of investments represents the change in fair value during the year, including realized gains (losses) on investments sold during the year.

Management fees and operating expenses charged to the Plan for mutual funds are deducted from income earned on a daily basis and are not separately reflected. Consequently, management fees and operating expenses are reflected as a reduction of investment return for such investments.

Risks and Uncertainties
The Plan's investments include funds which invest in various types of investment securities within various companies and markets. Investment securities are exposed to several risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the Plan's financial statements and supplemental schedules.

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 would be material to the financial statements.

Use of Estimates
The preparation of financial statements in conformity with GAAP requires the Plan Administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities, and changes therein, and disclosures of contingent assets and liabilities. Accordingly, actual results may differ from those estimates. It is at least reasonably possible that a significant change may occur in the near term for the estimates of investment valuation.

Fair Value of Financial Instruments
The Plan investments are stated at fair value. In addition, the management of the Plan believes that the carrying amount of receivables is a reasonable approximation of the fair value due to the short-term nature of these instruments.

Payments of Benefits
Benefits are recorded when paid.

3. FAIR VALUE MEASUREMENTS

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820, *Fair Value Measurements*, defines fair value, establishes a framework for measuring fair value and requires additional disclosures about the use of fair value measurements. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

The three levels of the fair value hierarchy under ASC 820 are described as follows:

- Level 1 – Inputs to the valuation methodology are quoted prices available in active markets for identical investments as of the reporting date.

- Level 2 – Inputs to the valuation methodology are other than quoted prices in active markets, which are observable as of the reporting date. These inputs include quoted prices for similar assets in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; and inputs that are derived principally from, or corroborated by, observable market data by correlation or other means.

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

- Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

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

Below is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025 and 2024.

Registered investment companies (Mutual funds): Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common collective trust funds (CCT): Valued at the NAV of units of the CCTs. The NAV, as provided by the custodian of the fund, is used as a practical expedient to estimate fair value. The NAV is based on the fair market value of the underlying investments held by the fund less its liabilities. There are no redemption restrictions or unfunded commitments.

U.S. government securities: Valued using pricing models maximizing the use of observable inputs for similar securities.

Limited partnerships: The Plan's interest in limited partnerships are valued at fair value at the NAV as reported by the limited partnership on the valuation date. The fair value, is ordinarily the value determined by the respective investment managers, in accordance with procedures established by the Board based on the fund's offering documents. Valuations may be subject to estimates and are net of management and performance incentive fees or allocations payable as required by the offering documents. If the investment manager determines that the most recent value reported does not represent fair value, a fair value determination is made under procedures established by and under the general supervision of the Board. Because of the inherent uncertainty in valuation, the estimated values may differ from the values that would have been used had a ready market for the securities existed, and the differences could be material. Redemption frequency is monthly to annually with a redemption notice period as outlined within the respective partnership agreement. Redemption restrictions usually require a five-day written notice.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although 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.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2025:

December 31, 2025	Level 1	Level 2	Total
Registered investment companies	$ 297,602,131	$ -	$ 297,602,131
U.S. government securities	-	131,418,024	131,418,024
Investments, in fair value hierarchy	$ 297,602,131	$ 131,418,024	429,020,155
CCTs[(a)]			104,131,781
Limited partnerships[(a)(1)]			12,501,812
Total investments			$ 545,653,748

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024:

Registered investment companies	$ 215,398,267	$ -	$ 215,398,267
U.S. government securities	-	80,041,345	80,041,345
Investments, in fair value hierarchy	$ 215,398,267	$ 80,041,345	295,439,612
CCTs[(a)]			90,690,879
Limited partnerships[(a)(1)]			8,074,538
Total investments			$ 394,205,029

[(a)] In accordance with FASB ASC Subtopic 820-10, certain investments that were measured at NAV per unit (or its equivalent) 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 the statements of net asset available for benefits.

[(1)] The investment objectives of the limited partnerships are as follows:

- Crabel Fund SPC Ltd engages in the speculative trading of various commodity interests (future contracts, interbank currency contracts, forward contracts and swap contracts), securities, debt instruments and other financial instruments on exchanges and markets located in the United States and abroad.

- CFM IS Trends Fund's investment objective is to achieve long-term capital appreciation through returns that seek to be uncorrelated with traditional asset classes.

4. CERTIFICATION FROM TRUSTEE

Certain information related to investments disclosed in the accompanying financial statements and the ERISA-required supplemental schedules, including investments held as of December 31, 2025 and 2024, and net appreciation/depreciation in fair value of investments, interest and dividend income for the years ended December 31, 2025 and 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by Bank of New York Mellon/BNY Mellon, N.A., the trustee of the Plan.

5. DERIVATIVE INSTRUMENTS

Derivative financial instruments are used primarily to rebalance the fixed income/equity allocation of the Plan's portfolio and to hedge interest rate and credit spread liability risk. Certain fixed income investment managers are permitted to use select, specified types of derivative instruments as part of their respective strategies. These strategies include the use of futures as substitutes for certain types of fixed income securities. Use of derivative instruments for purposes of speculation is prohibited. Currency hedge positions are not permitted to exceed the level of exposure in the Plan's related assets.

Futures Contracts
The Plan enters into futures contracts in the normal course of its investing activities to manage market risk associated with the Plan's equity and fixed income investments, including associated currency exposures, and to achieve overall investment portfolio objectives. These contracts involve elements of market risk in excess of amounts recognized in the statements of net assets available for benefits. The credit risk associated with these contracts is minimal, as they are traded on organized exchanges and settled daily.

Upon entering into a futures contract, the Plan is required to deposit either in cash or securities an amount, the initial margin, equal to a certain percentage of the nominal value of the contract. Subsequent payments of variation margin are made or received by the Plan each day, depending on the daily fluctuations in the value of the contract. As of December 31, 2025 and 2024, cash held at the broker was $18.2 million and $21.4 million, respectively. Subsequent payments are then made or received by the Plan, depending on the daily fluctuation in the value of the underlying contracts. Changes in fair value are accounted for as net appreciation/depreciation in fair value of investments.

The following table identifies the fair value amounts of derivative instruments included in the statements of net assets available for benefits as derivative contracts as of December 31, 2025 and 2024. Balances are presented on a gross basis, prior to the application of the impact of counterparty and collateral netting.

The following table also identifies the net appreciation (depreciation) included in the statements of changes in net assets available for benefits related to the derivative contracts for the years ended December 31, 2025 and 2024.

	As of and for the Year Ended December 31, 2025		
Primary Underlying Risk	Derivative Assets	Derivative Liabilities	Net Appreciation
Futures contracts	$ 1,282,700	$ (6,158,578)	$ 3,400,775

	As of and for the Year Ended December 31, 2024		
Primary Underlying Risk	Derivative Assets	Derivative Liabilities	Net Depreciation
Futures contracts	$ 661,700	$ (11,141,225)	$ (33,776,454)

6. ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (1) retired or terminated employees or their beneficiaries, (2) beneficiaries of employees who have died, and (3) present employees or their beneficiaries. Benefits under the Plan are based on employee's compensation during the five highest consecutive years of credited service. The accumulated plan benefits for active employees are based on their average compensation during the five years ending on the date as of which the benefit information is presented (the valuation date). Benefits payable under all circumstances – retirement and death – are included, to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of accumulated plan benefits is determined by the Plan's consulting actuary and is that 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. It is at least reasonably possible that the actuarial assumptions used to calculate accumulated plan benefits will change in the near term and that the effect of such change could be significant.

The significant actuarial assumptions used in the valuation as of December 31, 2024, include (1) assumed investment return of 7% per year, (2) retirement based on Plan sponsor's estimates ranging from age 55-75, (3) assumed mortality rate based on Pri-2012 separate mortality tables projected using MP-2021 projection scale, and (4) lump-sum conversion assumption updated as of December 31, 2024, based on the IRS 2025 applicable mortality table for 417(e) and a ten-year projection of implied forward IRC Section 417(e) segment rate as of September 2024,

rounded to the nearest 25 basis points (3.50%, 5.00%, 4.25%). This was updated from the lump-sum conversion assumption as of December 31, 2023, based on the IRS 2024 applicable mortality table for 417(e) and a ten-year projection of implied forward IRC Section 417(e) segment rate as of September 2023, rounded to the nearest 25 basis points (4.50%, 5.75%, 5.25%).

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were terminated, different actuarial assumptions and other factors would be applicable in determining the actuarial present value of accumulated plan benefits.

7. FUNDING POLICY

The Company's funding policy is to contribute at least the amount sufficient to meet the minimum funding requirements of ERISA and may include additional accelerated contributions. Employer contributions for the years ended December 31, 2025 and 2024, were in accordance with the minimum funding requirements of ERISA and also include discretionary, accelerated contributions.

8. PARTY-IN-INTEREST TRANSACTIONS

Goldman Sachs Asset Management Company (Goldman Sachs) assumes the role as investment manager of the Plan. The Plan paid fees to Goldman Sachs in 2025 and 2024; therefore, these transactions qualify as party-in-interest. Fees paid to Goldman Sachs Asset Management Company were $1,350,604 in 2025 and $974,215 in 2024. In addition, trustee fees in the amount of $126,838 and $137,357 were paid to Bank of New York Mellon/BNY Mellon, N.A., for the years ended December 31, 2025 and 2024, respectively.

9. PLAN TERMINATION

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

In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

(1) Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.

(2) Other vested benefits insured by the Pension Benefit Guaranty Corporation (PBGC) – (a U.S. governmental agency) up to applicable limitations.

(3) All other vested benefits (that is, vested benefits not insured by the PBGC).

(4) All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations.

There is a statutory ceiling on the amount of an individual's monthly benefit that the PBGC guarantees. The ceiling applies to those pensioners who elect to receive their benefits in the form of a single-life annuity and are at least 65 years old at the time of retirement or Plan termination (whichever comes later). For younger annuitants, or for those who elect to receive their benefits in some form more valuable than a single-life annuity, the corresponding ceilings are actuarially adjusted downward. Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide those benefits and may also depend on the level of benefits guaranteed by the PBGC.

10. SUBSEQUENT EVENTS

Management has evaluated subsequent events through October 6, 2026, which is the date the financial statements were available to be issued, and has determined that there are no subsequent events that require disclosure under FASB ASC 855, *Subsequent Event*s.

SUPPLEMENTARY INFORMATION

CHICK-FIL-A, INC.
DEFINED BENEFIT PENSION PLAN
EIN #58-0941582 / PLAN #334
SCHEDULE H (FORM 5500), PART IV, LINE 4(i) –
SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2025

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment, Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
*	BNY Mellon EB Temporary Investment Fund	Common Collective Trust Fund	$ 47,004,860	$ 47,004,860
	Goldman Sachs Multi-Manager Non-Core Fixed Income Fund	Mutual Fund	42,384,012	37,811,836
	Goldman Sachs Multi-Manager Global Equity Fund	Mutual Fund	60,435,292	66,440,101
	Goldman Sachs Multi-Manager Real Assets Strategy Fund	Mutual Fund	40,194,421	42,281,375
	Goldman Sachs Global Managed Beta Fund	Mutual Fund	131,892,214	149,312,621
	iShares MSCI Japan EFT	Mutual Fund	1,733,584	1,756,198
	Daily MSCI EAFE Index Fund	Common Collective Trust Fund	2,460,148	3,697,870
	MSCI EAFE Small Cap Index Fund	Common Collective Trust Fund	1,824,534	2,871,062
	Russell 2000 Value Index Strategy - State Street Global Advisors	Common Collective Trust Fund	3,750,175	5,176,235
	Russell 1000 Index Strategy - State Street Global Advisors	Common Collective Trust Fund	6,870,690	9,661,317
	Goldman Sachs Tactical Exposure Fund Institutional	Common Collective Trust Fund	16,650,208	19,664,431
	MSCI Emerging Markets Non-Lending Umbrella CTF	Common Collective Trust Fund	6,433,558	8,951,698
	U.S. Treasury Bond 4.25% 11/15/2040	U.S. government security	1,934,972	1,926,420
	U.S. Treasury Bond 4.50% 11/15/2054	U.S. government security	11,615,641	11,349,133
	U.S. Treasury Bond 4.25% 1/31/2030	U.S. government security	37,177,571	37,347,174
	U.S. Treasury Bond Prin Strip 5/15/2051	U.S. government security	27,742,876	17,838,393
	U.S. Treasury Bond Prin Strip 8/15/2051	U.S. government security	22,152,189	16,559,261
	U.S. Treasury Bond Prin Strip 11/15/2050	U.S. government security	18,285,970	12,996,159
	U.S. Treasury Bond Prin Strip 11/15/2052	U.S. government security	10,319,899	9,759,246
	U.S. Treasury Bond 4.50% 5/15/2039	U.S. government security	25,199,253	23,642,238
	CFM ISTrends Fund	Partnership and joint venture interests	6,800,000	7,489,206
	Crabel Fund SPC Ltd	Partnership and joint venture interests	1,058,693	1,578,355
	Crabel Fund SPC Ltd - Segregate Portfolio	Partnership and joint venture interests	3,300,000	3,432,015
	Boston Partners Trend Fund	Common Collective Trust Fund	1,977,310	7,104,308
	Hatteras Core Alternatives TEI Institutional Fund LP	Partnership and joint venture interests	677,488	2,236
			$ 529,875,558	$ 545,653,748

** Party-in-interest*

This schedule is presented in compliance with DOL filing requirements.

CHICK-FIL-A, INC.
DEFINED BENEFIT PENSION PLAN
EIN #58-0941582 / PLAN #334
SCHEDULE H (FORM 5500), PART IV, LINE 4(j) –
SCHEDULE OF REPORTABLE TRANSACTIONS
FOR THE YEAR ENDED DECEMBER 31, 2025

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expense Incurred with Transaction	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain (Loss)
Series Transactions								
* BNY Mellon EB Temporary Investment Fund	Common Collective Trust Fund	$ 399,511,576	$ -	$ -	$ -	$ 399,511,576	$ 399,511,576	$ -
* BNY Mellon EB Temporary Investment Fund	Common Collective Trust Fund	-	402,774,778	-	-	402,774,778	402,774,778	-
Goldman Sachs Multi-Manager Non-Core Fixed Income Fund	Mutual Fund	17,480,045	-	-	-	17,480,045	17,480,045	-
Goldman Sachs Multi-Manager Non-Core Fixed Income Fund	Mutual Fund	-	5,675,000	-	-	6,576,063	5,675,000	(901,063)
Goldman Sachs Global Managed Beta Fund	Mutual Fund	62,210,897	-	-	-	62,210,897	62,210,897	-
Goldman Sachs Global Managed Beta Fund	Mutual Fund	-	36,400,000	-	-	33,052,124	36,400,000	3,347,876
Goldman Sachs Multi-Manager Global Equity Fund	Mutual Fund	21,892,121	-	-	-	21,892,121	21,892,121	-
Goldman Sachs Multi-Manager Global Equity Fund	Mutual Fund	-	8,000,000	-	-	7,247,496	8,000,000	752,504
US Treasury Bond 4.25% 1/31/2030	Government Security	37,177,571	-	-	-	37,177,571	37,177,571	-
Single of Transactions Exceeding								
* BNY Mellon EB Temporary Investment Fund	Common Collective Trust Fund	110,255,000	-	-	-	110,255,000	110,255,000	-
* BNY Mellon EB Temporary Investment Fund	Common Collective Trust Fund	29,444,279	-	-	-	29,444,279	29,444,279	-
* BNY Mellon EB Temporary Investment Fund	Common Collective Trust Fund	-	110,000,000	-	-	110,000,000	110,000,000	-
* BNY Mellon EB Temporary Investment Fund	Common Collective Trust Fund	-	21,498,980	-	-	21,498,980	21,498,980	-
US Treasury Bond 4.25% 1/31/2030	Government Security	37,177,571	-	-	-	37,177,571	37,177,571	-
Goldman Sachs Global Managed Beta Fund	Mutual Fund	42,800,000	-	-	-	42,800,000	42,800,000	-

** Party-in-interest*

This schedule is presented in compliance with DOL filing requirements.

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB, Part V - Statement of Actuarial Assumptions/Methods

Actuarial Assumptions for Funding Purposes

Valuation Date: January 1, 2025

Employees Included In Valuation: All participants as of January 1, 2025.

Due to the funding status of the Plan, all assumptions are based upon a not-at-risk status.

Valuation Interest Rate:

September 2024 MAP-21 segment rates as amended by Section 9706 of ARPA and Section 80602 of IIJA under Section 430(h)(2)(c):

1st Segment Rate	5.07%
2nd Segment Rate	5.31%
3rd Segment Rate	5.50%

September 2024 segment rates under Section 430(h)(2)(D):

1st Segment Rate	5.07%
2nd Segment Rate	5.33%
3rd Segment Rate	5.36%

Mortality: 2024+ PPA separate static annuitant and non-annuitant mortality tables.

Termination[1]: Sample annual withdrawal rates are:

Age	Corporate	Non-Corporate	IFS/FES
20	5.00%	37.50%	20.00%
25	1.50%	30.00%	20.00%
30	3.65%	22.50%	9.00%
35	2.10%	20.00%	5.00%
40	2.10%	22.50%	2.50%
45	0.50%	17.50%	2.50%
50	2.30%	12.50%	3.30%
55	2.75%	15.00%	4.00%
60	4.35%	20.00%	4.00%
65	10.00%	15.00%	4.00%

[1]Corporate participants are individuals who participate in the Chick-fil-A, Inc. controlled group or Trilith Development, LLC employer (excluding Truett's Group, LLC). "Non-Corporate" participants are individuals who participate in Truett's Group, LLC or Trilith Outdoors, LLC. "IFS/FES" participants (i.e., participants that are not considered full-time and have higher rates of termination at earlier ages) are individuals who participate in the Chick-fil-A, Inc. controlled group.

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB, Part V - Statement of Actuarial Assumptions/Methods

Retirement[1]

Age	IFS/FES		Non-Corporate
	0-19 Years	20+ Years	
55-56	1.0%	5.0%	5.0%
57	1.0%	5.0%	5.0%
58	1.0%	5.0%	5.0%
59	1.0%	5.0%	5.0%
60	3.5%	8.0%	5.0%
61	3.5%	8.0%	5.0%
62	4.5%	8.0%	5.0%
63	4.5%	15.0%	5.0%
64	7.0%	20.0%	5.0%
65	20.0%	40.0%	10.0%
66-74	20.0%	50.0%	10.0%
75	100.0%	100.0%	100.0%

Age	Corporate		
	0-9 Years	10-19 Years	20+ Years
55-56	1.0%	1.0%	5.0%
57	1.0%	1.0%	6.0%
58	1.0%	1.0%	7.0%
59	1.0%	1.0%	8.0%
60	3.5%	1.5%	9.0%
61	3.5%	2.5%	10.0%
62	4.5%	3.0%	10.0%
63	4.5%	4.5%	15.0%
64	7.0%	6.0%	20.0%
65	20.0%	40.0%	30.0%
66-74	20.0%	30.0%	50.0%
75	100.0%	100.0%	100.0%

[1]Corporate participants are individuals who participate in the Chick-fil-A, Inc. controlled group or Trilith Development, LLC employer (excluding Truett's Group, LLC). "Non-Corporate" participants are individuals who participate in Truett's Group, LLC or Trilith Outdoors, LLC. "IFS/FES" participants (i.e., participants that are not considered full-time and have higher rates of termination at earlier ages) are individuals who participate in the Chick-fil-A, Inc. controlled group.

Retirement[1] (continued)

Officers / Executive Committee Members

Age	Probabilities		
	0-9 Years	10-19 Years	20+ Years
55-56	1.0%	1.0%	5.0%
57	1.0%	1.0%	6.0%
58	1.0%	1.0%	7.0%
59	1.0%	1.0%	8.0%
60	3.5%	1.5%	9.0%
61	3.5%	2.5%	10.0%
62	4.5%	3.0%	10.0%
63	4.5%	4.5%	15.0%
64	7.0%	6.0%	20.0%
65	100.0%	100.0%	100.0%

- Retirement rates for a select group of owners differ from above and vary by individual and age

[1]Corporate participants are individuals who participate in the Chick-fil-A, Inc. controlled group or Trilith Development, LLC employer (excluding Truett's Group, LLC). "Non-Corporate" participants are individuals who participate in Truett's Group, LLC or Trilith Outdoors, LLC. "IFS/FES" participants (i.e., participants that are not considered full-time and have higher rates of termination at earlier ages) are individuals who participate in the Chick-fil-A, Inc. controlled group.

Actuarial Assumptions for Funding Purposes (continued)

Lump Sum Conversion

The September 2024 MAP-21 segment rates and 2025 IRS Mortality Table.

Form of Payment

Actives:

87.5% of participants are assumed to elect a lump sum, 3.5% are assumed to elect a single life annuity, and 9.0% are assumed to elect a 50% joint and survivor annuity.

Terminated Vested:

Not Retirement Eligible:

100% of participants are assumed to elect a lump sum.

Retirement Eligible:

80.0% of participants are assumed to elect a lump sum, 15.0% are assumed to elect a single life annuity, and 5.0% are assumed to elect a 50% joint and survivor annuity.

Terminated Vested Commencement Age

Not Retirement Eligible:

Participants are assumed to commence benefits immediately.

Retirement Eligible:

Participants are assumed to commence benefits at age 64.

Marital Characteristics

Wives are assumed to be three years younger than their husbands.

Effective Interest Rate

The Plan has two participating employers this year (Chick-fil-A and Trilith).

Chick-fil-A	5.44%
Trilith	5.40%

Salary Scale

For participants in the Chick-fil-A, Inc. and CFA Servco, Inc. employers:

For projecting salaries 2025 and beyond:

Level	Salary Increase	Level	Salary Increase
1-2	5.50%	12-14	7.50%
3	6.50%	15	6.00%
4	7.50%	16-18	5.50%
5-11	9.00%		

6.00% per annum for all other particpants

Actuarial Assumptions for Funding Purposes (continued)

Eligibility for Accrual	If a member attains less than 500 hours of service in the prior year, they are assumed to not accrue a future benefit. If a member attains 500 hours or more of service in the the prior year, they are assumed to accrue a future benefit.
Inflation	2.50%
Expected Investment Return	7.00%
Administrative Expense Load	$0
IRS Section 415(b) Limits	$280,000 in 2025.
IRS Section 401(a)(17) Limits	$350,000 in 2025.
Changes in Actuarial Assumptions Since Prior Valuation	The following changes were made: 1) The valuation interest was changed from the September 2023 Segment Rates set in IRS Notice 2023-66 to the September 2024 Segment Rates set in IRS Notice 2024-67 according Section 9607 by ARPA, as amended by Section 80602 of IIJA. 2) The lump sum conversion assumptions was updated from the September 2023 Segment Rates and 2024 IRS Mortality Table to the September 2024 Segment Rates and 2025 IRS Mortality Table. 3) The retirement rate assumptions for Officers/Executive Comittee members and certain members of the Cathy family were updated to better reflect plan experience and future retirement expectations.

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB, Part V - Statement of Actuarial Assumptions/Methods

Assumptions Rationale

Valuation Interest Rates Funding	The interest rate assumption used is prescribed by IRC Section 430(h) subject to specified elections by the plan sponsor.
Mortality Funding	The mortality assumption is prescribed by IRC section 430(h) subject to specified elections by the plan sponsor.
Salary Scale	This assumption is set considering underlying inflation and historical salary increases and reflects Chick-fil-A's best estimate of future salary increases.
Termination	Termination rates are based on the plan sponsor's historical experience and expectations for the future with periodic monitoring of observed gains and losses caused by termination patterns different than assumed.
Retirement	Retirement rates are based on the plan sponsor's historical experience and expectations for the future with periodic monitoring of observed gains and losses caused by retirement patterns different than assumed.
Spouse Age Difference	This assumptions if based on the plan sponsor's historical experience and expectations for spousal age differences. This assumption is not expected to generate material actuarial gains or losses.
Lump Sum Conversion	The interest rate assumption used is prescribed by IRC Section 430(h) and the mortality assumption used is prescribed by the respective applicable mortality table.
Payment Form and Commencement Timing	This assumption is based on the plan sponsor's historical experience and best expectations given the plan provisions.
Expected Return on Assets	This assumption is based on Chick-fil-A's long-term earnings expectations for existing plan assets considering the underlying asset mix.

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB, Part V - Statement of Actuarial Assumptions/Methods

Actuarial Methods for Funding Purposes

Actuarial Cost Method

The actuarial cost method is the Unit Credit Actuarial Cost Method.

Under this cost method, the target liability is defined as the present value of the accrued benefits on the valuation date. The funding shortfall is the excess, if any, of the amount by which the target liability exceeds the actuarial value of plan assets.

The target normal cost, determined on the valuation date, is the amount required to fund the benefit expected to be earned in the current year.

Asset Valuation Method

The asset valuation method used as of January 1, 2025 is the average asset value as modified by the Worker, Retiree, and Employer Recovery Act of 2008 and described in IRS Notice 2009-22. The average asset value is an annual average of the market value of assets over the prior 24 months. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as defined in Section 420 of the Internal Revenue Code. The asset value includes contributions receivable for the prior plan year, discounted as applicable.

A characteristic of this asset valuation method is that, over time, it is slightly more likely to produce an actuarial value of assets that is less than the market value of assets than an actuarial value that is greater than market.

Changes in Actuarial Method Since Prior Valuation

None.

CHICK-FIL-A, INC.
DEFINED BENEFIT PENSION PLAN
EIN #58-0941582 / PLAN #334
SCHEDULE H (FORM 5500), PART IV, LINE 4(j) –
SCHEDULE OF REPORTABLE TRANSACTIONS
FOR THE YEAR ENDED DECEMBER 31, 2025

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expense Incurred with Transaction	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain (Loss)
Series Transactions								
* BNY Mellon EB Temporary Investment Fund	Common Collective Trust Fund	$ 399,511,576	$ -	$ -	$ -	$ 399,511,576	$ 399,511,576	$ -
* BNY Mellon EB Temporary Investment Fund	Common Collective Trust Fund	-	402,774,778	-	-	402,774,778	402,774,778	-
Goldman Sachs Multi-Manager Non-Core Fixed Income Fund	Mutual Fund	17,480,045	-	-	-	17,480,045	17,480,045	-
Goldman Sachs Multi-Manager Non-Core Fixed Income Fund	Mutual Fund	-	5,675,000	-	-	6,576,063	5,675,000	(901,063)
Goldman Sachs Global Managed Beta Fund	Mutual Fund	62,210,897	-	-	-	62,210,897	62,210,897	-
Goldman Sachs Global Managed Beta Fund	Mutual Fund	-	36,400,000	-	-	33,052,124	36,400,000	3,347,876
Goldman Sachs Multi-Manager Global Equity Fund	Mutual Fund	21,892,121	-	-	-	21,892,121	21,892,121	-
Goldman Sachs Multi-Manager Global Equity Fund	Mutual Fund	-	8,000,000	-	-	7,247,496	8,000,000	752,504
US Treasury Bond 4.25% 1/31/2030	Government Security	37,177,571	-	-	-	37,177,571	37,177,571	-
Single of Transactions Exceeding								
* BNY Mellon EB Temporary Investment Fund	Common Collective Trust Fund	110,255,000	-	-	-	110,255,000	110,255,000	-
* BNY Mellon EB Temporary Investment Fund	Common Collective Trust Fund	29,444,279	-	-	-	29,444,279	29,444,279	-
* BNY Mellon EB Temporary Investment Fund	Common Collective Trust Fund	-	110,000,000	-	-	110,000,000	110,000,000	-
* BNY Mellon EB Temporary Investment Fund	Common Collective Trust Fund	-	21,498,980	-	-	21,498,980	21,498,980	-
US Treasury Bond 4.25% 1/31/2030	Government Security	37,177,571	-	-	-	37,177,571	37,177,571	-
Goldman Sachs Global Managed Beta Fund	Mutual Fund	42,800,000	-	-	-	42,800,000	42,800,000	-

** Party-in-interest*

This schedule is presented in compliance with DOL filing requirements.

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

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ 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
CHICK-FIL-A, INC. DEFINED BENEFIT PENSION PLAN

B Three-digit plan number (PN) ▶ 334

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
CHICK-FIL-A, INC.

D Employer Identification Number (EIN)
58-0941582

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 2025

2 Assets:

a Market value	2a	511,806,067
b Actuarial value	2b	529,585,832

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	130	45,159,569	45,159,569
b For terminated vested participants	186	12,693,956	12,693,956
c For active participants	4,817	254,765,772	306,372,200
d Total	5,133	312,619,297	364,225,725

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	5.44%
6 Target normal cost		
a Present value of current plan year accruals	6a	51,308,007
b Expected plan-related expenses	6b	0
c Target normal cost	6c	51,308,007

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

D. E.
Signature of actuary

8-31-2026
Date

David Ehr
Type or print name of actuary

2607571
Most recent enrollment number

PwC US Consulting LLP
Firm name

312-282-0896
Telephone number (including area code)

One North Wacker Dr
Chicago IL 60606
Address of the firm

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

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)	0	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of -3.55 %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		101,630,544
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.16 %		5,243,235
	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		106,873,779
	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)	0	0

Part III Funding Percentages

14	Funding target attainment percentage	14	145.40 %
15	Adjusted funding target attainment percentage	15	145.40 %
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	151.79 %
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
08/14/2026	119,578,000	0			
			Totals ► 18(b)	119,578,000	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	109,765,219

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:	2nd segment:	3rd segment:	
5.07 %	5.31 %	5.50%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	66

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**	51,308,007
b Excess assets, if applicable, but not greater than line 31a	**31b**	51,308,007

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**	0
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**	109,765,219
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	109,765,219
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

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB Attachments

I. Information for Each Employer

Attached.

II. Discounted Employer Contributions

Attached.

III. Description of Weighted Average Retirement Age

Attached.

IV. Change in Non-Prescribed Actuarial Assumptions

Attached.

V. Statement of Actuarial Assumptions/Methods

Attached.

VI. Summary of Plan Provisions

Attached.

VII. Schedule of Active Participant Data

Attached.

VIII. Schedule of Projection of Expected Benefit Payments

Attached.

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB - Information for Each Individual Employer

As of January 1, 2025, the Chick-fil-A, Inc. Defined Benefit Pension Plan is a multiple-employer plan with two employers:

1. Chick-fil-A: Chick-fil-A, Inc., CFA Servco, Inc., Chick-fil-A Supply, LLC, Bay Center Foods, LLC, and Truett's Group LLC
2. Trilith: Trilith Development, LLC and Trilith Outdoors, LLC

Chick-fil-A made an election to fund the Plan in accordance with IRC Section 413(c)(4)(A); the Plan is funded as if each employer were maintaining a separate plan.

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB - Information for Each Individual Employer

		Chick-fil-A	Trilith
1.	Valuation as of January 1, 2025		
2.	Assets		
	a. Market value	510,714,905	1,091,162
	b. Actuarial value	528,456,764	1,129,068
3.	Funding target / participant count breakdown:		
	a. For retired participants and beneficiaries receiving payment		
	i. Number of participants	130	0
	ii. Vested funding target	45,159,569	0
	iii. Total funding target	45,159,569	0
	b. For terminated vested participants		
	i. Number of participants	186	0
	ii. Vested funding target	12,693,956	0
	iii. Total funding target	12,693,956	0
	c. For active participants		
	i. Number of participants	4,803	14
	ii. Vested funding target	254,207,108	558,664
	iii. Total funding target	305,595,677	776,523
	d. Total		
	i. Number of participants	5,119	14
	ii. Vested funding target	312,060,633	558,664
	iii. Total funding target	363,449,202	776,523
4.	N/A		
5.	Effective interest rate	5.44%	5.40%
6.	Target normal cost	51,253,331	54,676
7.	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)		
	a. Carryover balance	0	0
	b. Prefunding balance	0	0
8.	Portion used to offset prior year's funding requirement (line 35 from prior year)		
	a. Carryover balance	0	0
	b. Prefunding balance	0	0

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB - Information for Each Individual Employer

		Chick-fil-A	Trilith
9.	Amount remaining (item 7 minus item 8)		
	a. Carryover balance	0	0
	b. Prefunding balance	0	0
10.	Interest on item 9 using prior year's actual rate of return of 10.96%		
	a. Carryover balance	0	0
	b. Prefunding balance	0	0
11.	Prior year's excess contributions to be added to prefunding balance: *		
	a. Present value of excess contributions	101,506,742	123,802
	b. Interest on (a) using prior year's effective interest rate for each group	5,237,032	6,203
	c. Total available at beginning of current plan year to add to prefunding balance	106,743,774	130,005
	d. Portion of (c) to be added to prefunding balance	0	0
12.	Reduction in balances due to elections or deemed elections		
	a. Carryover balance	0	0
	b. Prefunding balance	0	0
13.	Balance at beginning of current year (item 9 + item 10 + item 11d - item 12)		
	a. Carryover balance	0	0
	b. Prefunding balance	0	0
14.	Funding target attainment percentage	145.40%	145.40%
15.	Adjusted funding target attainment percentage	145.40%	145.40%
16.	Prior year's funding percentage	151.79%	151.79%
17.	N/A		

*Chick-fil-A, Inc. acquired Truett's Group, LLC (formerly Dwarf House Group LLC) effective November 1, 2024. The excess contributions and interest for Chick-fil-A and Truett's Group are included in the Chick-fil-A controlled group.

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB - Information for Each Individual Employer

	Chick-fil-A	Trilith
18. Contributions made to the plan for the plan year by employer(s) and employees:		
a. Date		
(1)	8/14/2026	8/14/2026
b. Amount paid by employer(s)		
(1)	119,455,000	123,000
Total	119,455,000	123,000
19. Discounted employer contributions		
a. Contributions allocated toward unpaid minimum required contribution from prior years	0	0
b. Contributions made to avoid restrictions adjusted to valuation date	0	0
c. Contributions allocated toward minimum required contribution for current year adjusted to valuation date	109,652,244	112,975
20. Quarterly contributions and liquidity shortfalls		
a. Did the plan have a "funding shorfall" for the prior year?	No	No
b. N/A		
c. N/A		
21. Discount rate		
a. Segment rates		
i. 1st segment	5.07%	5.07%
ii. 2nd segment	5.31%	5.31%
iii. 3rd segment	5.50%	5.50%
b. Applicable month (enter code)	4	4
22. Weighted average retirement age	66.32	66.48
23. Mortality table(s):		
Current regulation: Prescribed - separate		
24. Has a change been made in the non-prescribed actuarial assumptions for the current plan year?	Yes	No

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB - Information for Each Individual Employer

	Chick-fil-A	Trilith
25. Has a method change been made for the current plan year?	No	No
26. Demographic and benefit information		
a. Is the plan required to provide a Schedule of Active Participants?	Yes	Yes
b. Is the plan required to provide a projection of expected benefit payments?	Yes	Yes
27. N/A		
28. Unpaid minimum required contributions for all prior years	0	0
29. Discounted employer contributions allocated toward unpaid minimum required contributions from the prior years	0	0
30. Remaining amount of unpaid minimum required contribution from prior years	0	0
31. Target normal cost and excess assets		
a. Target normal cost	51,253,331	54,676
b. Excess assets, but not greater than (a)	51,253,331	54,676
32. Amortization installments		
a. Net shortfall amortization installment		
i. Outstanding balance	0	0
ii. Installment	0	0
b. Waiver amortization installment		
i. Outstanding balance	0	0
ii. Installment	0	0
33. N/A		
34. Total funding requirement before reflecting carryover/prefunding balances	0	0
35. Balances elected for use to offset funding requirement		
a. Carryover balance	0	0
b. Prefunding balance	0	0
c. Total balance	0	0

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB - Information for Each Individual Employer

		Chick-fil-A	Trilith
36.	Additional cash requirement	0	0
37.	Contributions allocated toward minimum required contribution for current year adjusted to valuation date	109,652,244	112,975
38.	Present value of excess contributions for current year		
	a. Total (excess, if any, of line 37 over 36)	109,652,244	112,975
	b. Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	0	0
39.	Unpaid minimum required contribution for current year	0	0
40.	Unpaid minimum required contribution for all years	0	0
41.	N/A		

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB, Line 19 - Discounted Employer Contributions

Discounted Employer Contributions

	Chick-fil-A	*Trilith*	*Total*
2025 Effective Rates:	5.44%	5.40%	5.44%

Discounted contributions for 2025 plan year:

Chick-fil-A

Date	Contribution	Discount Factor to 1/1/2025	Discounted Contribution
8/14/2026	119,455,000	0.9179	109,652,244

Trilith

Date	Contribution	Discount Factor to 1/1/2025	Discounted Contribution
8/14/2026	123,000	0.9185	112,975

Total Plan

Date	Contribution	Discount Factor to 1/1/2025	Discounted Contribution
8/14/2026	119,578,000	0.9179	109,765,219

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB, Line 22 - Description of Weighted Average Retirement Age

Weighted Average Retirement Age - Chick-fil-A

1	2	3	4	5	6	7
Age	Number of Surviving BOY[1]	Rate of Retirement	Number of Retiring (2*3)	Number of Surviving EOY (2-4)	Weighted Retirement by Age (1*4)	Weighted Average Retirement Age (Sum 6/Sum 4)
Corporate[1]						
0-9 Years of Service						
55	2,688	1.0%	27	2,661	1,478	66.74
56	2,661	1.0%	27	2,635	1,490	
57	2,635	1.0%	26	2,608	1,502	
58	2,608	1.0%	26	2,582	1,513	
59	2,582	1.0%	26	2,556	1,523	
60	2,556	3.5%	89	2,467	5,368	
61	2,467	3.5%	86	2,380	5,267	
62	2,380	4.5%	107	2,273	6,641	
63	2,273	4.5%	102	2,171	6,445	
64	2,171	7.0%	152	2,019	9,726	
65	2,019	20.0%	404	1,615	26,248	
66	1,615	20.0%	323	1,292	21,321	
67	1,292	20.0%	258	1,034	17,315	
68	1,034	20.0%	207	827	14,059	
69	827	20.0%	165	662	11,413	
70	662	20.0%	132	529	9,262	
71	529	20.0%	106	423	7,516	
72	423	20.0%	85	339	6,097	
73	339	20.0%	68	271	4,946	
74	271	20.0%	54	217	4,011	
75	217	100.0%	217	0	16,260	
Corporate[1]						
10-19 Years of Service						
55	649	1.0%	6	643	357	65.77
56	643	1.0%	6	636	360	
57	636	1.0%	6	630	363	
58	630	1.0%	6	623	365	
59	623	1.0%	6	617	368	
60	617	1.5%	9	608	555	
61	608	2.5%	15	593	927	
62	593	3.0%	18	575	1,102	
63	575	4.5%	26	549	1,630	
64	549	6.0%	33	516	2,108	
65	516	40.0%	206	310	13,420	
66	310	30.0%	93	217	6,132	
67	217	30.0%	65	152	4,357	
68	152	30.0%	46	106	3,096	
69	106	30.0%	32	74	2,199	
70	74	30.0%	22	52	1,561	
71	52	30.0%	16	36	1,109	
72	36	30.0%	11	26	787	
73	26	30.0%	8	18	559	
74	18	30.0%	5	12	396	
75	12	100.0%	12	0	937	

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB, Line 22 - Description of Weighted Average Retirement Age

Weighted Average Retirement Age - Chick-fil-A (continued)

1	2	3	4	5	6	7
Age	Number of Surviving BOY[1]	Rate of Retirement	Number of Retiring (2*3)	Number of Surviving EOY (2-4)	Weighted Retirement by Age (1*4)	Weighted Average Retirement Age (Sum 6/Sum 4)
Corporate[1]						
20+ Years of Service						
55	218	5.0%	11	207	600	62.33
56	207	5.0%	10	197	580	
57	197	6.0%	12	185	673	
58	185	7.0%	13	172	751	
59	172	8.0%	14	158	812	
60	158	9.0%	14	144	854	
61	144	10.0%	14	130	878	
62	130	10.0%	13	117	803	
63	117	15.0%	17	99	1,102	
64	99	20.0%	20	79	1,269	
65	79	30.0%	24	56	1,547	
66	56	50.0%	28	28	1,832	
67	28	50.0%	14	14	930	
68	14	50.0%	7	7	472	
69	7	50.0%	3	3	239	
70	3	50.0%	2	2	121	
71	2	50.0%	1	1	62	
72	1	50.0%	0	0	31	
73	0	50.0%	0	0	16	
74	0	50.0%	0	0	8	
75	0	100.0%	0	0	8	
Non-Corporate[1]						
All Years						
55	683	5.0%	34	649	1,878	66.13
56	649	5.0%	32	616	1,817	
57	616	5.0%	31	586	1,757	
58	586	5.0%	29	556	1,698	
59	556	5.0%	28	528	1,641	
60	528	5.0%	26	502	1,585	
61	502	5.0%	25	477	1,531	
62	477	5.0%	24	453	1,479	
63	453	5.0%	23	430	1,427	
64	430	5.0%	22	409	1,377	
65	409	10.0%	41	368	2,658	
66	368	10.0%	37	331	2,429	
67	331	10.0%	33	298	2,219	
68	298	10.0%	30	268	2,027	
69	268	10.0%	27	241	1,851	
70	241	10.0%	24	217	1,690	
71	217	10.0%	22	196	1,543	
72	196	10.0%	20	176	1,408	
73	176	10.0%	18	158	1,285	
74	158	10.0%	16	143	1,172	
75	143	100.0%	143	0	10,694	

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB, Line 22 - Description of Weighted Average Retirement Age

Weighted Average Retirement Age - Chick-fil-A (continued)

1	2	3	4	5	6	7
Age	Number of Surviving BOY[1]	Rate of Retirement	Number of Retiring (2*3)	Number of Surviving EOY (2-4)	Weighted Retirement by Age (1*4)	Weighted Average Retirement Age (Sum 6/Sum 4)
IFS/FES[1]						
0-19 Years of Service						
55	565	1.0%	6	559	311	66.74
56	559	1.0%	6	554	313	
57	554	1.0%	6	548	316	
58	548	1.0%	5	543	318	
59	543	1.0%	5	537	320	
60	537	3.5%	19	519	1,128	
61	519	3.5%	18	500	1,107	
62	500	4.5%	23	478	1,396	
63	478	4.5%	22	456	1,355	
64	456	7.0%	32	424	2,044	
65	424	20.0%	85	340	5,517	
66	340	20.0%	68	272	4,482	
67	272	20.0%	54	217	3,640	
68	217	20.0%	43	174	2,955	
69	174	20.0%	35	139	2,399	
70	139	20.0%	28	111	1,947	
71	111	20.0%	22	89	1,580	
72	89	20.0%	18	71	1,282	
73	71	20.0%	14	57	1,040	
74	57	20.0%	11	46	843	
75	46	100.0%	46	0	3,418	
IFS/FES[1]						
20+ Years of Service						
55	0	5.0%	0	0	0	0.00
56	0	5.0%	0	0	0	
57	0	5.0%	0	0	0	
58	0	5.0%	0	0	0	
59	0	5.0%	0	0	0	
60	0	8.0%	0	0	0	
61	0	8.0%	0	0	0	
62	0	8.0%	0	0	0	
63	0	15.0%	0	0	0	
64	0	20.0%	0	0	0	
65	0	40.0%	0	0	0	
66	0	50.0%	0	0	0	
67	0	50.0%	0	0	0	
68	0	50.0%	0	0	0	
69	0	50.0%	0	0	0	
70	0	50.0%	0	0	0	
71	0	50.0%	0	0	0	
72	0	50.0%	0	0	0	
73	0	50.0%	0	0	0	
74	0	50.0%	0	0	0	
75	0	100.0%	0	0	0	
Total[2]			4,803		318,557	**66.32**

[1]"Corporate" participants are individuals who participate in the Chick-fil-A, Inc. controlled group or Trilith Development, LLC employer. "Non-Corporate" participants are individuals who participate in Truett's Group, LLC or Trilith Outdoors, LLC. "IFS/FES" participants (i.e., participants that are not considered full-time and have higher rates of termination at earlier ages) are individuals who participate in the Chick-fil-A, Inc. controlled group.

[2]The calculated age does not incorporate the retirement rates for members of the Cathy family or Executive Committee Members.

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB, Line 22 - Description of Weighted Average Retirement Age

Weighted Average Retirement Age - Trilith

1	2	3	4	5	6	7
Age	Number of Surviving BOY[1]	Rate of Retirement	Number of Retiring (2*3)	Number of Surviving EOY (2-4)	Weighted Retirement by Age (1*4)	Weighted Average Retirement Age (Sum 6/Sum 4)
Corporate[1]						
0-9 Years of Service						
55	8	1.0%	0	8	4	66.74
56	8	1.0%	0	8	4	
57	8	1.0%	0	8	4	
58	8	1.0%	0	8	5	
59	8	1.0%	0	8	5	
60	8	3.5%	0	7	16	
61	7	3.5%	0	7	16	
62	7	4.5%	0	7	20	
63	7	4.5%	0	6	19	
64	6	7.0%	0	6	29	
65	6	20.0%	1	5	78	
66	5	20.0%	1	4	63	
67	4	20.0%	1	3	52	
68	3	20.0%	1	2	42	
69	2	20.0%	0	2	34	
70	2	20.0%	0	2	28	
71	2	20.0%	0	1	22	
72	1	20.0%	0	1	18	
73	1	20.0%	0	1	15	
74	1	20.0%	0	1	12	
75	1	100.0%	1	0	48	
Corporate[1]						
10-19 Years of Service						
55	0	1.0%	0	0	0	0.00
56	0	1.0%	0	0	0	
57	0	1.0%	0	0	0	
58	0	1.0%	0	0	0	
59	0	1.0%	0	0	0	
60	0	1.5%	0	0	0	
61	0	2.5%	0	0	0	
62	0	3.0%	0	0	0	
63	0	4.5%	0	0	0	
64	0	6.0%	0	0	0	
65	0	40.0%	0	0	0	
66	0	30.0%	0	0	0	
67	0	30.0%	0	0	0	
68	0	30.0%	0	0	0	
69	0	30.0%	0	0	0	
70	0	30.0%	0	0	0	
71	0	30.0%	0	0	0	
72	0	30.0%	0	0	0	
73	0	30.0%	0	0	0	
74	0	30.0%	0	0	0	
75	0	100.0%	0	0	0	

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB, Line 22 - Description of Weighted Average Retirement Age

Weighted Average Retirement Age - Trilith (continued)

1	2	3	4	5	6	7
Age	Number of Surviving BOY[1]	Rate of Retirement	Number of Retiring (2*3)	Number of Surviving EOY (2-4)	Weighted Retirement by Age (1*4)	Weighted Average Retirement Age (Sum 6/Sum 4)
Corporate [1]						
20+ Years of Service						
55	0	5.0%	0	0	0	0.00
56	0	5.0%	0	0	0	
57	0	6.0%	0	0	0	
58	0	7.0%	0	0	0	
59	0	8.0%	0	0	0	
60	0	9.0%	0	0	0	
61	0	10.0%	0	0	0	
62	0	10.0%	0	0	0	
63	0	15.0%	0	0	0	
64	0	20.0%	0	0	0	
65	0	30.0%	0	0	0	
66	0	50.0%	0	0	0	
67	0	50.0%	0	0	0	
68	0	50.0%	0	0	0	
69	0	50.0%	0	0	0	
70	0	50.0%	0	0	0	
71	0	50.0%	0	0	0	
72	0	50.0%	0	0	0	
73	0	50.0%	0	0	0	
74	0	50.0%	0	0	0	
75	0	100.0%	0	0	0	
Non-Corporate [1]						
All Years						
55	6	5.0%	0	6	17	66.13
56	6	5.0%	0	5	16	
57	5	5.0%	0	5	15	
58	5	5.0%	0	5	15	
59	5	5.0%	0	5	14	
60	5	5.0%	0	4	14	
61	4	5.0%	0	4	13	
62	4	5.0%	0	4	13	
63	4	5.0%	0	4	13	
64	4	5.0%	0	4	12	
65	4	10.0%	0	3	23	
66	3	10.0%	0	3	21	
67	3	10.0%	0	3	19	
68	3	10.0%	0	2	18	
69	2	10.0%	0	2	16	
70	2	10.0%	0	2	15	
71	2	10.0%	0	2	14	
72	2	10.0%	0	2	12	
73	2	10.0%	0	1	11	
74	1	10.0%	0	1	10	
75	1	100.0%	1	0	94	

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB, Line 22 - Description of Weighted Average Retirement Age

Weighted Average Retirement Age - Trilith (continued)

1	2	3	4	5	6	7
Age	Number of Surviving BOY[1]	Rate of Retirement	Number of Retiring (2*3)	Number of Surviving EOY (2-4)	Weighted Retirement by Age (1*4)	Weighted Average Retirement Age (Sum 6/Sum 4)
IFS/FES[1]						
0-19 Years of Service						
55	0	1.0%	0	0	0	0.00
56	0	1.0%	0	0	0	
57	0	1.0%	0	0	0	
58	0	1.0%	0	0	0	
59	0	1.0%	0	0	0	
60	0	3.5%	0	0	0	
61	0	3.5%	0	0	0	
62	0	4.5%	0	0	0	
63	0	4.5%	0	0	0	
64	0	7.0%	0	0	0	
65	0	20.0%	0	0	0	
66	0	20.0%	0	0	0	
67	0	20.0%	0	0	0	
68	0	20.0%	0	0	0	
69	0	20.0%	0	0	0	
70	0	20.0%	0	0	0	
71	0	20.0%	0	0	0	
72	0	20.0%	0	0	0	
73	0	20.0%	0	0	0	
74	0	20.0%	0	0	0	
75	0	100.0%	0	0	0	
IFS/FES[1]						
20+ Years of Service						
55	0	5.0%	0	0	0	0.00
56	0	5.0%	0	0	0	
57	0	5.0%	0	0	0	
58	0	5.0%	0	0	0	
59	0	5.0%	0	0	0	
60	0	8.0%	0	0	0	
61	0	8.0%	0	0	0	
62	0	8.0%	0	0	0	
63	0	15.0%	0	0	0	
64	0	20.0%	0	0	0	
65	0	40.0%	0	0	0	
66	0	50.0%	0	0	0	
67	0	50.0%	0	0	0	
68	0	50.0%	0	0	0	
69	0	50.0%	0	0	0	
70	0	50.0%	0	0	0	
71	0	50.0%	0	0	0	
72	0	50.0%	0	0	0	
73	0	50.0%	0	0	0	
74	0	50.0%	0	0	0	
75	0	100.0%	0	0	0	
Total			14		931	**66.48**

[1]"Corporate" participants are individuals who participate in the Chick-fil-A, Inc. controlled group or Trilith Development, LLC employer. "Non-Corporate" participants are individuals who participate in Truett's Group, LLC or Trilith Outdoors, LLC. "IFS/FES" participants (i.e., participants that are not considered full-time and have higher rates of termination at earlier ages) are individuals who participate in the Chick-fil-A, Inc. controlled group.

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB, Line 26(a) - Schedule of Active Participant Data

Age and Service Distribution of Active Members

Chick-fil-A

Completed Years of Service on January 1, 2025[1]

Attained Age	Under 1 year		1 to 4 years		5 to 9 years		10 to 14 years		15 to 19 years		20 to 24 years		25 to 29 years		30 to 34 years		35 to 39 years		Over 40 years		Total	
	No.	Avg. Pay[2]	No.	Avg. Pay[2]	No.	Avg. Pay[2]	No.	Avg. Pay[2]	No.	Avg. Pay[2]	No.	Avg. Pay[2]	No.	Avg. Pay[2]	No.	Avg. Pay[2]	No.	Avg. Pay[2]	No.	Avg. Pay[2]	No.	Avg. Pay[2]
<25	161	$ 3,355	277	$ 36,021	17																455	$ 24,513
25-29	140	$ 2,672	503	$ 93,572	121	$ 120,752	5														769	$ 81,092
30-34	54	$ 3,213	525	$ 156,128	288	$ 196,127	69	$ 227,636	1												937	$ 164,842
35-39	10		339	$ 182,624	266	$ 246,120	117	$ 254,219	44	$ 228,116	1										777	$ 215,351
40-44	8		221	$ 211,331	187	$ 254,965	73	$ 276,172	60	$ 285,682	26	$ 264,496	2								577	$ 240,460
45-49	6		149	$ 218,483	129	$ 250,578	58	$ 286,805	30	$ 313,833	37	$ 283,940	17		2						428	$ 248,781
50-54	6		98	$ 201,218	114	$ 252,384	68	$ 269,013	20	$ 283,516	29	$ 262,116	33	$ 290,538	9		1				378	$ 245,284
55-59	3		76	$ 169,989	79	$ 230,574	59	$ 237,141	25	$ 203,630	22	$ 306,104	13		10		3				290	$ 224,093
60-64	3		30	$ 146,977	30	$ 209,227	18		20	$ 212,454	11		6		5		1		3		127	$ 189,721
65-69			10		17		12		4		1		3		1				1		49	$ 130,714
70&Up			3		6		3		2										2		16	
Total	391	$ 3,250	2,231	$ 142,627	1,254	$ 217,726	482	$ 249,690	206	$ 255,969	127	$ 269,226	74	$ 266,447	27	$ 303,618	5		6		4,803	$ 172,878

[1]Credited Service

[2]Average of 2024 Compensation, limited to 2023 IRC 401(a)(17) limit of $345,000

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB, Line 26(a) - Schedule of Active Participant Data

Age and Service Distribution of Active Members (continued)

Trilith

Completed Years of Service on January 1, 2025[1]

Attained Age	Under 1 year		1 to 4 years		5 to 9 years		10 to 14 years		15 to 19 years		20 to 24 years		25 to 29 years		30 to 34 years		35 to 39 years		Over 40 years		Total	
	No.	Avg. Pay[2]	No.	Avg. Pay[2]	No.	Avg. Pay[2]	No.	Avg. Pay[2]	No.	Avg. Pay[2]	No.	Avg. Pay[2]	No.	Avg. Pay[2]	No.	Avg. Pay[2]	No.	Avg. Pay[2]	No.	Avg. Pay[2]	No.	Avg. Pay[2]
<25																						
25-29			1		2																3	
30-34			1																		1	
35-39			1		1																2	
40-44			2		1																3	
45-49					1																1	
50-54					1																1	
55-59					1																1	
60-64					2																2	
65-69																						
70&Up																						
Total			5		9																14	

[1]Credited Service

[2]Average of 2024 Compensation, limited to 2023 IRC 401(a)(17) limit of $345,000

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB, Line 26(b) - Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total	Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	12,978,614	8,304,879	3,682,853	24,966,346	**2050**	17,505,881	59,891	1,446,481	19,012,253
2026	11,859,867	607,854	3,631,713	16,099,433	**2051**	16,797,987	54,753	1,315,290	18,168,030
2027	13,245,325	1,170,678	3,597,028	18,013,031	**2052**	15,840,529	49,583	1,185,574	17,075,686
2028	15,521,006	661,533	3,544,667	19,727,205	**2053**	14,432,400	52,207	1,058,537	15,543,144
2029	17,274,132	115,750	3,503,756	20,893,638	**2054**	13,357,480	38,661	935,487	14,331,628
2030	17,858,849	834,776	3,458,387	22,152,012	**2055**	12,189,632	33,881	817,736	13,041,249
2031	19,003,557	121,664	3,409,633	22,534,854	**2056**	10,857,040	29,322	706,551	11,592,912
2032	22,344,264	465,244	3,356,380	26,165,888	**2057**	9,743,393	25,045	603,059	10,371,497
2033	21,889,631	131,515	3,288,863	25,310,009	**2058**	8,666,879	21,103	508,190	9,196,172
2034	25,727,206	139,282	3,203,463	29,069,951	**2059**	7,702,114	17,531	422,608	8,142,252
2035	23,529,708	252,740	3,133,810	26,916,257	**2060**	6,762,870	14,353	346,645	7,123,868
2036	24,942,373	171,243	3,059,032	28,172,648	**2061**	5,929,973	11,575	280,334	6,221,882
2037	24,118,675	149,264	2,978,090	27,246,029	**2062**	5,190,729	9,191	223,449	5,423,369
2038	23,664,110	133,427	2,890,839	26,688,376	**2063**	4,569,615	7,181	175,507	4,752,303
2039	23,375,639	121,713	2,797,247	26,294,599	**2064**	4,065,673	5,519	135,822	4,207,014
2040	23,247,845	112,738	2,681,542	26,042,125	**2065**	3,631,699	4,169	103,568	3,739,436
2041	22,671,340	105,552	2,558,151	25,335,043	**2066**	3,288,665	3,093	77,815	3,369,573
2042	21,963,284	99,504	2,449,187	24,511,976	**2067**	3,009,845	2,252	57,611	3,069,708
2043	22,111,891	95,861	2,335,093	24,542,844	**2068**	2,768,899	1,608	42,037	2,812,544
2044	21,583,823	90,574	2,216,424	23,890,821	**2069**	2,557,983	1,125	30,232	2,589,340
2045	21,333,099	89,719	2,093,814	23,516,632	**2070**	2,368,946	770	21,430	2,391,146
2046	20,028,463	79,289	1,967,953	22,075,705	**2071**	2,191,795	516	14,972	2,207,283
2047	20,395,899	74,664	1,839,573	22,310,136	**2072**	2,026,628	338	10,312	2,037,277
2048	19,526,081	69,878	1,709,401	21,305,361	**2073**	1,865,314	216	7,003	1,872,532
2049	18,368,556	64,946	1,578,131	20,011,633	**2074**	1,712,502	135	4,692	1,717,329

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB, Part V - Summary of Plan Provisions

Plan Provisions

Plan Name	Chick-fil-A, Inc. Defined Benefit Pension Plan
Plan Sponsor's Name	Chick-fil-A, Inc.
Participating Affiliates	1. Chick-fil-A a. Chick-fil-A, Inc. b. CFA Servco, Inc. c. Chick-fil-A Supply, LLC d. Bay Center Foods, LLC e. Truett's Group, LLC 2. Trilith a. Trilith Development, LLC b. Trilith Outdoors, LLC 3. Chick-fil-A Canada ULC* *Participating affiliates did not have any participants in the Plan as of January 1, 2025.
Plan Sponsor's Employee Identification Number	EIN: 58-0941582
Plan Number	334
Effective Date	
Initial	January 1, 1977
Restatement	January 1, 2022
Amended	January 1, 2024
Plan Year/Taxable Year	The Plan Year begins January 1 and ends December 31. The Plan Year is the same as the Taxable Year and the Fiscal Year.
Eligibility	All employees of participating affiliates are eligible to participate on the January 1 or July 1 coincident with or next following completion of one year of service and attaining age 21.
Vesting Service	A year of service is granted for 1,000 hours of service in each plan year.
Credited Service	A year of service is granted for 1,000 hours of service in each plan year other than the year of hire (unless hired on January 1).
Compensation	W-2 earnings, including amounts deferred by the employee under the Profit Sharing Thrift Plan in accordance with Section 401(k) provisions and amounts which are not included in gross income under Sections 125, 132(f)(4), 402(e)(3), 402(h)(1)(B), 403(b), or 457 and excluding amounts attributable to any other employee benefit plan. Compensation for plan years beginning after 12/31/1993 is limited to $150,000 (indexed annually). Compensation for plan years beginning after 12/31/2001 is limited to $200,000 (indexed annually).

Plan Provisions (continued)

Average Annual Compensation	The average of a participant's compensation during the five consecutive calendar years that produce the highest average within all calendar years preceding retirement, termination, or death.
Normal Retirement Date	Later of age 65 or the fifth anniversary of plan participation.
Normal Retirement Benefit	Employees Not Subject to Appendix A of the Plan Document: For an employee not subject to Appendix A who becomes a participant on or after 1/1/98, the annual normal retirement benefit is determined by (b). For an employee not subject to Appendix A who was a participant prior to 1/1/98, the annual normal retirement benefit is the greater of (a) and (b). a) 26% of average annual compensation up to $9,000 plus 34.33% of average annual compensation in excess of $9,000, reduced pro rata for less than 15 years of credited service. b) 1% of average annual compensation multiplied by years of credited service up to a maximum of 40 years. Employees Subject to Appendix A of the Plan Document: For an employee subject to Appendix A who becomes a participant on or after 1/1/98, the annual normal retirement benefit is determined by (b). For an employee subject to Appendix A who was a participant prior to 1/1/98, the annual normal retirement benefit is the greater of (a) and (b). a) The sum of (1) and (2): (1) 26% of average annual compensation up to $9,000 plus 34.33% of average annual compensation in excess of $9,000, reduced pro rata for less than 15 years of credited service. Plus (2) The additional benefit described in Schedule 2 of Appendix A. b) The sum of (1), (2), (3), and (4): (1) 1% of average annual compensation multiplied by years of credited service through December 31, 2004.

Plan Provisions (continued)

	Plus (2) The greater of: A) 1% of average annual compensation multiplied by years of credited service between January 1, 2005 and December 1, 2009. B) The minimum benefit in Schedule 1 of Appendix A. Plus 3) 1% of average annual compensation multiplied by years of credited service after January 1, 2010. Plus 4) The additional benefit described in Schedule 2 of Appendix A.
Accrued Benefit	The projected benefit at normal retirement (using projected service with current earnings) times the following fraction: a) years of total service, divided by b) total years of possible service to normal retirement (up to a maximum of 40 years for formula (b) under Normal Retirement Benefit).
Minimum Benefit	The greater of the following: a) the participant's accrued benefit at 12/31/88; or b) the participant's accrued benefit at 12/31/93; or c) $240 per year
Early Retirement Date	A participant may retire on the first day of any month following the later of age 55 or the tenth anniversary of initial participation in the plan.
Early Retirement Benefit	A participant's early retirement benefit is the projected normal retirement benefit (using projected service with current earnings) reduced by the ratio of credited service at termination to total possible service at normal retirement. Benefits are reduced by 1/30 for the first five years and 1/15 for each of the next five years that they begin prior to normal retirement.
Unreduced Early Retirement Benefit	Unreduced early retirement benefits are payable to participants who retire from active employment after attaining age 55 and completing 20 years of benefit service. Lump sum benefits for these participants are calculated as if they attained age 65 as of their early commencement date.

Plan Provisions (continued)

Termination Benefits	A participant is 100% vested after 5 years of vesting service or normal retirement date if earlier.
Death Benefit	A lump sum that is the actuarial equivalent of the accrued benefit; or for married participants, if greater in value, one-half of the joint and survivor annuity commencing on the later of the date of death or the earliest retirement date.
Normal Form of Benefit Payment	Straight life annuity for unmarried participants; 50% Joint and Survivor annuity, which is the actuarial equivalent of the straight life annuity for married participants.
Optional Form of Benefit Payment	Life annuity with 120 months certain, Joint and Survivor annuity, lump sum, and installment payment.
Changes in Plan Provisions	Following the acquisition of Truett's Group, LLC by Chick-fil-A, Inc. (formerly Dwarf House Group LLC), effective November 1, 2024, the Chick-fil-A controlled group also includes employees from Truett's Group, LLC as of December 31, 2024.

CHICK-FIL-A, INC.
DEFINED BENEFIT PENSION PLAN
EIN #58-0941582 / PLAN #334
SCHEDULE H (FORM 5500), PART IV, LINE 4(i) –
SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2025

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment, Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
*	BNY Mellon EB Temporary Investment Fund	Common Collective Trust Fund	$ 47,004,860	$ 47,004,860
	Goldman Sachs Multi-Manager Non-Core Fixed Income Fund	Mutual Fund	42,384,012	37,811,836
	Goldman Sachs Multi-Manager Global Equity Fund	Mutual Fund	60,435,292	66,440,101
	Goldman Sachs Multi-Manager Real Assets Strategy Fund	Mutual Fund	40,194,421	42,281,375
	Goldman Sachs Global Managed Beta Fund	Mutual Fund	131,892,214	149,312,621
	iShares MSCI Japan EFT	Mutual Fund	1,733,584	1,756,198
	Daily MSCI EAFE Index Fund	Common Collective Trust Fund	2,460,148	3,697,870
	MSCI EAFE Small Cap Index Fund	Common Collective Trust Fund	1,824,534	2,871,062
	Russell 2000 Value Index Strategy - State Street Global Advisors	Common Collective Trust Fund	3,750,175	5,176,235
	Russell 1000 Index Strategy - State Street Global Advisors	Common Collective Trust Fund	6,870,690	9,661,317
	Goldman Sachs Tactical Exposure Fund Institutional	Common Collective Trust Fund	16,650,208	19,664,431
	MSCI Emerging Markets Non-Lending Umbrella CTF	Common Collective Trust Fund	6,433,558	8,951,698
	U.S. Treasury Bond 4.25% 11/15/2040	U.S. government security	1,934,972	1,926,420
	U.S. Treasury Bond 4.50% 11/15/2054	U.S. government security	11,615,641	11,349,133
	U.S. Treasury Bond 4.25% 1/31/2030	U.S. government security	37,177,571	37,347,174
	U.S. Treasury Bond Prin Strip 5/15/2051	U.S. government security	27,742,876	17,838,393
	U.S. Treasury Bond Prin Strip 8/15/2051	U.S. government security	22,152,189	16,559,261
	U.S. Treasury Bond Prin Strip 11/15/2050	U.S. government security	18,285,970	12,996,159
	U.S. Treasury Bond Prin Strip 11/15/2052	U.S. government security	10,319,899	9,759,246
	U.S. Treasury Bond 4.50% 5/15/2039	U.S. government security	25,199,253	23,642,238
	CFM ISTrends Fund	Partnership and joint venture interests	6,800,000	7,489,206
	Crabel Fund SPC Ltd	Partnership and joint venture interests	1,058,693	1,578,355
	Crabel Fund SPC Ltd - Segregate Portfolio	Partnership and joint venture interests	3,300,000	3,432,015
	Boston Partners Trend Fund	Common Collective Trust Fund	1,977,310	7,104,308
	Hatteras Core Alternatives TEI Institutional Fund LP	Partnership and joint venture interests	677,488	2,236
			$ 529,875,558	$ 545,653,748

** Party-in-interest*

This schedule is presented in compliance with DOL filing requirements.

Chick-fil-A, Inc. Defined Benefit Pension Plan
EIN: 58-0941582 / PN: 334
2025 Schedule SB, Line 24 - Change in Actuarial Assumptions

The retirement rate assumptions for Officers and certain members of the Cathy family were updated to better reflect plan experience and future retirement expectations.